



# Poudre School District

HUMAN RESOURCES DEPARTMENT

## JOB DESCRIPTION

Job Title: **High School Principal**  
Job Family: **Licensed Administrator**  
Prepared/Revised Date: **January 21, 2022**

FLSA Status: **Administrative**  
Pay Grade: **F**  
Job Code: **10504**  
Days: **230**

**SUMMARY OF POSITION:** Serve as an educational leader who promotes the success of all students by facilitating the development, articulation, and implementation of a clear vision of learning that is shared and supported by the school community. Provide leadership, direction, supervision, and accountability in the areas of instruction and curriculum, student educational development and achievement, safety and security, staff development and supervision, and community building. Direct the human resources and financial management of a variety of academic, activity, and athletic programs to ensure an orderly work and learning environment.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:** *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

Description of Job Tasks
1. Lead the development, implementation, and evaluation of building-level curriculum and instruction for the purpose of increasing student growth and achievement related to District goals and expectations.
2. Promote a positive, caring climate with high expectations for learning and behavior, and establish and maintain an effective culturally competent learning environment.
3. Supervise, assess, and monitor student performance using objective and verifiable information, including standardized, criterion-referenced district and teacher developed assessments.
4. Evaluate and supervise school staff to provide for professional growth, monitor performance, and achieve overall objectives of the school's and district's curricula.
5. Establish and foster an adult learning environment by maximizing adult collaboration to improve instruction, inspiring and supporting challenging innovations, and valuing a sense of community.
6. Represent the school to maintain ongoing community support for educational goals. Advocate for the students, staff, and district for the purpose of encouraging and promoting community involvement and outreach.
7. Develop and manage budgets based on documented program needs, student enrollment, personnel, and other fiscal needs: keep programs within budget limits; maintain fiscal control; accurately report fiscal information.
8. Manage use of school facilities and materials; supervise maintenance of facilities to ensure a clean, orderly, and safe campus. Ensure the coordination, scheduling, and supervision of activities and events.
9. Model and facilitate effective communication (oral and written) among staff, students, families, and the community. Evaluate situations, solve problems, and/or resolve conflicts.
10. Demonstrate a commitment to: <ul style="list-style-type: none"> <li>a. Collaborate with district departments and building principals.</li> <li>b. Include and engage families in the students' education.</li> <li>c. Support all Poudre School District policies, procedures, and expectations.</li> <li>d. Provide personal and professional excellence.</li> </ul>
11. Attend work and arrive in a timely manner.
12. Perform other duties as assigned.



**EDUCATION AND RELATED WORK EXPERIENCE:**

- Master’s degree with successful completion of principal licensure program
- Minimum of five years of experience in building administration
- Equivalent combination of education and experience acceptable

**LICENSES, REGISTRATIONS or CERTIFICATIONS:**

- Valid Colorado Principal License
- Valid Colorado driver’s license

**TECHNICAL SKILLS, KNOWLEDGE & ABILITIES:**

- Excellent interpersonal relations and oral and written communication skills.
- Advance skills in dealing with students and staff with diverse needs.
- Facilitation and problem-solving skills.
- Intermediate to advanced knowledge or ability to develop, monitor and evaluate curriculum, discipline plans and supervision/safety plans.
- Knowledge of data analysis, curriculum and instruction, budgeting and accounting, special education laws and master agreement/labor relations.
- Ability to maintain confidentiality in all aspects of the job.
- Ability to manage multiple priorities.
- Ability to manage multiple tasks with frequent interruptions.
- Ability to maintain honesty and integrity in all aspects of the job.
- Ability and willingness to adhere to attendance requirements, including regular and punctual employee presence.
- Ability to promote and follow Board of Education Policies, Superintendent Policies, building, and department procedures.
- Ability to communicate, interact and work effectively and cooperatively with all people, including those from diverse ethnic and educational backgrounds. Willingness to contribute to cultural diversity for education enrichment.
- Ability to recognize the importance of safety in the workplace, follow safety rules, practice safe work habits, utilize appropriate safety equipment and report unsafe conditions to the appropriate administrator.

**MATERIALS AND EQUIPMENT OPERATING KNOWLEDGE:**

- Operating knowledge of and experience with personal computers and peripherals.
- Operating knowledge of and experience with Microsoft Word, Excel, PowerPoint, Outlook and/or other software packages.
- Operating knowledge of and experience with typical office equipment, such as telephones, copier, fax machine, E-mail, etc.

**REPORTING RELATIONSHIPS & DIRECTION/GUIDANCE:**

	POSITION TITLE	
<b>Reports to:</b>	Assistant Superintendent of Secondary Schools	

	POSITION TITLE	# of EMPLOYEES
<b>Direct reports:</b>		
	Assistant Principals/Deans	5+
	Teachers and Special Service Providers	100+
	Classified Staff	20+

- Supervisory responsibilities include hiring, disciplining, terminating, directing work, assigning work, training, and evaluating.

**BUDGET AND/OR RESOURCE RESPONSIBILITY:**

- Solely responsible for developing, administering, monitoring, and coordinating the school budgets.



**PHYSICAL REQUIREMENTS & WORKING CONDITIONS:** *The physical demands, work environment factors and mental functions described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

PHYSICAL ACTIVITIES:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Stand			x	
Walk			x	
Sit		x		
Use hands to finger, handle or feed			x	
Reach with hands and arms		x		
Climb or balance		x		
Stoop, kneel, crouch, or crawl		x		
Talk			x	
Hear				x
Taste	x			
Smell		x		

WEIGHT and FORCE DEMANDS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 pounds		x		
Up to 25 pounds		x		
Up to 50 pounds	x			
Up to 100 pounds	x			
More than 100 pounds	x			

MENTAL FUNCTIONS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Compare			x	
Analyze				x
Communicate				x
Copy		x		
Coordinate			x	
Instruct			x	
Compute			x	
Synthesize			x	
Evaluate				x
Interpersonal Skills				x
Compile			x	
Negotiate				x

WORK ENVIRONMENT:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Wet or humid conditions (non-weather)	x			
Work near moving mechanical parts	x			
Work in high, precarious places	x			
Fumes or airborne particles	x			
Toxic or caustic chemicals	x			
Outdoor weather conditions		x		
Extreme cold (non-weather)	x			
Extreme heat (non-weather)	x			
Risk of electrical shock	x			
Work with explosives	x			



WORK ENVIRONMENT:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Risk of radiation	x			
Vibration	x			

VISION DEMANDS:	Required
No special vision requirements.	
Close vision (clear vision at 20 inches or less)	x
Distance vision (clear vision at 20 feet or more)	x
Color vision (ability to identify and distinguish colors)	x
Peripheral vision	x
Depth perception	x
Ability to adjust focus	x

NOISE LEVEL:	Exposure Level
Very quiet	
Quiet	
Moderate	x
Loud	
Very Loud	