



Youngstown City School District
Founding Principal - Youngstown Consolidated Middle School
Job Description

Position: Founding Principal
Status: Administrative/Exempt
Reports to: Superintendent/Designee
Salary: Commensurate with experience and qualifications per the Administrative Compensation Schedule
Start Date: Full duties begin for the 2026–27 school year
Transition Start: A modified contract may begin earlier to support school unification and transition planning

Position Overview

Youngstown City School District invites exceptional, mission-driven leaders to apply for the role of *Founding Principal* of the newly consolidated Youngstown Middle School, scheduled to open in the 2026–27 school year. This leader will be responsible for building a cohesive and nurturing middle school experience that accelerates academic success, social-emotional growth, and readiness for high school and beyond.

Because this is a pivotal launch role, the selected candidate may begin work under a modified contract before the official school opening to lead critical planning efforts including program design, student and staff engagement, operational readiness, and culture-building.

Key Responsibilities

Pre-Opening Transition Planning

- Partner with the Superintendent, families, staff, and community members to shape a shared vision for the new middle school.

- Design structures that support middle grades development and academic rigor, including advisory, enrichment, and interdisciplinary learning.
- Recruit, hire, and onboard staff aligned with the school's mission and values.
- Lead the development of school routines, schedules, curriculum plans, and a supportive learning environment.
- Engage scholars and families in co-creating the identity, values, and traditions of the new school.

Academic Leadership

- Foster a school-wide culture of high expectations, instructional excellence, and continuous improvement.
- Supervise and support teachers in using best practices for literacy, numeracy, and whole-child development.
- Lead collaborative professional learning communities (PLCs) to support instructional growth and innovation.
- Monitor and respond to academic and behavioral data to ensure equitable learning outcomes for all students.

Student Development and School Culture

- Establish a safe, inclusive, and affirming environment that meets the developmental needs of middle grade learners.
- Champion trauma-informed practices, PBIS, and restorative approaches that foster strong relationships and scholar agency.
- Promote student voice, leadership, and opportunities for exploration through clubs, enrichment, and co-curricular programming.
- Build strong family partnerships and maintain frequent, transparent communication.

Operational Leadership

- Manage day-to-day operations, including staffing, scheduling, budgeting, and compliance with state and district regulations.

- Ensure a well-organized and mission-aligned start to the 2026–27 school year.
 - Serve as a key spokesperson and leader during the transition to a unified middle school model in Youngstown.
-

Qualifications

- Valid Ohio Principal License (or ability to obtain by start date).
 - Master’s Degree in Educational Leadership or a related field.
 - Minimum of 3–5 years of successful school leadership experience; middle grades experience strongly preferred.
 - Demonstrated expertise in middle-level education, school culture, and instructional leadership.
 - Experience with school start-up, redesign, or system-level change is highly desirable.
 - Strong communication, organizational, and community-building skills.
-

Application Process

Interested candidates should submit a resume, cover letter, and three professional references. Applications will be reviewed on a rolling basis. A modified contract may be initiated prior to the 2026–27 school year to support early-stage planning and leadership transition.