

School Turnaround Principal

Hillsborough County Public Schools (HCPS) – Transformation Network (Tampa, FL)

INTRODUCTION: CONTEXT AND MISSION

Hillsborough County Public Schools is the 7th largest in the nation, serving approximately 220,000 students in over 250 schools. Over the past several years, the district and community have united behind the collective goal of ensuring every child has a high-quality education and every neighborhood has access to great schools where families trust to send their children. This effort has led to the creation of the **HCPS Transformation Network**, a comprehensive multi-year school turnaround effort focused on the district's most vulnerable schools, located in some of the County's most economically segregated neighborhoods. To mitigate any environmental or social adversities, our vision is to ensure that every child has unwavering access to our 5 strategic focus areas:

1. Rigorous High-Quality Instruction.
2. Expert, Collaborative Teachers
3. Deeply Engaged Families and Communities
4. Safe, Supportive Environments.
5. Transformational, Effective Leaders.

The Transformation Network is focused on closing achievement gaps and leveling the playing field for students by creating equitable systems of support resulting in rapid, sustainable improvement of student outcomes. The Network is working to achieve these goals through a commitment to serving the academic, social, and cultural needs of all students, families, faculty, and staff.

THE OPPORTUNITY

HCPS seeks full-time Principals who have a passionate belief in the capacity of all children to learn, a sense of urgency about making that real for students, and a personal sense of accountability for students' success. HCPS Principals within the Transformation Network are responsible for creating strong school cultures and academic programs clearly focused on improving teaching practice and improving student achievement. Principals will be responsible for ensuring that students in their schools receive the quality of education that will lead them to compete in and contribute to the 21st century global economy. Successful candidates must be instructionally strong and confident administrators who can provide decisive management, coaching, and rigorous leadership. This application is for entry into the applicant pool of PK-12 Principal opportunities for the 2021-2022 school year, to be filled as needed.

JOB SUMMARY

The successful candidate will have a proven track record of leading school improvement efforts that result in raising student achievement outcomes and a deep understanding of the use of data. The School Turnaround Principal must also have experience in leading internal and external teams, analyzing and reacting to data, progress reporting and strategic planning within schools, and creating a safe and supportive work environment for staff and students to thrive.

KEY RESPONSIBILITIES include, but are not limited to:

Leadership

- Articulate a vision of equity and inclusion for all members of the school community.
- Model and uphold high expectations for personal and professional conduct.
- Facilitate and model the articulation and realization of a mission, vision, and situationally appropriate strategies for continuous improvement and change management.
- Develop the capacity of staff as leaders and provide opportunities for staff to assume leadership positions.
- Collaborate with stakeholders to develop, enact, model, and evaluate a data-driven shared mission and vision that drives school improvement.
- Demonstrate and work towards an advanced working knowledge of Florida public education laws, rules, and requirements, as well as District policies, procedures and agreements, applying as appropriate.

- Build and sustain partnerships with public and private sectors in order to employ the community's resources to promote continuous improvement and student learning.

Learning

- Ensure that students in all classrooms have access to and are completing complex academic texts that are both rigorous and culturally appropriate.
- Continually improve your own effectiveness through reflection, study, and other professional development opportunities.
- Use standards to align, focus, and implement systems of curriculum and instruction, and assessment within and across grade levels to promote high expectations for student learning and the school's mission and vision.
- Ensure that each student has equitable access to effective teachers, challenging learning opportunities, educational resources and social support.
- Support teachers and staff by providing ongoing actionable feedback, as well as individual and group professional development opportunities, to promote continuous improvement.
- Organize the school as a professional learning community to achieve positive outcomes for each student.
- Co-create a plan for school improvement with staff and stakeholders and implement processes and procedures in support of the plan.
- Ensure the school implements a balanced system of assessment and analysis to ensure students receive targeted instruction.
- Recognize, respect and employ the student's strengths, diversity, and cultures as assets of teaching and learning for personalized instructions.

Culture

- Establish and sustain a professional culture of engagement and commitment to the education of the whole child using coherent academic and SEL supports.
- Support students and staff by establishing norms of respect, caring, learning, and safety.
- Cultivate and monitor a school climate characterized by equity and inclusiveness.
- Utilize coherent systems of academic, physical, social, and emotional supports to meet the needs of each student.
- Proactively address individual, institutional, and systemic behaviors that disregard equity and cultural responsiveness.
- Model cultural knowledge and sensitivity in interactions with staff, students, and families.
- Ensure the school has a common language of high expectations for all student goals.
- Create an environment where staff-to-student relationships are a priority in every class.
- Create an environment where student voice, agency, and leadership are evident.
- Maintain a presence in the community to create and sustain a positive, productive relationship with families and stakeholders.

Management

- Align the assignment of staff to the needs of students and priorities of the school.
- Retain high performing teachers and coach low performers to improve or exit.
- Plan and execute a fiscally responsible budget ensuring that federal, state, and local guidelines are followed to support building and district goals.
- Conduct an evaluation process, following contractual procedures and timelines, which promotes the professional growth and performance of staff.
- Utilize current resources and identify untapped resources, in alignment with the shared vision and goals of the school.
- Collaborate with school and Transformation Network staffs to support and facilitate policies and procedures that ensure a smooth progression for students through their school careers.
- Cultivate and manage productive professional relationships with students, staff, district personnel, and other stakeholders to positively impact school operations.

- Support student learning by implementing a school schedule designed to meet student needs.
- Promote wellness best practices, including work life balance, for staff and self.

QUALIFICATIONS:

- Master's degree in educational leadership or similar required
- At least three years of K-12 classroom teaching experience
- Administrator Certification or eligibility for Alternative Administrative certification as required by the Florida Department of Education.
- Experience in School Building administration.
- Strong record of helping students achieve academic success, primarily with minority and low-income students.
- Experience working effectively with urban schools, students and families, and outside partners with demonstrated exemplary results.
- Record of success in leading adults; prior experience with direct management and supervision
- Special training and/or experience with school turnaround highly desirable.

WHAT WE OFFER

HCPS offers a competitive salary commensurate with experience, as well as tiered supplemental salary bonuses between \$3,600 and \$7,500 annually for school leaders who work at specific Transformation Network Schools.

We also offer a comprehensive benefits plan, including dental and vision, life insurance, flexible spending account options, generous vacation time, professional development, and contributions to the FRS retirement system. We also offer an inclusive environment where our staff is encouraged to bring their whole selves to work every day.

TO APPLY

Please submit your resume and a short cover letter explaining your interest and qualifications for this role to Mr. George Fekete, george.fekete@hcps.net.