



Wilson High School Principal
Portland Public Schools District
Portland, Oregon

Portland Public Schools envisions every student, every teacher, every school succeeding. As we commit to a major transformation under new, nationally-recognized leadership, we are actively seeking talented, driven professionals who are energized by big challenges. If you are solution-oriented, a strong communicator and collaborator, and passionate about urban education, then this is the place for you! Read more about PPS, our schools and programs, and beautiful Portland, Oregon, at the bottom of the posting.

The Opportunity Portland Public Schools is actively seeking a talented and driven High School principal who is energized by big challenges for Wilson High School, a comprehensive public high school with a proud tradition of learning and excellence. To learn more about Wilson High School, visit <https://www.pps.net/domain/756>

Representative Duties:

- Promote a positive, safe and caring climate for learning; create a welcoming environment that reflects and supports the racial and ethnic diversity of the student population and communities served; communicate effectively with students, staff and parents.
- Lead development, evaluation and improvement of instructional programs which provide access and support to rigorous and culturally relevant instruction for all students.
- Lead development of school improvement plans with staff, parents, and community members; develop, maintain, and use information systems to track progress on school performance objectives and academic excellence indicators.
- Regularly observe classroom instruction and work to improve employee performance as principle evaluator for employee evaluation systems. Ensure equitable access to curriculum standards, programs, and materials regardless of race or achievement levels.
- Build a shared leadership team which reflects diverse perspectives. Develop and mentor others with an emphasis on administrative team members.
- Ensure a fair and equitable interview and selection process for open positions. Create a welcoming and supportive environment for new employees.
- Articulate the school's vision to the community and solicit its support in accomplishing the mission; use appropriate and effective techniques to encourage community and parent involvement.
- Actively engage and advocate for historically underserved families of color, including those whose first language may not be English, as essential partners in their student's education, school planning and decision-making.
- Develop measurable goals for student growth; align with PPS Milestones and/or the PPS Equity Goals; collect baseline and progression data to identify and implement strategies for improvement. Identify implementation actions and regularly report on progress.
- Supervise or delegate all school operations, including daily school activities, the development of class schedules, teacher and school support staff assignments, and extracurricular activity schedules.
- Supervise and support instruction by providing professional development to strengthen employees' knowledge and skills for accelerating achievement for all students and eliminate historic barriers; establish instructional systems for monitoring student progress, assessment and accountability to eliminate the effects of institutional racism.
- Manage and report on various school budgets and finances; ensure compliance with PPS procedures, policies and state and federal requirements.



- Manage a positive student behavior system; promote social justice; ensure student discipline is appropriate and equitable.
- Represent the district and assigned school in meetings, workshops, conferences and professional activities at and away from the school site.
- Use District IT systems to perform routine tasks, such as performance management assessments; accessing financial reports; student data systems; and managing school staffing and budget information.
- Support District initiatives and priorities aligned with implementing a rigorous curriculum to prepare students to be successful.
- Perform related duties as assigned.

LEADERSHIP CHARACTERISTICS

Racial Equity: Leaders are able to adapt to a variety of situations and are committed to racial equity. They are able to build cultural awareness through self-reflection to identify one's own racial and ethnic identity development. Leaders must invite multiple perspectives, actively listen and be willing to change by understanding the relationship between intent and impact of their decision.

Vision: Leaders inspire others to ideal future by providing a shared vision among stakeholders and by developing goals that focus on the District strategic initiatives. They are able to paint a big picture for others to understand the purpose of their work.

Communication: Leaders motivate others to understand their role and impact on the District's vision through open communication that is proactive, sensitive and transparent. A powerful communicator is one who is aligned with the values of the organization and models listening, writing and speaking skills that build trust.

Organizational and Accountability Capability: Leaders hold others accountable to the values of the organization and hold themselves accountable for final outcomes by establishing clear structures for work to be accomplished.

Political Skill: Leaders build coalitions and bridges by cultivating support through sensitivity to relationships, understanding others' perspectives, and by bringing others together to attain educational equity for all students.

Trust and Integrity: Leaders must be truthful and open to establish trust. They must also establish caring relationships and create an environment that fosters open and honest discussions.

Qualifications:

Education, Training and Experience:

A State of Oregon issued Administrative License is required at the time of appointment.

A minimum of two (2) years of successful school administrative leadership experience in an educational setting with demonstrated results in improving the academic performance of students required.

Special requirements:

Positions in this classification may require the use of a personal automobile and possession of a valid Class C Oregon driver's license.

Work hours will routinely include on- and off-campus evening and weekend activities and meetings and district, school and student functions.

Preferred Qualifications:

Experience working in a richly diverse school community and environment and bilingual or multilingual skills are preferred.



Salary

This position is classified as Principal K-12, on the Licensed (Certified) Administrator Salary Schedule FLSA Exempt. The Licensed (Certified) Administrator Salary Schedule for 233 day employees can be found here:

<https://goo.gl/YjEuvS>

For more details, the complete Classification Specification can be viewed here:

<https://www.pps.net/cms/lib/OR01913224/Centricity/Domain/56/Class%20Comp/Classification%20Specifications/Licensed%20Administrator/PPS%20Class%20Spec-School%20Principal.pdf>

How to Apply

Please visit our career site at: <https://www.pps.net/Page/2158>

Job # 18515

Applicants must submit an online application, resume & cover letter and un-official transcripts.

Closing Date

This job is open until filled. Applications will be reviewed as received. Portland Public Schools reserves the right to make a hiring decision at any point during the posting period.

About Portland Public Schools

Read more at www.pps.net

Our Mission

Every student **by name** prepared for college, career and participation as an active community member, regardless of race, income or zip code.

Our Schools and Programs

Portland Public Schools, founded in 1851, is a PK-12 urban school district in Portland, Oregon. With more than 49,000 students in 79 schools, we are the largest school district in the state and one of the largest school districts in the Pacific Northwest. PPS benefits from an active and engaged parent and community partners. We offer a wide array of programs, including language immersion, fine arts, International Baccalaureate programs, athletics, technical, and health specialties. PPS students also attend the Head Start Early Childhood Education program, 10 community-based programs, 8 charter schools, 4 alternative programs and 10 special services programs.

Our City

Portland, Oregon, has often been called the big city with the small town feel. Nestled between the beautiful Coast Range on the west and the spectacular Cascade Range on the east, Portland sits at the junction of the Columbia and Willamette rivers. From downtown Portland, it's just a an hour-and-a-half drive to the scenic Oregon coast or to Mt. Hood and some of the best skiing in the country, a half-hour to the peaceful vineyards and farms of the fertile Willamette Valley.

The District is focused on eliminating systemic racism and its impact on student learning. PPS is committed to equal opportunity and nondiscrimination in all its educational and employment activities. The District prohibits discrimination based on race; national or ethnic origin; color; sex; religion; age; sexual orientation;



gender expression or identity; pregnancy; marital status; familial status; economic status or source of income; mental or physical disability or perceived disability or perceived disability; or military service. Portland Public Schools is an equal opportunity and affirmative action employer.