Principal

About North Side Community School:
We are a K-8 charter school in the City of St. Louis founded in 2008. We currently have around 500 scholars and will have around 600 next year. We are now in our eleventh year of operation and were recently granted a ten-year charter from UMSL which is very rare as most charters only receive a five-year renewal. North Side was just ranked as the number one elementary charter school in St. Louis and the number three school in the state. Despite the fact that the majority of our scholars live in the most challenging neighborhoods in St. Louis, where 100% of our scholars qualify for free or reduced lunch, we have the highest of standards and our scholars rise to meet them every day. Most classes are small with less than fifteen scholars per class. Small classes and high expectations has been a winning combination and in 2016, the School was named Public Charter School of the Year by the Missouri Public Charter School Association. North Side also received the Champion of Education Reform for Closing the Achievement Gap Award from the Children’s Education Alliance of Missouri (CEAM). North Side was awarded the What’s Right with the Region Award for Promoting Racial Equality and Social Justice from Focus St. Louis.

Principal Position:
The Principal will lead the school, academically, operationally, and culturally. The Principal is responsible for making sure the school runs smoothly every day and that high quality instruction is provided to every scholar. The principal execute on a powerful vision for scholar achievement and motivate others to follow that vision through effective planning, execution, feedback and support. The principal must coordinate the work of various teams and cultivate a spirit of teamwork to drive high levels of scholar achievement.

Process - 5 Rounds:
Round 1 (Dec 23 – Feb 21)
• Application Reviews
Round 2 (Feb 21 - Feb 28)
• Phone interview
Round 3 (Feb 29 – Mar 4)
• Phone screening interview with parents and board members
Round 4 (Mar 5 – Mar 12)
Principal for a Day / Teacher Interview / Scholar Interview
Parent Interview
LT Interview - Submit and present Strategic Plan which includes PD Plan, Staff and scholar Culture Plan, & Data Analysis.

Round 5 (Mar 13 – Mar 20)
Funders Interview
Board Member Interview

Student Achievement & Instructional Leadership:
- Lead and oversee the school’s instructional program.
- Analyze data with teams and teachers regularly to maximize scholar performance.
- Ensure that every scholar shows dramatic achievement gains and that the school meets the ambitious performance goals set by its Executive Director.
- Design and create systems for assessments and the use of assessment results.
- Identify best practice and ensure consistency and a high level of instructional quality in every class, every day, for every scholar.

Staff Development and Evaluation:
- Create systems to ensure the planning of impactful professional development for all staff.
- Ensure that the school’s instructional team has the skills and knowledge necessary for excellent instruction.
- Create systems to ensure the proper supervision, observation, support and evaluation of all school staff.
- Interview and select staff members that will significantly advance the mission of North Side Community School.

Parent & Community Partnership:
- Cultivate positive relationships with parents and the local community.
- Guarantee consistent, timely, and courteous communication between the school and parents.
• Develop systems and opportunities for parent and community involvement.

**Leadership & Management:**
• Ensure that the school runs smoothly, efficiently, and on budget
• Prepare reports on school and scholar progress.
• Develop strong staff Crew (Adult groups that help to create strong staff culture) and Crew program.
• Correspond with the Executive Director and provide timely reports on school performance including but not limited to the following: Academic performance, staff morale, enrollment, attendance, assessments, HR matters, and technology.

**Skills & Characteristics:**
• Excellent organizational, planning, and implementation skills are a must.
• Excellent communication skills.
• Self-directed but receptive to feedback.
• Must exemplify initiative, leadership, and tenacity.
• Must exemplify maturity, humility, and a strong work ethic.
• Strong moral sense and ability to hold others accountable.
• Must be flexible and able to multi-task; can work within an ambiguous, fast-moving environment, while also driving toward clarity and solutions; demonstrated resourcefulness in setting priorities and guiding investment in people and systems.
• Relentless – Doing whatever it takes to ensure success.
• Detail-oriented team player willing to roll up their sleeves to get the job done.

**Educational Background & Work Experience**
• Bachelor’s degree required, master’s degree preferred.
• At least 3 years teaching.
• At least 2 years in school leadership.

**Compensation**
We offer a generous compensation package including benefits.

**To Apply:**
Please send a resume and thoughtful cover letter, outlining how your skills and experience meet the qualifications of the position and stating how you
heard about this opportunity. Send to Chester.asher@northsidecommunityschool.org with “Application – Principal – (Your Name)” in the subject line. **Failure to use proper subject line may result in your application not being considered.**

North Side Community School is an equal opportunity employer and is committed to a policy of equal treatment for all individuals applying to the school. North Side Community School does not discriminate on the basis of race, color, gender, handicap, age, religion, sexual orientation, or national or ethnic origin.