

High School Principal Cashmere School District Grades 9-12

The Cashmere School District is seeking a dynamic leader to carry on the quality work already in progress developing the school culture and instructional programs to support both student learning and staff professional growth.

Cashmere High School has a long tradition of excellence in academics and activities with an emphasis on teaching self-discipline. The staff is committed to a cooperative effort focused on research-based innovation in addressing the learning needs of all students.

EDUCATION AND EXPERIENCE REQUIREMENTS

- Master's degree with a major in educational administration or appropriate related field
- Valid Washington State administrator certificate with a principal endorsement
- Experience in public school administration and supervision (high school experience preferred)
- Successful experience as a classroom teacher (secondary experience preferred)

ESSENTIAL JOB FUNCTIONS

- Ability to honor and maintain past traditions while promoting and fostering a "growth mindset" for continuous improvement
- Active participation in school and community events
- Ability to facilitate an equitable, caring, productive, respectful, and safe school environment for all students and staff
- Collaboratively implements a shared vision and mission
- A commitment to work collaboratively with staff, students, alumni, and the community toward continuous improvement of educational programming for all students
- Knowledge of Special Education, 504 plan implementation, EL, and alternative education programming
- Effectively monitors, supervises, evaluates and improves the instructional system
- Possesses knowledge and understanding of Common Core State Standards and the state evaluation system based on instructional frameworks
- Ability to successfully implement a focused, job-embedded staff development program, based upon best practices and systems accountability
- Ability to use data and data management systems to inform instruction and guide a continuous school improvement model
- Knowledgeable in the use of technology to support learning throughout the school
- Ability to provide clear and effective leadership in managing student behavior throughout the school
- Willingness to participate in a K-12 system as a building principal and a district-wide administrator

PERSONAL CHARACTERISTICS

- Principal must demonstrate qualities such as:
 - Ability to build relationships based upon trust and mutual respect
 - Able to be a team player and to think strategically
 - Able to be approachable, personable and willing to display a sense of humor when appropriate
 - Ability to make difficult and unpopular decisions
- Proven background of effective communication and interpersonal skills with students, parents, staff and community
- Principal must set high standards for himself/herself and others while holding people accountable to those standards
- Principal must have the leadership skills necessary to build a consensus of support and staff cohesion
- Principal must demonstrate that he/she recognizes the difficult role staff plays and that their work is valued and supported

SALARY AND BENEFITS

- Salary is competitive and based upon experience
- Contract: July 1, 2021 and June 30, 2022 (213 days per year)
- Current benefit options include medical, dental, and vision

APPLICATION PROCEDURE

Posting Date: February 24, 2021
Application Screening: March 18-19, 2021

Closing Date: March 17, 2021
Interviews: March 24-26, 2021

Applicants should submit the following:

- Letter of Application/Cover Letter
- One/two-page statement relating to training, experiences and professional accomplishments appropriate to the position
- Professional Résumé
- Minimum of five letters of recommendation
- Washington State Administrative Certificate

Completed application materials may be submitted via Fast Track, our online employment system found here: <https://www.cashmere.wednet.edu/domain/156> or mailed to Carmen Ibarra, Administrative Assistant, Cashmere School District, 210 S. Division, Cashmere, WA 98815 (509) 782-3355. Selected applicants will be contacted for a personal interview. The district reserves the right to keep the position open until filled.

Statement of Non-Discrimination

Cashmere 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. The following employees have been designated to handle questions and complaints of alleged discrimination:

Title IX Coordinator – Scott Brown, 329 Tigner Rd, Cashmere (509) 782-2914 sbrown@cashmere.wednet.edu

Civil Rights Compliance Coordinator – Glenn Johnson, 210 S Division, Cashmere (509) 782-3355 gjohnson@cashmere.wednet.edu

Section 504/ADA Coordinator - Lisa Avila, 101 Pioneer Ave, Cashmere, (509) 782-2710 lavila@cashmere.wednet.edu