



**Patterson Park Public**  
CHARTER SCHOOL

## **Patterson Park Public Charter School Principal Job Posting**

### **About Patterson Park Public Charter School, Inc.**

The mission of Patterson Park Public Charter School, Inc. is to be a place where children thrive as members of a vibrant and inclusive learning community with families, caregivers, staff, and neighbors engaged in a practice of whole-child education. By teaching and learning from one another, we embrace unique identities and cultivate an atmosphere of love.

The vision of Patterson Park Public Charter School, Inc. is to produce life-long learners, healthy families, and strong neighborhoods.

Patterson Park Public Charter School is a community-founded school driven to academic excellence and devoted to a whole child philosophy in a diverse setting. We believe in ...

- **Children:** We believe in the awe-inspiring potential of children and their abilities to challenge us, move us, and surprise us in ways large and small. They are the core of our teaching and learning community.
- **Equity:** We are committed to doing the work needed to become an equitable learning environment. We actively seek to make brave spaces where we can have truth-telling conversations through equity and justice. In addition, we strive to promote equity within the school to work towards building an equitable and just future together.
- **Love:** We believe who you are as a person before you come to school matters, so we care for, protect, support, and encourage everyone in our community by cultivating a network of committed, caring individuals and strengthening family and community structures that support healthy interpersonal relationships.
- **Creativity:** We believe the way to academic excellence is to foster creativity and critical thinking by challenging every child to excel using interdisciplinary, thematic, hands-on instruction.
- **Wellness:** We believe in cultivating an accessible and supportive environment to maintain and improve every child and family's physical, mental, social, and emotional health.
- **Collaboration:** We believe in togetherness, collaboration, and co-creation. We value, trust, and celebrate and rely on each other's voices, ideas, opinions, and perspectives.

At Patterson Park Public Charter School, it is our privilege to serve a diverse community and our responsibility to foster inclusivity. We assert these values as the foundation for nurturing all of our students, realizing our mission and preparing our students for success in a global society.

We are committed to including individuals with diverse perspectives and experiences in our decision-making processes because it is integral to achieving academic excellence, challenging inequity, and combating biases. We place a special importance on recruiting, hiring, and retaining staff who share similar racial or ethnic backgrounds or life experiences as our students. We are dedicated to ensuring diversity in our curriculum and in our learning spaces and operations to promote tolerance, civility, and diverse world views for our community.

We are looking for a visionary instructional leader to join our team as the Principal of Patterson Park Public Charter School.



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**POSITION SUMMARY**

The Principal of Patterson Park Public Charter School will be responsible for embracing and championing the mission and vision of Patterson Park Public Charter School, Inc., and Patterson Park Public Charter School. The Principal will also be responsible for setting the instructional direction, developing, and managing the school's academic program, and supporting and inspiring instructional staff. This Principal will hold primary responsibility for ensuring high academic achievement and improvement by all students.

**PRIMARY RESPONSIBILITIES**

- Invest and engage all stakeholders in our Mission and Vision and fosters a culture of trust and transparency. Fosters a culture of high expectations for student achievement.
- Establish the direction for ambitious academic goals and ensure equity goals are central to all aspects of running the school.
- Operate in a manner that demonstrates and supports the organization's values, embraces the Community School model, and supports the coordination of the six components of Community Schools.
- Leads by example and model behaviors expected of others. Engages in regular cycles of self-reflection and improvement. Seeks out and implements feedback to improve.
- Takes ownership and initiative for the overall success of the school. Uses data to achieve academic goals and exercises sound judgment to make decisions that align with the schools' mission and vision.
- Leads the instructional staff on the implementation of state standards, curriculum, assessments, and data systems as well as developmentally appropriate and responsive learning environments.
- Understands and accounts for the impact of trauma, poverty and current events on students' development and employs proactive practices to support students' social and emotional development.
- Leads PPPCS by working to increase awareness and capacities of students, staff, families, and other stakeholders to address issues of equity, diversity, and inclusion.
- Consistently uses an equity lens for decision making and ensures diverse perspectives are part of school-wide decisions. Creates an inclusive and joyful learning experience for students.
- Hires and retains a diverse and high performing staff. Motivates and supports staff and provides career coaching and career path development.
- Conducts classroom observations and provides data driven feedback to support instructional staff
- Builds strong relationships with all stakeholders including, but not limited to, families, staff, City Schools partners, community partners, the PPPCS, Inc. Board of Directors, etc. Works collaboratively with staff and families to achieve ambitious academic goals.
- Participates in the strategic planning process.
- Evaluate roles, responsibilities, and opportunities to maximize staff. Ensures resources are properly aligned to support student needs and the priorities of the school.
- Directly manage and coach members of the Administrative Team including Assistant Principals and Director of Teaching and Learning. Supervise a caseload of teachers and provide coaching in planning, consistent implementation, maximized engagement, and learning.
- Conduct informal and formal observations for a caseload of teachers and beginning of year, middle of year, end of year conferences for Assistant Principals.
- Support teacher-centered professional development to promote teacher growth, build capacity, improve instruction and enhance student learning
- Assist with managing and analyzing student data systems to improve outcomes and decrease gaps

