

**Job Posting**

**Position Title:**

Turnaround Principal

**Reports to:**

Interim Superintendent & CAO

**Location:**

Achievement Schools – Whitney Achievement Elementary School; Memphis, Tennessee

**About the Achievement School District:**

The Achievement School District (ASD) is a state-run education authority with the power to directly run eligible schools and to authorize charter management organizations to operate schools. The ASD is charged with enacting bold reforms to drive transformational results for students zoned to attend or attending Priority schools. In doing so, the ASD acts as an operator of schools (the directly managed “Achievement Schools” clustered in the Frayser neighborhood in Memphis), authorizes non-profit partners, and works as a catalyst for state-wide school improvement through increased focus on Priority schools and improved student outcomes. The vision of the ASD is for all students in Priority schools to be prepared for success in education, career, and citizenship after high school.

**Position Overview:**

The Turnaround Principal will be the key facilitator for ensuring that quality research-based instruction and standards-based curriculum are integrated at all grade levels and in all content areas. Dramatically improving student performance is the impetus of the Turnaround Principal’s job description. This principal will lead the process for developing the 19-20 staff; designing a data analysis system for comparative data review; and moving the ASD school out of the bottom 5 % of student academic achievement in the state of Tennessee.

**Essential Duties and Minimum Position Responsibilities:**

* Raise TNREADY scores and attendance rate and as indicators of moving school to excellence.
* Identify, cultivate, and facilitate the development of efficient, effective systems, such as leadership, curriculum, pedagogy, assessment, intervention data management, and professional development.
* Create positive relationships with administration, school community members, district/building staff, parents and students.
* Communicate effectively with all members of the school community and stakeholder.
* Lead change effectively and handle other tasks as assigned.
* Direct the development, knowledge management, implementation and evaluation of all aspects of the Achievement School District Standards of Quality.
* Direct the creation and implementation of critical systems, such as leadership, curriculum, pedagogy, assessment, intervention, data management, and professional development.
* Direct all staff in articulating a clear vision of the qualities necessary for effective differentiated instruction within a Professional Learning Community.
* Establish and promote high standards and expectations for all students and staff for academic performance and responsibility for behavior.
* Improving Teaching and Learning: Recognize patterns and trends related to school performance, analyze complex. information to formulate strategic vision consistent with the philosophy, mission, values and goals of the school including instructional programs, discipline systems to ensure a safe and orderly climate, building maintenance, program evaluation, personnel management, and emergency procedures.
* Supervise the instructional programs of the school, evaluating lesson plans and observing classes on a regular basis to encourage the use of a variety of instructional strategies and materials consistent with research on learning and child growth and development.
* Ensure a safe, orderly environment that encourages students to take responsibility for behavior and creates high morale among staff and students.
* Assume responsibility for the health, safety, and welfare of students, employees and visitors.
* Communicate regularly with parents, seeking their support and advice, to create a cooperative relationship for student support.
* Establish effective collaborative working relationships with ASD central office teams.

**Knowledge and Skills Required:**

Knowledge of:

* Pertinent federal, state, and local laws, policies, rules, and regulations regarding school administration.
* Organizational and management practices as applied to the analysis and evaluation of school programs, policies, and operational needs.
* Principles, practices, rules and regulations pertaining to student discipline.
* Principles of supervision, training, and performance evaluation.
* Principles of management associated with maintaining the school’s financial records.

Skills to:

* Develop leadership among the teaching staff.
* Develop a strong client orientation in all school staff.
* Analyze problems, identify alternative solutions, project consequences of proposed actions, and implement recommendations in support of goals.
* Direct and supervise professional staff in performing the administrative functions.
* Manage the school's educational and extra-curricular programs, activities, and operations.
* Plan and implement an effective student discipline program.
* Establish and maintain effective working relationships with employees, students, parents, and the public.

**Qualifications:**

* Master’s degree in education, educational administration, curriculum/instruction or a related area from an accredited college or university is required with a strong emphasis on data-informed instruction that raises student achievement as measured by standardized test scores.
* A minimum of 3-5 years of demonstrated administrative/supervisory experience in a school setting required; turnaround school setting preferred.
* Must have a minimum of three (3) years of successful teaching experience.

**Salary and Benefits:**

Salary: $95,000. Will receive a $7500 signing bonus for the 2019-2020 school year. In addition, a [comprehensive benefits package](http://www.tn.gov/hr/topic/benefits) is included.

**To Apply:**

Please e-mail a cover letter, resume, contact information for three professional references, and two writing samples – preferably a sample of a memo and a presentation you have created- to teachasd@tnasd.org.

*Pursuant to the State of Tennessee’s Workplace Discrimination and Harassment policy, the State is firmly committed to the principle of fair and equal employment opportunities for its citizens and strives to protect the rights and opportunities of all people to seek, obtain, and hold employment without being subjected to illegal discrimination and harassment in the workplace. It is the State’s policy to provide an environment free of discrimination and harassment of an individual because of that person’s race, color, national origin, age (40 and over), sex, pregnancy, religion, creed, disability, veteran’s status or any other category protected by state and/or federal civil rights laws.*