

Springwater Environmental Sciences School

Principal Search - 2019

Position Overview

At its meeting on February 7, 2019, the Springwater Environmental Sciences School Board of Directors adopted the following criteria, standards and candidate profile characteristics for use in the Principal search.

Who Are We?

Community

- Beautiful, rural setting in Clackamas County near Oregon City
- Easy access to recreation, mountains, coast and other outdoor activities
- Easy access to nearby Portland metro area
- Tight-knit community centered around the school
- Strong parent and community support for school
- This school is a community with a family-like atmosphere

School

- Established environmental sciences public charter school serving grades K-8
- Small class sizes with a long waiting list for enrollment
- Field trips, outdoor school and other outdoor experiences for learning opportunities
- Committed to serving all students from all backgrounds
- Focus on experiential learning and the whole child
- Safe and secure place for students to learn and staff to work
- Committed to high standards for student success
- Ranked in the top 5% of Oregon charter schools
- A staff with all teachers certificated

What's Next? (from focus groups & Board visioning)

- Attract administrative and teacher leadership for a long term commitment
- Focus on communication connections throughout the organization
- Improve student counseling services and focus on positive student behavior
- Continue emphasis on student success and achievement

Minimum Job Requirements

The Board requires the Principal be a strong educational leader who has the following professional experience, qualities, and training:

- Hold and maintain an administrative license from the State of Oregon TSPC.
- Preferably have at least two years' experience in a charter or alternative school setting, either as a parent, staff member, or volunteer.
- Preferably have prior experience in a traditional public school setting, knowledge of and/or experience in a K-8 school.
- Preferably have prior experience as a school leader, working with diverse groups of parents, staff and students.
- Must believe in the mission and program of Springwater Environmental Sciences School, including its emphasis on scientific inquiry and project based learning.
- Must understand and endorse the special qualities of a charter school's relationship with parents and community.

Preferred Leadership Characteristics

- Builds collaborative working relationships with staff, parents, sponsor district, and community
- Is highly visible and involved in the school and community
- Believes in the charter school movement and supports the school's mission
- Has a background in classroom teaching
- Demonstrates solid budgeting skills and understands Oregon school finance
- Brings an empowering style to lead the staff to success
- Is committed to serving all students from all backgrounds
- Values and respects the contribution from all staff and treats them as professionals
- Builds partnerships with families and community
- Willing to make difficult decisions when needed and follows through to implementation
- Uses successful hiring practices and knowledgeable about human resources functions
- Understands and implements successful grant and fund raising activities

Preferred Personal Skills

- ❖ Demonstrate the ability to communicate clearly, in a manner appropriate to the target audience, including both written and oral communication.
- ❖ Demonstrate sufficient familiarity with technology as needed to facilitate communications, data collection and presentation, and other uses necessary for satisfactory completion of job duties.
- ❖ Demonstrate organizational skills and the ability to prioritize, collect and clearly present information in a way that is understandable to others.
- ❖ Demonstrate the ability to involve staff, students and parents, as appropriate, with problem-solving in a caring and respectful manner.
- ❖ Demonstrate the ability to motivate, support, coach and evaluate staff.
- ❖ Demonstrate the ability to develop rapport with students, acting firmly but with kindness and compassion.
- ❖ Knowledgeable about educational theory and best practices in a K-8 school, curriculum and instructional methodology.

Desired Candidate Profile

Effective communicator
Excellent listener
Always puts kids first
Approachable/personable
Accountable & transparent
Open-minded
Problem-solver
High degree of integrity/honesty
Partnership builder
Brings people together
Well-organized
Visionary
Inspirational

Desired Personal Characteristics

- ❖ Represents the School positively, personable yet professional.
- ❖ Demonstrate patience, diplomacy, flexibility and creativeness in working through problems.
- ❖ Demonstrate the personal qualities of emotional control, fairness, humor, and resilience, inspiring confidence in all parties.
- ❖ Have the confidence to hear and accept constructive criticism, to be self-analytical.
- ❖ Maintains regular attendance, punctuality, and promptness in dealing with duties.
- ❖ Demonstrate a high standard of ethical behavior and confidentiality.