

# SOCIAL JUSTICE SCHOOL

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## **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 recruiting a dynamic Principal who is willing to co-create an engaging learning experience for students that is rooted in love, learning, and liberation. The principal will refine and iterate on 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
- Own 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

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## Lead School Culture

- Set a vision of excellence for student and staff culture, along with the Executive Director, and execute on plans to uphold it
- Build positive, affirming, and joyful student culture across teams
- Establish and maintain strong relationships with students, ensuring that staff members also prioritize building meaningful connections
- Build an inclusive grade-level/department or school-wide environment for special populations
- Act as the first Leadership Team contact on student intervention and family communication; determine appropriate next steps and follow ups
- Build an inclusive, positive, and affirming adult culture
- 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, and 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 leads of our scholar-activists

## Personal Leadership and Strategic Planning

- Focus on evidence-based growth and results to drive the school towards annual and long-term goals
- Engage school community members effectively to ensure all stakeholders are included in school improvement efforts

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- Listen to and communicate with the school's stakeholders; build successful interpersonal relationships with faculty, staff members, families, community members, and students.
- Manage the change process, including making tough decisions when necessary to move the school and students forward
- Engage in constant personal learning, including the need to learn and adapt when faced with challenges and successes

## **Manage & Develop**

- Build 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
- Identify high-leverage coaching approaches focused on 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
- Create systems for shared decision making and accountability
- Manage the building; not run the building

## **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., assessment cycles, schoolwide schedule, 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

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## **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 email your resume to [alison@thesocialjusticeschool.org](mailto:alison@thesocialjusticeschool.org) to apply.