

An invitation to apply:

Elementary Principal
#2024-1927
February 22, 2024



Our District:

The Snohomish School District serves approximately 9,300 students in grades Pre-K through 12. The district consists of two high schools, an alternative high school, two middle schools, ten elementary schools, a preschool, and a cooperative program for home-school families. Our community is known for coming together to support education and our students. We are a district committed to exploring and applying ways to assure that each student is successful.

Our Community:

Snohomish is situated in the heart of the Puget Sound region of Washington state – one of the most beautiful and livable areas of the state. We are ideally situated between the beautiful Cascade Mountains to the east and the Puget Sound to the west. Snohomish offers the balanced lifestyle of a family-oriented small town with easy access to the urban amenities of the west coast.

Education and Experience:

- Possess, or be eligible for, Washington State Principal Certificate
- Experience as an elementary principal
- A minimum of five years of successful teaching experience, preferably at the elementary level
- Experience working collaboratively with staff, students and families to develop a positive learning environment
- Experience implementing student learning improvement efforts in an elementary school
- Experience and/or training with cultural, ethnic, and language diversity preferred

Performance Criteria:

The successful principal candidate:

- Cultivates a culture of achievement in all facets of the school community.
- Engages staff in the development and implementation of learning improvement and professional development priorities.
- Builds capacity in self and staff to explore a wide range of evidence of student learning and growth.
- Addresses difficult issues with students, parents and staff in a compassionate, collaborative manner.
- Supports teacher leaders in their efforts to engage in learning-focused conversations.
- Supports the development of clear school-wide behavioral expectations and reinforces those through holistic disciplinary practices.
- Cultivates a welcoming and inclusive environment at the school and in classrooms.
- Facilitates and supports improvement efforts at the school that are built upon professional development, feedback, collaboration and reflection.
- Demonstrates knowledge of best practices in instruction and assessment and provides staff access to research and resources in relevant areas.
- Understand how to support the alignment of curriculum, instruction and assessment to state standards.
- Supports staff in the use of purposeful, engaging instructional practices.
- Empowers parents in meaningful ways as partners in student learning.
- Develops and manages a school budget that aligns with the school's priorities.
- Consistently recruits and hires effective staff members who advance the vision of the school and district.

Academic Vision

Snohomish Schools will ensure all students receive the time and support needed to access and surpass essential grade level learning.



Performance Criteria Continued:

- Interacts with administrative colleagues collaboratively and in ways that support the improvement of the District as a whole.
- Effectively communicates with stakeholders in a manner that is inviting and supportive.
- Performs such other tasks as directed by the Superintendent.

Knowledge, Skills and Abilities:

- Demonstrate success in human relations, leadership and facilitating collaboration
- Demonstrate thoughtful and reflective judgment in decision making
- Demonstrate the ability to function as a member of a team
- Ability to work effectively under pressure
- Ability to listen to diverse opinions
- Knowledge and skills in budget/fiscal management, program compliance, instructional leadership, dispute resolution, time management and organization, and effective decision making
- Possess skills in program supervision, development and evaluation
- Possess strong oral and written communication skills
- Ability to follow SSD policies, procedures and protocols
- Ability to maintain a consistent presence at assigned work location and fulfill assigned hours
- Ability to interact positively and confidentially with students, staff, parents, business and community
- Ability to exercise sensitivity in dealing with individuals of diverse socio-economic backgrounds, cognitive and physical abilities as well as with individuals of diverse cultural and ethnic backgrounds

Application Procedure:

Applicants must apply through our web-based application program and upload the required supporting documents. Complete instructions are online with a checklist of the documents you need to submit. Only complete applications will be considered.

Salary Range: \$184,594—\$196,377 (estimated for 2024-2025 school year)

Benefits: Medical, life and other insurances are available from SEBB plans

Work Year: July 1 to June 30, 12 month work year, including 14 holidays and 26 vacation days.

Planned Selection Timeline:

Invitation to Apply: February 22, 2024

Screening To Begin: March 8, 2024

For Job Posting Information:

HRS Office (360) 563-7233

Website www.sno.wednet.edu

Email Human.resources@sno.wednet.edu

Work Environment:

The work environment characteristics described are representative of those an employee encounters while performing the essential functions of this job. The employee will have flexible hours and some evening meetings are required. Leadership initiative will structure job hours and environment. Work environment will include a wide variety of school, management, and community settings. Meetings will be held with many diverse constituency groups including staff, students, parents, and community members networking in the region. Environments requiring sensitivity, expertise in investigations, and skills in conflict resolution will likely occur. The employee is exposed to infectious diseases carried by children. The noise level in the work environment is acceptable to this particular environment and can vary depending upon daily activity but will remain within acceptable ranges. The employee may be confined to a work area; required to have precise control of fingers and hand movements; experience constant interruptions and inflexible deadlines; and must be able to stoop, crouch, crawl, bend, kneel, stand for periods of time, and. The employee is required to deal with distraught and/or angry persons and is exposed to infectious diseases carried by children.

The Snohomish School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination: Civil Rights Coordinator, Title IX Coordinator and ADA – Darryl Perna, 360-563-7285, darryl.perna@sno.wednet.edu; Section 504 Coordinator and Harassment, Intimidation and Bullying – Shawn Stevenson, 360-563-7280, shawn.stevenson@sno.wednet.edu; 1601 Avenue D, Snohomish, WA 98290.