



OLYMPIA SCHOOL DISTRICT NO. 111

111 Bethel St. NE; Olympia, WA 98506

www.osd.wednet.edu

"Creating opportunities and shaping success for all students"

ELEMENTARY SCHOOL PRINCIPAL - LP Brown

Salary	\$125,458 – \$142,203	Location	Olympia, WA; Thurston County
Job Type	Regular Full-Time	Hours/FTE	8 hpd/215 Days Continuing (plus 14 additional days)
Department	Elementary Education		
Job Category	Certificated		
Closing	Open Until Filled		
	<i>Best to apply by May 19, 2021. Contract year will begin on July 1, 2021. First interviews are scheduled for Wednesday, May 26, 2021.</i>		
How to Apply	All applicants should apply at http://edjobsnw.org		

POSITION SUMMARY

The Olympia School District (OSD) Human Resources Office is now accepting applications for the position of Principal. OSD is seeking an innovative leader who is skilled in elementary learning best practices, design thinking, and organizational leadership. This Principal leader will partner with each member of Cabinet in the interest of student, family, and educator success in the 2021-22 school year and beyond.

ABOUT THE DISTRICT

The Olympia School District (OSD) is a vibrant community in the heart of our region. The OSD is one of the oldest districts in Washington State, the Olympia School District is located in the state capital of Washington, an hour from Seattle and two hours from Portland, Oregon. The District provides high-quality, diverse learning opportunities for our 10,000 students in its 19 modern schools. Our staff of innovative, experienced administrators, teachers, and support personnel total nearly 1,800. Community partnerships are a rule, not an exception. Volunteers are a vital and vibrant part of our school District.

A major focus in our District is continuous academic achievement for all students in support of our District Improvement Plan (DIP), as outlined on our website. Our community is supportive of quality education, and the staff serving its students. With a long-tradition of excellence and a

community-wide focus on racial equity, we have much to be proud of and much yet to accomplish. The common goals our community is committed to include through our DIP and School Improvement Plans (SIPs): Our students will... (1) Be compassionate and kind. (2) Have the academic and life skills to pursue their individual career, civic and educational goals. (3) Advocate for the social, physical and mental wellness of themselves and others and be hopeful about the future. (4) Have the skills, knowledge and courage to identify and confront personal, systemic and societal bias. (5) Discover their passions, be curious and love learning. (6) Be critical thinkers who contribute to and collaborate with our local, global and natural world.

The Olympia School District is committed to increasing the diversity in our schools. Candidates who can contribute to this goal are encouraged to apply and to identify their strengths and experiences in this area. We encourage individuals of different cultures, backgrounds, and perspectives to apply and seek those who actively embrace our equity-focused direction for the future.

ESSENTIAL JOB FUNCTIONS

Creating a school culture that promotes the ongoing improvement of learning and teaching for students:

- Develop and sustain focus on a shared mission and clear vision for improvement of learning and teaching
- Engage in essential conversations for ongoing improvement,
- Facilitates collaborative processes leading toward continuous improvement
- Create opportunities for shared leadership.

Providing for school safety:

- Provide for physical safety
- Provides for social, emotional, and intellectual safety

Leading the development, implementation and evaluation of a data-driven plan for increasing student achievement, including the use of multiple student data elements:

- Recognize and seek out multiple data sources
- Analyze and interpret multiple data sources to inform school-level improvement efforts
- Implement data driven plan for improved teaching and learning
- Assist staff to guide, modify and improve classroom teaching and student learning
- Provide evidence of student growth that results from the school improvement process

Assisting instructional staff with alignment of curriculum, instruction and assessment with state and local district learning goals:

- Assist staff in aligning curricula to state and local district learning goals
- Assist staff in aligning best instructional practices to state and district learning goals

- Assist staff in aligning assessment practices to best instructional practices

Monitoring, assisting, and evaluating effective instruction and assessment practices:

- Monitor instruction and assessment practices
- Assist staff in developing required student growth plan and identifying valid, reliable sources of evidence of effectiveness
- Assist staff in implementing effective instruction and assessment practices, 5.4 Evaluates staff in effective instruction and assessment practices
- Provide evidence of student growth of selected teachers
- Model educational excellence and equity in school programs, using established metrics and standards for all students

Managing Resources:

- Manage human resources in assignment and hiring
- Manage human resources with ongoing professional development
- Manage both staff and fiscal resources to support student achievement and legal responsibilities
- Fulfill legal responsibilities

Partnering with the school community to promote student learning:

- Communicate with community to promote learning
- Partner with families and school community
- Demonstrated effective leadership experience in educational equity and meaningful family and community engagement

Demonstrating commitment to closing the achievement gap:

- Identify barriers to achievement and knows how to close resulting gaps
- Demonstrate a commitment to close the achievement gap
- Provide evidence of growth in student learning

QUALIFICATIONS

Education

Master's degree from an accredited college or university with an emphasis in educational leadership preferred.