- Implement practices, based on data, to address student achievement related to state assessments. Implement, support, and monitor teaching and learning practices that align with the PPPCS philosophy through collaborative planning, classroom walkthroughs and frequent, meaningful feedback.
- Support a school culture of high expectations and ample support for all students and staff, including the coordination with all partner organizations
- Work to create and strengthen partnerships with local, regional, and national organizations (such as OrchKids and Audubon) to provide curricular, extracurricular and enrichment opportunities for students, families, and staff
- Work collaboratively with parents, staff, and students in the process of decision-making, discipline and addressing school issues
- Ensure safe operational procedures are in place, including academic schedule, arrival and dismissal, recess structure and supervision, and adequate daily classroom coverage
- Respond to parent concerns in a timely manner
- Ensure student/staff compliance with policies and procedures, specifically in areas related to discipline and Special Education, and local, state, and federal regulations
- Represent PPPCS to the PPPCS.Inc. Board of Directors
- Participate in local school meetings and in local, state, and national conferences on education
- Become familiar with the Baltimore City Teachers Union rules, issues, and policies
- Perform additional tasks and responsibilities related work as required

#### **KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED**

- Minimum of five (5) years of experience working in a leadership role in a culturally and linguistically diverse school environment.
- Experience implementing high academic standards and a whole child approach.
- Experience coaching and managing teachers, including providing performance evaluations.
- Self-directed and self-motivated with a desire to achieve excellence and results.
- Sound judgment and decision making skills. Demonstrated ability to handle highly confidential and sensitive information.
- Exceptional organizational and prioritization skills. Demonstrated ability to successfully manage tasks and projects with competing priorities and demands.
- Strategic thinking skills. Ability to anticipate and prepare for various outcomes.
- Intellectual curiosity and desire to continuously learn. Internally motivated to remain current on education and trends through researching best practices, reading publications and other knowledge acquisition methodologies.
- Strong commitment to organizational mission, vision, and values, including commitment to diversity, equity, and inclusion.
- Innovative thinking and high level of creativity.
- Exceptional interpersonal and relationship building skills.
- Professional presentation and demeanor.
- Excellent verbal and written communication skills.
- Outstanding service orientation. Ability to work and interact effectively with a diverse population and at all levels within and outside of the organization.
- Flexibility and adaptability. Ability to respond quickly to changes, priority shifts, and requests.
- Bilingual and ability to read, write, and speak Spanish proficiently is a plus.

#### **EDUCATION REQUIRED**

- Master's degree in an education-related field from an accredited college or university with an Administrative II license in the State of Maryland.

#### **TECHNICAL SKILLS REQUIRED**

- Proficiency with productivity suite of programs (Microsoft Office, Google products, etc.), data analysis, management systems and software.

#### **HOURS, COMPENSATION AND BENEFITS**

This is a full-time exempt 12-month position. A competitive compensation and benefits package, commensurate with qualifications and experience, will be provided to the successful candidate.

**HOW TO APPLY**

Qualified candidates for the above position must submit the [application](#) and all requested documents. The following will be requested for all finalists for the position:

- All official transcripts and/or certificates that reflect the minimum requirements

**Submit to: [jobs@pppcs.org](mailto:jobs@pppcs.org)**

**Application Deadline: May 30, 2022**