

Springhurst Elementary Principal Profile

As our next Principal **enters** the District, **we need to see** clear and consistent evidence from their experience that they:

- Understand *behavior management*, the need for protocols and processes, the need to adhere to the processes, and the need to (re) develop clear expectations for respect and respectful behavior from/by students
 - Understand the *demographics of our students and families* and how their needs can be met
 - Can *identify and establish systems*, a Multi-Tiered System of Supports in particular, across the building to increase consistency (and predictability) in our daily operations
 - Are visible to and accessible by staff during the day
 - Can identify and *utilize the expertise* that exists within the staff for the benefit of all
 - Can *establish clear expectations for all staff* and maintain accountability for all staff to meet the expectations
 - Can establish *clear expectations* for parent behavior and can balance the needs of parents and needs of teachers/building
 - Can clearly and timely communicate with students, faculty and staff, parents and the community, and the District Office.
 - Can provide *curriculum leadership* across all content including world languages, the arts, and physical education through the lens of diversity, equity, and inclusion work
 - Are knowledgeable of and attentive to *evidence-based/promising practices* in curriculum, instruction, and behavior
 - Can understand, effectively manage, and integrate *special education* classes in the building
 - Can *analyze data and discuss it in understandable ways* that can lead to improved instruction and behavior management
 - Have a *clear understanding of the development of the whole child and how early intervention* in academics and behavior can give every student the opportunity to grow
 - Can effectively *address building issues* based on a clear understanding of how the state of the facilities can directly impact teaching and learning
 - Can *find and celebrate the positive* in our work
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As our next Principal **grows** in their position, **we expect to see** evidence that they will:

- Earn our trust as we earn theirs
- Work with us to establish a clear vision for our school and establish short and long-term goals to achieve the vision
- Work to develop strong and meaningful relationships and be approachable and friendly
- Have open, honest, and thoughtful conversations so that we can learn and grow together
- Understand how the *demographics of our students and families are changing* and how their needs can be met
- Spend time in our classrooms getting to know us and our students
- Work closely with district-level administrators to address issues and to forecast areas of needed support
- Develop a strong working knowledge of our students who are struggling and those who are accelerating, and support us in our work with them
- Grow in their knowledge of all curricular and operational areas
- Make time to get to know the District, our partners (The Education Foundation, PTSA, Spring, etc.), the village, and the Rivertowns area and what they have to offer