

# **PALOUSE SCHOOL District #301**

## ***Building Principal 1.0 FTE (PK-5 / 9-12)***

Opens- May 1, 2023

Open until filled

### **Description**

Palouse is a small, rural, agricultural based community in SE Washington. Located 20 miles north of Pullman, WA, residents of Palouse enjoy life in a beautiful, rural setting with tremendous recreational, cultural and social activities readily available. The nearby communities of Pullman, Moscow (ID), and Colfax, have full-service hospitals and offer a variety of support and retail services. Washington State University and the University of Idaho are less than 20 miles away and provide a variety of academic opportunities for staff and students.

The Palouse School District serves 155 students, PK-12th grade, and serves the communities of Garfield and Palouse at the High School level (9-12), while operating a PK-5th grade in Palouse. The district is proud of its educational programs and the highly skilled professionals who lead them.

### **Salary and Benefits**

- Starting salary: \$108,000
- Length of Contract: 1.0 FTE, 225 days base contract

Leaves/Benefits: Medical, dental, vision, life and long-term disability coverage is provided through *SEBB (School Employee Benefits Board)*. Retirement benefits are provided through the Washington State *Department of Retirement Systems (DRS)*. Additional benefits include sick/emergency leave and personal leave.

### **Application Procedures**

Applicants must submit:

- A letter of interest outlining your interest and qualifications for this position
- Resume
- Transcripts
- Three letters of recommendation

**Please submit to:**

**Mike Jones, Superintendent**  
**600 E. Alder**  
**Palouse, WA 99161**  
**[mjones@garpal.net](mailto:mjones@garpal.net) 509-878-1921**

## **Requirements**

### **SCOPE OF DUTIES AND RESPONSIBILITIES**

Responsibilities include providing leadership aligned and committed to the District's Strategic Plan for the continual improvement of educational programs for all students; a commitment to maintaining positive staff relationships with all stakeholders of the Palouse School District; helping directing staff and budget decisions, and maintaining commitment to the District's overall mission statement. The High

School Principal provides leadership that:

- Fosters an understanding of comprehensive high school programs and services by establishing school/community relations and involving the public meaningfully in the academics, athletics, and activities of the school.
- Leads staff in the use and facilitation and delivery of curriculum, instruction, and assessment.
- Demonstrates committed collaboration with the superintendent, colleagues, associations and unions to ensure systemic planning and implementation of the District's Academic goals
- Fosters school spirit, traditions, and a positive culture.
- Communicates information to stakeholders in multiple, meaningful ways.
- Participates in and provides professional development and models current and best instructional practices.
- Models effective instructional leadership with staff and colleagues and demonstrates a strong commitment to equitable outcomes for all students.
- Ensures effective systems are in place to monitor student progress toward graduation.
- Promotes an environment which fosters high expectations for students, staff and self.

## **Requirements**

### **MINIMUM QUALIFICATIONS**

- Master's degree and valid Washington State principal and teacher certificates
- Educational Leadership Experience

### **DESIRED SKILLS AND QUALIFICATIONS**

- Ability to model principles of self-awareness, reflective practice, transparency, and ethical behavior
- Demonstrated ability to bring about change in a school through anticipating problems, meeting needs, and sharing decisions through the use of effective problem-sharing strategies
- Skill at facilitating team-oriented behavior
- Ability to be flexible and forward thinking
- Ability to collaborate across networks and lead by influence
- Demonstrated belief in and ability to model the importance of partnerships with industry and higher education

- Ability to lead the development and annual update of a comprehensive safe schools plan that includes prevention, intervention, crisis response and recovery
- Ability to model and lead staff in ensuring growth for every student through intentional efforts to eliminate outcome and opportunity gaps
- Ability to lead staff in developing students to become innovative, creative and critical thinkers
- Demonstrated intellectual curiosity and innovative thinking and problem-solving
- Ability to lead staff and create pathways for students to achieve life-long success after graduation
- Ability to analyze data and apply findings to solve problems and improve practices
- Demonstrated knowledge of effective intervention models for students at risk

## **Equal Opportunity Employer**

Successful candidate must complete a Washington State Patrol/FBI fingerprint background check. Garfield and Palouse School Districts are affirmative action, equal opportunity employers. Employees of Garfield and Palouse must abide by all districts' policies, including maintaining a smoke and tobacco-free work environment and drug-free workplace. Successful candidate must complete a Washington State Patrol/FBI fingerprint background check. Palouse School District's an affirmative action, equal opportunity employer. Employees of Palouse must abide by all districts' policies, including maintaining a smoke and tobacco-free work environment and drug-free workplace. Palouse School District does not discriminate on the basis of sex, race, creed, religion, color, national origin, sexual orientation including gender expression or identity, honorably discharged veteran or military status, the presence of any sensory, mental or physical disability, or age and provides equal access to the Boy Scouts and other designated youth groups. Additional information and inquiries contact: Mike Jones, (509) 878-1921