



Prospective Positions: Elementary and Secondary School Principals - 2020-2021

Salary: Commensurate with qualifications and experience

School Year: 2020-2021

ABOUT BATTLE CREEK PUBLIC SCHOOLS (BCPS)

Great things are happening in Battle Creek Public Schools (BCPS), and this is your opportunity to be a part of it! Located in southwestern Michigan, Battle Creek Public Schools serve a diverse community of 4,000 students from Pre-K to adult education. BCPS is in the midst of an exciting, equity-driven transformation, aiming to increase student achievement and family engagement, and provide opportunities and pathways to success for all students, regardless of race or zip code. We are a mission-driven district seeking passionate and motivated leaders who are ready to be a part of transformational change that is already underway.

In 2017, BCPS received a \$51 million grant from the W.K. Kellogg Foundation, which, over the five years of the grant period, is being invested to revitalize curriculum, implement project-based and experiential learning models, implement new professional development and mentorship programs for staff, bring onboard new programmatic partners, and open/transform schools with specialized magnet programming.

BCPS leaders benefit from a supportive community that *“Believes in the Change.”* A host of new investments in schools, and robust professional development programs are provided to leaders and staff members. In addition to competitive base salaries, our educators and staff enjoy a total rewards program that includes a generous healthcare and retirement plan, an Employee Assistance Program, Tuition Reimbursement, Sign-on and Retention Incentives, Housing and Rental Incentives and more. Our total rewards program also offers impactful professional development to support our continuous learners and a support network of teachers, administrators and staff who are laser focused on supporting each other to achieve student success.

ROLE SUMMARY

The BCPS District is seeking exceptional, inspired, equity-driven leaders to guide its schools into the next chapter of even greater academic excellence. We expect our BCPS school leaders to possess a deep knowledge of highly effective teaching and instruction, and to have demonstrated success in engaging and inspiring a school community to achieve high levels of



student achievement. We seek self-reflective leaders who understand how race, class, ethnicity, income, disability, identity, health, trauma, and family environment impact our students, and believe in educational environments that are responsive to student needs.

Principals at BCPS enjoy a significant degree of support to lead their schools toward these academic results. Together we work to build engaging, rewarding work environments that retain the most talented educators, committed to college, career and life success for all students. BCPS Principals also receive substantial professional development to continue to hone their craft. Principals receive robust support and resources from our District to enable student achievement including support with implementing research-based, rigorous curriculum and utilizing assessment data to facilitate instruction.

In addition, there are resources to support the Principal, their staff, and most importantly our students. **These support resources include:**

- District Transformation Coaches (i.e., principal coaches who work individually with principals to support their professional practice)
- Instructional Coaches
- Literacy Tutors and Specialists
- Behavioral Interventionist
- Counselors
- Success Specialists
- Bearcat Coaches (i.e., in-school mentors and intervention practitioners who bear caseloads of students)
- Back-office support (e.g., finance and operations, HR, IT, facilities, student services, curriculum coordination)
- A wide network of community and organizational support, including Healthcare Centers and nurses located in our schools

The transformation of our District depends on having inspired leaders who can help push our schools towards equity and excellence--so every Bearcat graduates career, college, and community ready. Our vision is "100% success for every Bearcat."

ESSENTIAL RESPONSIBILITIES

Instructional, Visionary, and Talent Leadership

- Drive instructional excellence by setting aspirational school goals and ensuring that teachers receive appropriate, targeted coaching and professional development to meet goals.
- Supervise, coach, develop, and evaluate teachers via regular observations, learning visits, feedback, and coaching as part of BCPS rigorous teacher development and support system.



Positive School and Community Culture

- Create a culture of high expectations with a relentless focus on student growth and achievement
- Maintain a safe and positive school environment in which students thrive, develop and grow.
- Develop a work environment to retain and develop exceptionally talented teachers and ancillary staff
- Foster an environment of deep connection and collaboration with families and caregivers, building strong relationships and encouraging their direct engagement in their students' school experiences.

APPLICATION PROCESS

Interested candidates should visit our website at:

<https://www.battlecreekpublicschools.org/careers>; and then submit a resume directly to:

bethechange@battlecreekpublicschools.org

Please note that only candidates who are selected for an interview will be contacted.

Minimum Qualifications:

- Master's degree in educational administration or related field
- Michigan Administrator certification (or the ability to complete certification within 2 years of one's assignment)
- Five or more years of successful teaching experience
- Demonstration of successful use of data to improve student learning
- Understanding and demonstrated knowledge of School Improvement practices
- Experience contributing in an urban school district

THE STRONGEST CANDIDATES WILL HAVE:

- A belief that all children can achieve no matter their zip code
- Deep understanding of the nuanced needs of majority, minority and low-income student populations, and trauma-informed teaching practices and restorative justice
- Deep understanding of the theory and practical application of the science of reading and literacy
- A proven track record of leading, managing, and coaching other educators to increase student achievement among high need students, students in a majority-minority district, and low-income
- Demonstrated experience working with diverse student populations and leading differentiated instructional support for English Language Learners (ELL) populations, high need students, special education students, and Tier 1, 2, and 3 students.



- Experience working in a trauma- informed settings
- Expertise in building a positive and collaborative adult culture
- Deep instructional expertise, developing student-centered classrooms, promoting personalized and project-based learning, and using instructional technology
- Excellent communication skills, both verbal and written
- Strong interpersonal skills and ability to build and cultivate positive relationships with staff, parents and community stakeholders
- Demonstrated ability to marshal resources to get staff moving in the same direction in order to get things done
- Demonstrated understanding of the ways to disrupt and transform systemic inequities
- A willingness to go above and beyond to contribute to the success of a dynamic team

SCHOOL SAFETY CLEARANCE:

The successful candidate will be subject to a fingerprint and background check as a condition of employment. All fees required for this check (estimated \$73.00) will be the responsibility of the successful applicant. The Battle Creek Public School District is an equal opportunity employer and will not discriminate on the basis of race, color, handicap, sex, age, religion, national origin, weight, height, or marital status in its employment practices.

February 10, 2020
2:22 p.m.