

SOCIAL JUSTICE SCHOOL

Organizational Overview:

The Social Justice Public Charter School (SJS) is a middle school serving students in the 5th-8th grade in Washington DC.

Our mission is to catalyze an integrated community of middle-school learners to be scholar-activists who are designers of a more just world. In order to design a more just world, our students require an education that embraces and lives out a set of core beliefs about what it means to be human.

The SJS Community will proudly reflect the diversity of America – racially and socioeconomically diverse, integrated, democratic, and problem-solving. Students, teachers, and parents develop a passion for social justice and are empowered to identify needs and enact change in their school, community, and the world. Our **academic model** is rooted in social justice, built around culturally responsive learning, keeps learning active through expeditionary learning, and empowers students with design thinking projects.

Overview

We are looking to recruit a dynamic Principal who is willing to co-create an engaging learning experience for students that is rooted in social justice. The principal will develop the SJS' vision for achievement, and school culture. And, will develop and execute a school wide plan in order to ensure that SJS meets its schoolwide goals.

KEY RESPONSIBILITIES

Vision & Goals

- Develop school-wide academic and culture vision for SJS
- Owns the implementation of select school priorities in support of the school-wide vision

Plan & Prioritize

- Prioritize and manage their own time to accomplish short and long-term goals or priorities
- Demonstrate strong judgment and data-based, timely decision-making
- Act decisively to overcome barriers and make difficult choices with the long-term and short-term impact in mind

Lead School Culture

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- Set a vision of excellence for student and staff culture, along with the School Leader, and executes on plans to uphold it
- Build positive, affirming and joyful student culture across teams
- Build an inclusive grade-level/department or school-wide environment for special populations
- Manage parts of the daily school operations (e.g. arrival/dismissal, lunch/recess)
- Act as the first Leadership Team contact on student intervention and family communication; determines appropriate next steps and follow ups
- Plan for and predictably respond to student behavior that doesn't meet school culture expectations. Coach, support and follow up with teachers in service of empowering them to do the same
- Maintain calm and poise in unpredictable, potentially stressful, situations with students

Instructional Leadership

- Establish & communicate experiential and academic goals for students
- Demonstrate strong student achievement results across classrooms that they coach
- Understands curriculum, pedagogical practices, standards, lesson plans, unit plans, assessments & each one's purpose for multiple grade levels or departments
- Collaborate with other leaders to support teachers in instructing and assessing and connects teachers with relevant resources to improve their content knowledge and instruction
- Participate in ongoing learning to build knowledge outside of own content area expertise
- Lead data-driven instruction by analyzing homeroom specific and grade/department level data and developing and executing plans to address gaps and by helping teachers do the same thing for their classes
- Lead a culture where general educators, special educators and other team members collaborate to meet the unique needs of our scholar-activists

Manage & Develop

- Builds trusting, strong relationships with teachers and school staff as the foundation for development and management work
- Capture sharp, meaningful evidence during observations
- Ground feedback and next steps for teachers in student impact and data
- Identifies high-leverage coaching focuses ground in student impact, transferability, context and teacher match
- Develop, rely on, and refine systems that result in the effective coaching of all teachers
- Identify an academic gap across a grade level or department and develop and execute a plan that results in improved student experiences and outcomes

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Hire & Retain

- Collaborate with Executive Director and Director of Operations to run school based internal hiring processes for teacher leader positions where applicable
- Understand and practice fair and legal employment practices

Operations Management

- Take the lead on staff facing, school based systems (i.e. testing, school schedule, arrival, dismissal, etc.)

EDUCATIONAL BACKGROUND AND WORK EXPERIENCE

- Minimum of 3-5 years teaching and leadership experience in an urban school community
- Familiarity with urban middle school students, with particular experience with the developmental and social nuances of 5th through 8th graders
- Bachelor's degree from an accredited institution. Master's degree in educational administration, guidance, counseling or related field, preferred

Compensation

SJS offers a competitive salary and benefits packages commensurate with experience.

We strongly encourage people of color to apply. SJS is an equal opportunity employer and welcomes everyone, including LGBTQ people, to join our team.

TO APPLY:

Please go to <https://thesocialjusticeschool.org/careers/> to apply.