

Job Requisition #37775 - PRINCIPAL - POOLED

Status: Open **Date Needed:** 10/05/2018 **Open Date:** 10/01/2019 **Total Days Open:** 114

Confidential Requisition: No **Priority Requisition (HR Use Only):** No

Description

Job Posting Template:

Position Description: **ATTENTION:** Due to the high volume of applications we receive every year, the pooled screening process (phone screening and pool interview) will not be available for applications received after mid-February 2020. Any applications submitted prior to mid-February 2020 will be eligible to participate in the pooled screening process. Applications submitted after this date will remain on file for consideration for immediate openings.

If you currently hold a Principal role in DPS (does not include DPS Charter schools), you still need to apply to this Principal Pool posting. However, you DO NOT have to go through the screening process.

Our District

Denver Public Schools is seeking exceptional school leaders who live by our Shared Core Values (Students First, Integrity, Equity, Collaboration, Accountability, and Fun) and exhibit key leadership expectations in the following areas: Culture and Equity, Instructional, Strategic, Human Resource, Organizational, and Community. Effective school leaders in every school are critical to successfully meet our mission to provide all students the opportunity to achieve the knowledge and skills necessary to become contributing citizens in our diverse society.

Denver Public Schools is an innovative, forward-thinking, dynamic urban education district, frequently acknowledged for pursuing innovative ways to drive student performance and close the achievement gap. We have been recognized as one of the top cities in the country for cultivating a healthy environment for school reform to flourish. We are the fastest growing large urban school district in the country and our state assessment scores have grown by double-digits during the last several years. To continue making such strides, we are committed to ensuring that we have the right leaders in the right schools to drive student performance and our vision that Every Child Succeeds.

Principal Application Process:

To learn more about our application process you can visit our careers website (open in new tab): <https://careers.dpsk12.org/lead/lead-in-dps/apply-now/>

Position Details

Salary Range: Commensurate with education and experience, with the ability to earn additional compensation based on working in a Hard to Serve School, Top Performing School, a High Growth School, or meeting the Unified Improvement Plan.

Application Due Date: Successful applicants who are entered into the process at an earlier time are able to consider more positions.

Due to the high volume of applications we receive every year, the pooled screening process (phone screening and remote interview) will not be available for applications received after mid-February 2020. Any applications submitted prior to mid-February 2020 will be eligible to participate in the pooled screening process. Applications submitted after this date will remain on file for consideration for immediate openings.

Position Start Date: Dependent upon school-specific openings

Application Requirements

An administrator's license is not required to apply

The following items must be attached to your application in order to be considered.

- * Resume
- * One letter of reference
- * Cover letter that addresses the following questions:
 1. Why do you want to be a school leader in DPS?
 2. What has been your record of student academic achievement? (please give measurable outcomes)
 3. What experience have you had influencing adults to achieve significant results for students? (Including but not limited to coaching, mentoring, providing feedback, etc.)
 4. What is your experience working with diverse student populations? (including but not limited to race, ethnicity, socio-economic)
 5. What is your experience teaching or leading second language learners?

Education/Licensure

- * Master's Degree and previous leadership experience preferred.
- * A current, valid State of Colorado Principal License (professional or provisional) in place by the time the position starts.
- * Alternative licensure is an option for candidates with demonstrated school leadership experience who require licensure and additional coursework.

Resource for applicants: School Leadership Framework

At DPS, we've developed a School Leadership Framework that details the expectations required for all of our school leaders. We recommend that you review the LEAD framework to get a better understanding about the competencies required to be a successful school leader in DPS. The framework and the behaviors associated with each competency are available here:

http://thecommons.dpsk12.org/cms/lib/CO01900837/Centricity/domain/110/lead%20in%20denver/LEAD_Growth%20Performance%20System%20Handbook.pdf

Successful applicants will demonstrate the key leadership traits embedded within our framework:

- Evidence of the DPS Shared Values in interactions in the school, district, and community
- Distributive Leadership
- Equity

Other Information

Denver Public Schools is committed to meeting the educational needs of every student with great schools in every neighborhood. Our goal is to provide every child in Denver with rigorous, enriching educational opportunities from preschool through high school graduation. DPS is comprised of nearly 200 schools including traditional, magnet, charter and alternative pathways schools, with an enrollment of more than 90,000 students.

Under the leadership of Superintendent Susana Cordova and guided by the tenets of The Denver Plan, DPS has become the fastest-growing school district in the country in terms of enrollment and the fastest-growing large school district in the state in terms of student academic growth. Learn more at dpsk12.org.

Denver Public Schools is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, age, disability, or any other status protected by law or regulation. It is our intention that all qualified applicants be given equal opportunity and that selection decisions be based on job-related factors.