



# HUMAN RESOURCES

## JOB DESCRIPTION

**Job Title:** Assistant Principal-Middle School

**Salary Block:** Administrative Professional  
Pay Grade 5

**Reports To:** Principal

**Wage/Hour Status:** Exempt

**Terms of Employment:** 226 Days

### Minimum Qualifications:

- Master's degree from an accredited college or university
- Texas Principal or Mid-Management Certification
- Instructional Leadership Development (ILD) and/or Advancing Educational Leadership (AEL) and Texas Teacher Evaluation and Support System (T-TESS) Certified
- Three (3) years classroom experience, preferably in grades 6-12.
- Administrative experience, preferred

### Special Knowledge/Skills:

- Thorough understanding of school operations
- Strong organizational, communication, and interpersonal skills
- Ability to coordinate campus support operations

### Primary Purpose:

Assist the school principal in overall administration of instructional program and campus level operations. Coordinate assigned student activities and services.

### Performance Responsibilities:

#### Instructional Management

1. Participate in development and evaluation of educational programs.
2. Encourage and support development of innovative instructional programs, helping teachers pilot such efforts when appropriate.
3. Promote the use of technology in teaching/learning process.

#### School/Organizational Climate

4. Promote a positive, caring climate for learning.
5. Deal sensitively and fairly with persons from diverse cultural backgrounds.
6. Communicate effectively with students and staff.

#### School/Organizational Improvement

7. Participate in development of campus improvement plans with staff, parents, and community members.
8. Help principal develop, maintain, and use information systems to maintain and records to track progress on campus performance objectives and academic excellence indicators.

#### Personnel Management

9. Observe employee performance, record observations, and conduct evaluation conferences. Serve as second appraiser for designated teacher appraisal system.
10. Assist principal in interviewing, selecting, and orienting new staff.

#### Administration and Fiscal/Facilities Management

11. Supervise operations in principal's absence.
12. Help plan daily school activities by participating in the development of class schedules, teacher assignments, and extracurricular activity schedules.
13. Supervise reporting and monitoring of student attendance and work with attendance clerk on follow-up investigations.

14. Work with department heads and faculty to compile annual budget requests based on documented program needs.
15. Requisition supplies, textbooks, and equipment; check inventory; maintain records; and verify receipts for materials.
16. Assist with safety inspections and safety-drill practice activities.
17. Coordinate transportation, custodial, cafeteria, and other support services.
18. Comply with federal and state laws, State Board of Education rule, and board policy.

#### **Student Management**

19. Ensure that students are adequately supervised during non instructional periods.
20. Help to develop a student discipline management system that results in positive student behavior.
21. Ensure that school rules are uniformly observed and that student discipline is appropriate and equitable.
22. Conduct conferences on student and school issues with parents, students, and teachers.

#### **Professional Growth and Development**

23. Participate in professional development to improve skills related to job assignment.

#### **School/Community Relations**

24. Articulate the school's mission to community and solicit its support in realizing mission.
25. Demonstrate awareness of school-community needs and initiate activities to meet those needs.
26. Use appropriate and effective techniques to encourage community and parent involvement.

#### **Other**

27. Ability to attend work on a regular and routine basis to avoid disruption to district operations.
28. Maintain a professional level of confidentiality concerning personnel and students.
29. Upholds and adheres to safety rules and policies of the Clint ISD safety program.
30. Supports the goals and objectives of the school district and follow all district policies.
31. Performs any other duties as assigned by the appropriate supervisor.

#### **Supervisory Responsibilities:**

Share supervisory responsibility for professional staff with school principal. Supervise teachers, custodians, paraprofessionals, clerical personnel and others as assigned.

#### **Working Conditions:**

#### **Mental Demands/Physical Demands/Environmental Factors:**

Maintain emotional control under stress. Work with frequent interruptions. Occasional district-wide travel; occasional prolonged and irregular hours

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

#### **Terms of Employment**

Work year established by the Superintendent; Salary according to schedule adopted annually

#### **Evaluation:**

Job performance will be evaluated annually as per district policies and procedures

\_\_\_\_\_  
Print Name

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Employee's Signature

\_\_\_\_\_  
Date