



POSITION ANNOUNCEMENT

POSITION: **K-12 Principal**

DATE POSITION TO BE FILLED: As soon as possible

POSITION SUMMARY: Rochester School for the Deaf (RSD) is seeking candidates with demonstrated leadership experience and a commitment to working collaboratively with the superintendent, administrative directors, teachers, parents and support staff to ensure the success of all students in our diverse and dynamic school. RSD prides itself on school leaders who balance instructional leadership with effective school management in order to maximize the achievement, engagement, and well-being of our students.

DESIRED QUALIFICATIONS:

- Master's Degree with a strong emphasis on Educational Administration/Deaf Education/Curriculum
- Valid NYS Administrative Certification (SBL and SAS) or equivalent
- At least five years of successful teaching experience with Deaf and/or hard of hearing children
- At least three years of experience in school administration and supervision preferred
- Knowledge of the Next Generation Standards NY and understanding of effective classroom instruction
- Strong interpersonal, communication, and organizational skills
- Advanced Rating on the SLPI

ESSENTIAL JOB FUNCTIONS:

- Plans and operates the learning system in the school building.
- Conducts periodic building/classroom needs assessment.
- Collaborates well with and actively supports other administrators in the building and on campus.
- Assists grade-level teams/departments and individual teachers to set appropriate goals.
- Articulates, implements, and maintains the vision of the school following the 2019-2023 RSD Strategic Plan.
- Plans, implements, and evaluates instructional programs, including objectives and instructional strategies for the school.
- Establishes high expectations for student achievement which are directly communicated to students and teachers.
- Establishes clear rules and expectations for the use of time allocated to instruction.

- Organizes, delivers, and evaluates professional development related to high quality instruction.
- Develops appropriate professional development activities to meet the needs of all K-12 staff.
- Uses appropriate human relation skills when dealing with various individuals and groups within and outside the school system.
- Develops and utilizes high quality communication skills in both English and ASL with parents/guardians and community.
- Plans, develops, and maintains a school climate which fosters high expectations, high student achievement and sound decision making.
- Selects, assigns, evaluates, and develops a staff that will have maximum, positive impact on student learning.
- Supervises and evaluates staff as required by the policies of the school.
- Plans, designs, and operates an internal, external, and personal communication system.
- Accepts and provides appropriate input to develop requests for funding reflective of identified needs.
- Regularly assess his/her own professional strengths and weaknesses, develops an individual plan; Belongs to and participates in professional organizations directly related to the position.
- Maintains appropriate certification required to hold the position.
- Stays abreast with current research and trends on Deaf education and bilingual (American Sign Language and English) education.

REFERENCES*: Each of the three (3) references must be able to provide strong support for the candidates' leadership and application for the K-12 Principal position. One must be from a current principal/supervisor. The other two may be from a former principal/superintendent or a professional who can articulate about the applicants' leadership and readiness for this role.

They are to comment on the candidate's:

- 1) Leadership with reference to evidence and impact of the individual's work with staff, students, parents, and community members;
- 2) Experience with reference to evidence and impact on building authentic, trusting relationships and how the applicant has contributed to a positive climate for learning and working;
- 3) Instructional leadership.

APPLICATION REQUIREMENTS: Complete the application form: <https://rsdeaf.org/application>
 Provide cover letter
 Submit resume/Curriculum Vitae
 *Three (3) reference letters to be mailed directly
 Copies of administrative certificates

FILE APPLICATION WITH: Antony A.L.McLetchie, Superintendent/CEO
 Rochester School for the Deaf
 1545 St. Paul Street
 Rochester, NY 14621
 E-mail: amcletchie@rsdeaf.org

Applications received will be screened and the most highly qualified will be asked to interview.

RSD is an equal opportunity employer and does not discriminate in employment on the basis of non-qualifying disability, race, religion, color, sex, marital status, age, national origin, and veteran status.