

Job Title: Principal, Health Science High School (HSHS)

Work Year: 261

Department: School Performance

Reports To: Director of Instruction, Network 5,

Salary Range: APT 10

Click to view the [APT salary scale](#)

Click to visit our [interactive map](#) where you can find out more information on each individual school, such as highlights, school data, demographics and more.

[Aurora Public Schools Compensation and Benefits](#)

Summary:

The Health Science High School (HSHS) Principal will lead a health science-focused magnet high school within Aurora Public Schools (APS), collaborating with Post-Secondary institutions and Industry partners to provide a range of Career and Technical Education (CTE) models and Pathways. The principal will oversee core academic programming and specialized pathway courses, guiding students from foundational ninth-grade classes to more advanced, pathway-specific courses. Key responsibilities include creating and communicating a vision of excellence, establishing systems and structures, and performing the essential duties of a typical APS high school principal.

Essential Duties and Responsibilities

Daily	40%	Oversee the design, implementation, and execution of the Health Sciences High School and programs, which includes but is not limited to Career and Technical Education (CTE) pathways, ensuring alignment with district, state, and national standards.
Daily	14%	Hire, supervise, and evaluate all staff.
Daily	13%	Facilitate staff training and evaluate the pathways' impact on student outcomes. Leverage expertise in analyzing curriculum performance to gauge program effectiveness in preparing students for post-secondary education and careers in the health sciences, maintaining alignment with industry standards and best practices.
Weekly	10%	Guide the creation and rollout of a hands-on health sciences program pathway curriculum(s). Supervise the development process, coordinate team efforts, and conduct research to optimize program impact and effectiveness.

Weekly	5%	Use data to analyze and plan for differentiated support for staff and students.
Weekly	2%	Manage program compliance with required guidelines while promoting student success. Continuously evaluate and refine CTE offerings to maintain relevance and effectiveness in preparing students for health services related careers.
Monthly	2%	Cultivate a culture of innovation by modeling and facilitating creative practices. Encourage out-of-the-box thinking and implement innovative strategies to enhance school performance. Continuously evaluate and adopt new ideas to improve educational outcomes.
Weekly	2%	Perform a wide range of managerial responsibilities including, but not limited to: staffing, scheduling, budget, technology, and facilities.
Monthly	1%	Deliver professional development initiatives to keep staff current on industry best practices, including orchestrating educational training sessions, contracting expert facilitators when necessary, and personally leading learning experiences.
Monthly	2%	Sustain robust partnerships with local businesses, industries, and postsecondary institutions to secure diverse student opportunities, including internships, guest speaker engagements, and mentorship programs that enhance student real-world learning experiences and career readiness.
Monthly	3%	Actively participate in advisory boards and collaborate with key stakeholders to align educational programs with current workforce demands, ensuring a deep understanding of industry needs and creating pathways for successful student placement upon program completion.
Daily	5%	Support soliciting funding sources for educational initiatives by identifying, pursuing, and managing grants, soliciting donations, and cultivating industry sponsorships to support program needs and enhance educational opportunities.
Yearly	1%	Perform other duties as assigned.

EDUCATION AND TRAINING: Master's degree in Education or other related educational field. .

EXPERIENCE: Over 3 years of experience in building administration experience. Over 5 years of experience in teaching. Career and Technical Education (CTE) Leadership experience, required.

**SKILLS, KNOWLEDGE,
EQUIPMENT & OTHER:**

Experience in leading high school staff and students. Expertise of the Career and Technical Education (CTE) courses and the role of the CTE program in a school district and community. Experience in career and technical program coordination and reporting procedures Advanced interpersonal relations and oral and written communication skills. Ability to multitask, problem solve, facilitate training and instruction, manage, think critically, , and display organizational skills. Ability to communicate, interact and work effectively and cooperatively with all people, including those from diverse ethnic and educational backgrounds.

Willingness to contribute to cultural diversity for educational enrichment. Ability to be flexible and patient and make change. Operating knowledge of and experience with personal computers, word process software and basic office equipment.

**CERTIFICATES, LICENSES, &
REGISTRATIONS:**

Colorado Principal's License required for hire. Linguistically Diverse Education (LDE) certificate preferred. Career and Technical Education (CTE) Directors License, preferred.

**SUPERVISION/TECHNICAL
RESPONSIBILITY:**

Directly supervises all school personnel; may delegate some supervisory responsibilities to Administrative Team. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; promoting and transferring employees; planning, assigning, and directing work; appraising performance; rewarding, disciplining, and terminating employees; and addressing complaints and resolving problems.

PHYSICAL DEMANDS:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel; talk or hear. The employee frequently is required to stand or walk and is occasionally required to sit; reach with hands and arms; stoop, kneel, crouch, or crawl. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision and distance vision.

WORK ENVIRONMENT:

While performing the duties of this job, the employee is occasionally exposed to fumes or airborne particles; toxic or caustic chemicals; outdoor weather conditions. The noise level in the work environment is usually moderate.

MENTAL FUNCTIONS:

While performing the duties of this job, the employee is regularly required to compare, analyze, communicate, synthesize, evaluate, use interpersonal skills, and negotiate. Frequently required to coordinate, compile, instruct and evaluate.