



## ASSOCIATE PRINCIPAL, HIGH SCHOOL

Rev. July 2025

**Job No.:** 2501  
**Reports to:** Principal  
**Dept./Campus:** Campus

**FLSA Status:** Exempt  
**Pay Grade:** 205  
**Term:** 226 Days

### PRIMARY PURPOSE

To assist the school principal in the direction and management of instructional programs and supervision of operations and staff at campus level, provide leadership to ensure high standards, oversee curriculum development and skillful delivery to students. Assist in overseeing compliance with district policies, ensure success of instructional programs, and operation of all campus activities. Serve as the lead over Assistant Principals.

### ADMINISTRATOR COMPETENCIES

- **Creative Visionary** who is passionately focused on effecting change and has the ability to merge data and fact with intuition, imagination, and innovation in an effort to realize the possibilities rather than be content with the probabilities.
- **Dedicated Professional** who creates a supportive environment by modeling and expecting autonomy and accountability; who exemplifies ethics; who accepts and values the differences of others, exhibits empathy, and who has a sense of human wisdom, courage and compassion.
- **Inspiring Catalyst** who motivates and empowers others to become leaders and risk takers, and who acknowledges expertise, celebrates successes, and honors the lives of others.
- **Life-long Learner** who perpetuates self-motivated learning, and effectively drives transformation with continuous monitoring, evaluating, and adjusting.

### MAJOR RESPONSIBILITIES AND DUTIES

- Embody the LISD Campus Leadership Profile, including establishing a clear focus, effectively managing change and creating a purposeful community.
- Establish a collaborative culture in which the LISD PLC Collective Commitments are evident.
- Demonstrate behavior that is professional, ethical and responsible.
- Serve as administrative head of the school in the absence of the principal.
- Serves in lead role over Assistant Principals, coordinates all administrative roles including student discipline, parent communication, teacher and IA performance.
- Supports campus principal with administrative assignments.
- Work with faculty, parents, and students to develop a student discipline management system that results in positive student behavior and enhances the school climate.
- Use appropriate and effective techniques to encourage community and parent involvement.
- Monitor instructional and managerial processes to ensure that program activities are related to program outcomes and use findings to take corrective actions.
- Implement processes and systems focused on growth for all students.
- Participate in the development and evaluation of educational programs.
- Develop, implement, and monitor special projects as assigned by the principal.
- Provide leadership for continuous improvement of learning.
- Ensure that school rules are uniformly observed and that student discipline is appropriate and equitable.
- Conduct conferences with parents, students and teachers concerning school and student issues.
- Communicate and promote expectations for high-level performance to staff and students.

All LISD employees are expected to maintain an extreme degree of confidentiality by following the *Family Educational Rights and Privacy Act (FERPA)* for student information and the *Health Insurance Portability and Accountability Act of 1996 (HIPAA)* for employee and student information.



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- Requisition supplies, textbooks, and equipment; conduct inventories, maintain records; verify receipts of such materials.
- Demonstrates regular and prompt attendance to ensure a consistent focus on student learning.
- Perform other duties as assigned.

### SUPERVISORY RESPONSIBILITIES

- Assist the campus principal in the management and evaluation of assistant principals and administrative staff.
- Share supervisory responsibility for professional staff with school principal.
- Supervise teachers, paraprofessionals, clerical staff, and others as assigned.

### GENERAL QUALIFICATION GUIDELINES

#### Education/Certification/Experience:

- Master's degree in education from an accredited university (must be completed within one year of hire).
- Texas Principal or other appropriate Texas certificate.
- Minimum of three years teaching experience, high school level preferred.
- Prior high school assistant principal experienced preferred.

#### Knowledge/Skills/Abilities:

- Knowledge of school operations.
- Skills in organization; communication; developing administrative professionals; building a team culture; and interpersonal relations.
- Ability to coordinate campus support operations; coordinate campus functions; evaluate instructional programs and teacher effectiveness; implement policies and procedures; interpret data; manage budget and staff; manage multiple priorities and projects; and use computer and application software.

#### Mental/Physical/Environmental Demands

*The essential functions, pursuant to the Americans with Disabilities Act, may include the characteristic duties, responsibilities, knowledge, skills, and abilities noted herein; however, this is not a comprehensive listing of all functions and tasks performed by positions found in this job description.*

- Needs to occasionally move about inside the office to access file cabinets, office machinery, etc. and frequent movement around the campus building and grounds.
- Frequently communicates with other employees or public.
- Must be able to exchange accurate information.
- Ability to understand opposing points of view on highly complex issues and to negotiate and integrate different viewpoints.
- Ability to organize and prioritize work schedules of others on long-term basis.
- Ability to make decisions which have significant impact on the campus' credibility, operations and services.
- Ability to formulate complex and comprehensive materials such as legal documents, authoritative reports, official publications of major scope and impact and to make formal presentations.
- Use standard office equipment including personal computer and peripherals.
- Prolonged sitting; occasional bending/stooping, pushing/pulling, and twisting.
- Repetitive hand motions including frequent keyboarding and use of mouse; occasional reaching.

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- Occasional light lifting and carrying (less than 15 pounds).
- May be required to pass a SAMA or other crisis prevention training class.
- May be required to assist in crisis intervention.
- May be required to restrain a student.
- May work prolonged or irregular hours.
- Frequent districtwide travel.
- Work with frequent interruptions.
- Maintain composure and professionalism at all times.