

REYNOLDS SD 7

Reynolds Learning Academy- Principal (Reynolds Learning Acad-2280710)

JOB POSTING

Job Details

Posting ID

Reynolds Learning Acad-2280710

Title

Reynolds Learning Academy- Principal

Description

__Open until filled__

Title: Principal, Reynolds Learning Academy

Qualifications: Experience as a transformational leader; Masters degree from an accredited university; Appropriate administrative license; Bilingual preferred; Previous experience working in a diverse elementary setting; Valid driver's license; Oregon fingerprint and criminal check clearance.

Reports To: Superintendent and/or designee.

Job Goals: To use leadership, instructional, managerial, and administrative skills to ensure racial equity, academic growth and achievement, and the educational development of each and every student.

Essential Job Functions:

I. Leadership:

- Create and implement school improvement goals and strategies via distributed leadership within the framework of the Comprehensive Achievement Plan.
- Foster a shared vision and purpose among all stakeholders reflective of the overall community demographic in order to build school community.
- Facilitate open and ongoing transparent communication.
- Collaborate with teachers to collect and use external and internal data for the purposes of student growth.
- Continually and skillfully use data to drive measurable academic and behavior improvements.
- Employ the RSD Teacher Evaluation Tool to provide meaningful feedback, especially where performance is lacking.
- Support teaming structures (Data Teams, Professional Learning Teams, Child Study Team, etc.) in developing and using data to guide instruction.
- Think and act strategically to improve all outcomes and eliminate the opportunity gap.
- Build, maintain and supervise extended learning programs to provide a variety of rigorous and engaging opportunities for students.
- Develop, modify, and improve practices based on feedback obtained through diverse stakeholder surveys.
- Model and encourage creativity.
- Provide sustained professional development opportunities for all staff.

II. Curriculum, Instruction and Assessment:

- Facilitate curriculum and lesson planning, implementation, and evaluation grounded in Common Core and Oregon State Standards.
- Ensure curriculum is relevant and differentiated to effectively meet the needs of each and every student.
- Understand recent research about curriculum models and their effectiveness.
- Understand the benefits of sheltered instructional strategies designed to provide effective attainment of student learning targets.
- Focus on instruction, provide meaningful feedback, and understand effective instructional strategies.
- Conduct goal setting and evaluation according to the RSD Teacher Evaluation Tool and include specific feedback focused on staff improvement.
- Continually learn and disseminate knowledge of educational research and best practices.
- Advocate for the use of technology as an integral component of student learning.

- Use data to determine student instructional needs and work with staff to monitor progress and improvement.
- Implement guidelines for assessment and accountability.
- Keep staff focused on eliminating the opportunity gap.
- Maximize student learning time by supporting staff to improve their teaching and learning.
- Ensure student growth goals adopted by licensed teaching staff are rigorous, attainable, and measurable.
- Provide support to teachers to maximize student engagement.

III. Building Management:

- Treat all members of staff with high levels of respect, integrity, and confidentiality.
- Model professionalism and follow all contracts, legal obligations, district policies/procedures, and keep professional obligations.
- Commit to district vision, values, and initiatives.
- Actively seek professional growth opportunities.
- Focus on the best interests of students and the district.
- Demonstrate effective facilitation skills.
- Manage the school facility effectively.
- Maximize human resources efficiently.
- Apply principles of financial management and creative resource utilization.
- Use the RSD Teacher Evaluation Tool to enhance teaching and learning.
- Use data systematically to improve the effectiveness of all services and student outcomes.
- Foster effective transition/articulation between different grade levels/schools.
- Create systems that ensure effective communication.
- Effectively plan, implement, and lead change while understanding the complexities of balancing competing priorities.
- Demonstrate a willingness to learn and accept feedback.
- Demonstrate a willingness to provide feedback.
- Think creatively and explore options to overcome obstacles.

IV. School Culture:

- Develop and support a safe, welcoming, caring and inclusive school environment.
- Engage parents and community to facilitate student success.
- Communicate effectively and provide reliable information to all stakeholders.
- Develop positive relationships with students and staff.
- Develop positive relationships with parents and community reflective of the overall community demographic.
- Integrate the school with the community at large.
- Solicit and utilize community resources.
- Build a personalized learning environment through effective feedback and discipline systems.
- Foster pride and community within the school.
- Institutionalize cultural knowledge among all staff.
- Promote understanding and value of diversity within and between cultures.
- Maximize cultural assessment in a variety of ways.
- Demonstrate the ability to understand other points of view and work toward becoming culturally competent.

Knowledge, Skills or Abilities Required:

Knowledge of curriculum, education code, and district policies.

Skills to appropriately manage personnel and programs, communicate effectively, and problem solve.

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, and communicate effectively in both oral and written form. Ability to read, write, and interpret documents such as curriculum guides, budgets, test results, labor contracts; grant applications, statutes and policies; ability to understand and generate written memorandums, employee evaluations, routine reports, and correspondence with business and public contacts. Significant physical abilities include manual dexterity, talking/hearing conversations, near/far visual acuity/depth perception/visual accommodation.

ONLINE APPLICATION REQUIREMENTS:**3 Letters of Recommendation****Cover Letter****Resume****Philosophy on Education****Contract Length:** 235 Days (July 1-June 30)

<i>Shift Type</i>	Full Time	<i>Salary Range</i>	\$129,119.00 to \$145,406.00
<i>Salary Code</i>	Annual	<i>Job Category</i>	Administrator
<i>External Job Application</i>	Administrator Application - 2025	<i>Internal Job Application</i>	Administrator Application - 2025
<i>Location</i>	REYNOLDS LEARNING ACADEMY - WEST	<i>Posting Status</i>	Active
<i>Minimum Qualifications Screening</i>			

Job Application Timeframes

<i>Internal Start Date</i>	09/23/2025	<i>General Start Date</i>	09/23/2025
<i>Internal End Date</i>		<i>General End Date</i>	

Job Pools

<i>Pool Name</i>	<i>Quantity</i>	<i>Requisition ID</i>	<i>Requisition Title</i>
Default	1		

Alternate Job Contact

<i>Name</i>	Lavert Robertson	<i>Title</i>	Director of Schools
<i>Location</i>	REYNOLDS SCHOOL DISTRICT	<i>Phone</i>	
<i>Email</i>	lrobertson@rsd7.net		

References

<i>Automatically Send Reference Check</i>	No	<i>Reference Check Form</i>	
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