Experience

- Five (5) years of successful teaching experience in public schools and effective work with school age students. Preference given to elementary level experience. Three (3) years of successful building level administrative experience, elementary level principal preferred. Prior experience coaching and training adult learners preferred.
- Experience with blended learning in a one-to-one environment to support student academic growth is preferred. Technology OSD leverages in support of students, educators, and families: Chromebooks, Schoology, Google Education, Skyward, Ed Puzzle, Nearpod, LCD projectors, document cameras, and related resources for learning.
- Experience leading for learning through the lens of racial equity and a whole child approach, in alignment with our OSD District Improvement Plan (DIP) is preferred.

Certificates and Licenses

Valid Washington State administrative certificate. Possession of a valid teaching certificate preferred. Valid WA State driver's license and appropriate insurance required. Must maintain as current any certification or license listed herein and held at hire date.

Skills, Knowledge and/or Abilities Required

Skills to appropriately manage personnel and programs, communicate effectively, problem solve. Experience facilitating adult learning in support of student success. Skills for prioritizing the rights of students and leading through conflict are foundational to this position. Skills to leverage digital applications in support of students and adults; these applications should be inclusive of, or equivalent to: Schoology, Zoom, Skyward, Google Education, Ed Puzzle, and Nearpod or equivalent applications.

Knowledge of curriculum, education code, district policies. Knowledge of standards-based education (Washington State Learning Standards, grading, leveraging standards-based instructional materials, and standards-based assessment) and trauma-informed practices. Knowledge of structures that support effective grade-level teams and high quality collaboration through leveraging physical (in-person) and digital structures. Demonstrated understanding of student rights in physical and digital settings, such as privacy and accessibility. Experience with developing and engaging student and adult learners in high quality learning experiences.

Abilities to sit for prolonged periods, provide direction to others and make independent judgments, keep and maintain accurate records, meet deadlines, communicate with individuals of varied cultural and educational backgrounds, communicate in oral and written form. Significant physical abilities include reaching/handling/ fingering, talking/hearing conversations, near/far visual acuity/depth perception/visual accommodation. Ability to support teachers with continuous improvement practices involving data-informed goal setting, progress monitoring, and quality instruction for learning. Ability to cultivate strong family and community partnerships in the interest of student success.

Continuing Education

That which is required to be effective in the position and to maintain certification as well maintaining current knowledge of curricular requirements, evaluation frameworks, and state and federal mandates.

Clearance

Criminal Justice Fingerprint/Background Clearance

REQUIRED APPLICATION MATERIALS

- Cover Letter
- Resume
- Three (3) Letters of Recommendation
- Supplemental Question
- Transcripts
- Certificate
- Apply through EdJobsNW at <https://edjobsnw.org>

The Olympia School District is committed to increasing the diversity of staff in our schools. Candidates who can contribute to this goal are encouraged to apply and to identify their strengths and experiences in this area.

If you share our commitment to provide challenging opportunities for all students to be successful, we'd like to hear from you!

Questions may be directed to:

Scott Niemann, Executive Director of Human Resources

Voice: (360) 596-8534 / Fax: (360) 596-6181

Olympia School District

111 Bethel St NE Olympia, WA

98506 (360) 596-6185

FAX (360) 596-6181

<http://osd.wednet.edu>

Equal Employment Opportunity:

Olympia School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. Auxiliary aids and services will be provided upon request to individuals with disabilities. The following employee(s) have been designated to handle questions and complaints of alleged discrimination: Title IX Officer – Michael Hart, (360) 596-8545, mhart@osd.wednet.edu; Executive Director of Elementary Education – Autumn

Lara, (360) 596-8534, alara@osd.wednet.edu; Section 504 and ADA Coordinator (Students) – Ken Turcotte, (360) 596-7530, klturcotte@osd.wednet.edu; ADA Coordinator (Staff) – Starla Hoff, (360) 596-6185, shoff@osd.wednet.edu; Affirmative Action Officer and Civil Rights Compliance Coordinator – Scott Niemann, (360) 596-6185, sniemann@osd.wednet.edu. Address: Knox Administrative Center, 111 Bethel St NE, Olympia, WA 98506.

The Olympia School District will provide reasonable Accommodations to enable persons with disabilities the opportunity to apply for open positions and to participate in District interview procedures. Persons with disabilities or are in need of translation services are asked to notify the Human Resources Office at least three days prior to the date on which the requested accommodation is needed. Human Resources Officer: Voice: (360) 596-6185 or TDD: (360) 596-7537 or FAX: 360-596-6181.

