

Diocese of Sacramento

JOB DESCRIPTION

DEPARTMENT: St. Mary Catholic School
POSITION: Principal
CATEGORY: Exempt
POSITION STATUS: Full Time

SUPERVISOR: Pastor/Associate Superintendent

JOB SUMMARY: The school principal serves as the educational leader, responsible for managing the policies, regulations, and procedures to ensure that all students are supervised in a safe, inclusive, and traditional Catholic learning environment that meets the approved curricula and mission of St. Mary Catholic School.

ESSENTIAL FUNCTIONS:

- As part of the educational ministry of the Diocese of Sacramento, ensures school community participation in daily prayer and school liturgies
- Integrates the mission of St. Mary Catholic School within the school community
- Participates in ongoing training and maintains the appropriate Catechist Certification
- Actively participates in principal collaboration and articulation
- Establishes and pursues professional growth goals through coursework, research, conferences, workshops, and other development opportunities
- Completes background checks, Safe Environment training, and provides proof of a negative TB test prior to employment
- Adheres to Code of Ethical Conduct
- Exhibits flexibility in the day-to-day school environment
- Communicates professionally and in a timely manner with pastor, regional director, staff, parents, and students
- Creates a productive environment marked by harmony, good morale, good communication, and collaboration
- Maintains positive relationships
- Performs additional duties as assigned
- Participates in ongoing evaluation for accreditation for St. Mary Catholic School.

Responsibilities regarding Students:

- Provide and demonstrate a caring relationship with all students, treating them with common sense, fairness, and respect.
- Know appropriate interventions for students with behavioral and academic needs and hold reasonable, ability-driven expectations of students with diverse needs and abilities.
- Know the background, abilities, and special needs of all students.
- Supervise and assist in determining special student needs for referral; coordinate the Student Study Team Process.
- Ensure the health and safety of all students.
- Direct and support teachers in establishing an inclusive behavioral philosophy.
- Direct and support teachers in coordinating student activities such as field trips, school programs, and school service programs.

Responsibilities as a Religious Leader:

- Ensures quality Catholic religious instruction of all students.
- Creates and maintains the Catholic Identity of the school through prayer, sacraments, symbols, traditions, and practices of Christian Service.
- Lives and promotes Catholic values through personal example and leadership.
- Is a person of faith who models the teachings of the Catholic Church.
- Demonstrates and implements the Diocesan mission for Catholic Education.
- Encourages, expects, and records progress of Religious Certification for self and all teachers.

Responsibilities as an Instructional Leader:

- Shapes a culture in which high expectations are the norm for each teacher and student, as evident in rigorous, standards-based academic work.
- Develops, reviews, implements, and fosters the Schoolwide Learning Expectations and the Mission of the school.
- Demonstrates knowledge of the standards-based curriculum and the ability to integrate and articulate programs throughout the grades.
- Demonstrates an understanding of a variety of educational and pedagogical skills.
- Guides and supports the long-term professional development of all staff, consistent with the ongoing effort to improve the learning of all students.
- Utilizes multiple assessments to evaluate student learning in an ongoing process focused on improving the academic performance of each student.
- Utilizes multiple data sources to inform curricular decisions and intervention programs.
- Engages in personal and professional development.

Responsibilities as Administrator:

- Models personal and professional ethics, respect, integrity, justice, and fairness.
- Sustains a safe, efficient, clean, well-maintained, and productive school environment that nurtures student learning.
- Aligns fiscal, human, and material resources to support the learning of all students.
- Supervises and documents evaluations of personnel in a professional, thorough, and consistent manner.
- Demonstrates skills in decision-making, problem-solving, change management, planning, conflict management, and evaluation.
- Attends and participates in Diocesan principal and committee meetings and ensures the school participates in a variety of Diocesan-sponsored student events.
- Assures prompt submission of reports and information as required by the Catholic Schools Department (CSD).
- Prepares and submits the school budget in a timely manner to the CSD, as well as reviews monthly financial reports.

Responsibilities as Communicator:

- Communicates openly and regularly with the school and parish community
- Makes and communicate decisions based upon relevant data and research about effective teaching and learning, leadership, and management practices.
- Strengthens the school through the establishment of community, business, institutional and civic partnerships
- Utilizes surveys to ensure parent, student and staff satisfaction

- Works with the Catholic School Department to influence policies that benefit students and support the improvement of teaching and learning.
- Continues to utilize effective marketing strategies to maximize exposure of school program
- Evidences rapport and availability with pastor, staff, students and parents
- Provides regular scheduled faculty and curriculum meetings
- Works collaboratively to make decisions in a timely manner
- Manages conflict effectively

MINIMUM QUALIFICATIONS:

Education:

Bachelor's degree with leadership experience, or
Master's degree with an education focus and teaching credential preferred, or
Administrative credential preferred

Experience: Five years of instructional experience.

Skills / Knowledge:

- Practicing Catholic with general knowledge and understanding of the Catholic Church
- Confirms knowledge of the Church's mission in the Diocese of Sacramento
- Provides proof of existing Catechist Certification or completes Catechist training and provides proof of certification prior to the deadline designated by St. Mary Catholic School.
- Complies with guidelines established for blood borne pathogen, CPR, and first aid training
- Complies with all workplace policies contained in the Diocese of Sacramento Lay Personnel Handbook, including but not limited to, employee standards of conduct, policy against harassment, electronic communications policy, and social media policy
- Displays excellent written and verbal communication skills
- Demonstrates proficiency in Microsoft Word, Excel, computerized software, and in technology usage and applications
- Shows aptitude for effectively analyzing information
- Quickly establishes rapport, relates to a variety of personalities and cultures, works independently, and maintains strict confidentiality and professional ethics
- Possesses professional temperament and appearance

EMPLOYEE SIGNATURE

DATE

SUPERVISOR SIGNATURE

DATE