

PRINCIPAL OF NEW DUAL LANGUAGE ELEMENTARY SCHOOL

Worcester Public Schools

Worcester, MA

Worcester Public Schools (MA) is seeking a school principal to lead our new Dual Language Elementary School (Spanish-English) to be opened for the start of the 2021-2022 school year. This position is a unique opportunity for an educational leader committed to dual language education to launch a new dual language school serving a diverse population of multilingual learners. This two-way dual language school will welcome preK-6 students beginning with approximately 150 students in its first year and growing to as many as 350 students over time.

The ideal principal candidate will be an experienced educational leader who can leverage the strengths of students, families, and educators to create a school that lives Worcester's Dual Language Vision: All students will excel academically, become bilingual and biliterate, and develop sociocultural competence in a community of diversity, inclusion, and equity. The ideal candidate will have a demonstrated commitment to equity for multilingual learners and implementation of dual language education. The ideal candidate will also have practical experience and demonstrated success in leading schools to advance academic achievement, bilingualism and biliteracy, and sociocultural competence for all learners. Finally, the candidate must be bilingual and biliterate in Spanish and English in order to act effectively as an instructional leader in this dual language school and to build collaborative relationships with all families served by this school.

Worcester is a diverse urban school district which provides all students with the opportunity to become informed, productive, and responsible citizens. The district is comprised of 48 schools and programs serving approximately 25,000 students. Our students, families, and community are linguistically and culturally diverse. More than half of our students speak a language other than English and more than a quarter are learning English as an additional language. There is a strong school culture which expects all staff to personally take responsibility to foster college and career readiness for all students, while emphasizing the four keys to 21st century learning: literacy, critical thinking, communication, and collaboration. The successful applicant will demonstrate the ability to support and develop the culture while also developing systems and structures to ensure high quality teaching and learning for a diverse student population.

Schools in the Worcester Public Schools serve as an integral part of the lives of students and their families, and the successful applicant will demonstrate a commitment to building and maintaining relationships with students, families, business partners, and community organizations.

The City of Worcester is in central Massachusetts. It is one of the largest cities in New England and is a short drive to Boston (one hour) and to the beaches of Cape Cod or Maine (two hours).

PRINCIPAL RESPONSIBILITIES:

1. Responsible for exercising vision and providing leadership that appropriately involves staff, parents, students, business partners and community in the identification and accomplishment of the school's mission and goals.
2. Responsible for the knowledge and use of interpersonal skills such as oral and written communication, public relations and group dynamics.
3. Responsible for exploring, assessing and implementing educational concepts that enhance teaching and learning under the framework of the Massachusetts Common Core of Learning.
4. Responsible for gathering and analyzing school data to inform school and district improvement efforts.

5. Responsible for promoting a school climate that fosters high student expectations and employs appropriate strategies that address multiple learning styles.
6. Responsible for coordinating the School Council and serving as Co-chair. This includes the development and implementation of a School Improvement Plan, consistent with state law and School Committee Policy.
7. In concert with the Human Resource Office, responsible for developing and executing a system of personnel selection, assignments, supervision, support and evaluation which encourage professional growth in staff performance.
8. Responsible for developing a program for personal and professional growth of staff that highlights cooperation and self-renewal with an emphasis on creativity and innovation.
9. Responsible for implementing and executing a system of budget planning, record keeping and report-making that serves the needs of the school and community.
10. Responsible for supervising the daily use of school facilities in the area of both academic and non-academic activities, including usage of school facilities by community groups.
11. Responsible for implementing, supervising and evaluating student standardized testing programs as prescribed.
12. Responsible for developing and sustaining a building and grounds maintenance program. Other programs will include safety for playgrounds, school crossings, health and sanitation for all pupils.
13. Responsible for providing equal educational and employment opportunities to all individuals regardless of race, color, gender, age, religion, gender identity, national origin, marital status, sexual orientation, disability, or homelessness.
14. Performance of other job-related duties as assigned.

REQUIRED QUALIFICATIONS:

1. Licensure as a Principal PK-6 from the Massachusetts Department of Education. Possession of the SEI endorsement. Possession of the bilingual education endorsement from DESE.
2. A minimum of a Master's Degree in an appropriate field.
3. At least three years' experience as a public school administrator or a district level administrator; or, an instructional coach; or, a curriculum specialist.
4. Ability to read, write, speak, and understand Spanish and English fluently.
5. Demonstrated success leading strategic educational initiatives that result in measurable improved student achievement.
6. Thorough knowledge of public education in Massachusetts, administration/supervision, and curriculum development.
7. Demonstrated educational leadership with the ability to build consensus and process critical issues for decision making.
8. Proven ability in curriculum development, supervision and organizational and strategic planning.
9. Proven ability in budget preparation and line-item expenditure process.
10. Proven ability to successfully communicate with parents, teachers and members of the community.
11. Proven ability to work as part of a management team.

PREFERRED QUALIFICATIONS:

1. Three (3) years' experience as a principal at the elementary school level.
2. Experience in urban school administration, preferably in a community school setting or in a setting with multiple community and business partnerships.
3. Experience in bilingual and multicultural education, including curriculum, instruction, assessment, and staff development.

4. Demonstrated experience with effective programming and practices to advance the achievement of multilingual learners.
5. Demonstrated experience with effective programming and practices to advance the achievement of students with disabilities.

To apply, please visit [SchoolSpring - Job ID: 3492242](#).