



Youngstown City School District
Founding Principal - Youngstown Consolidated High 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

The Youngstown City School District is seeking a visionary, equity-driven, and transformational leader to serve as the *Founding Principal* of the newly consolidated Youngstown High School, opening for the 2026–27 school year. This leader will guide the planning, launch, and ongoing development of a unified high school that embodies academic excellence, strong school culture, robust career pathways, and postsecondary readiness for all scholars.

As this is a foundational leadership role, the selected candidate may begin in a modified or part-time capacity prior to the official 2026–27 launch in order to support transition efforts, including community engagement, staffing, scheduling, facilities preparation, program development, and culture-building.

Key Responsibilities

Transition Planning (Pre-Opening)

- Collaborate with the Superintendent and district leadership on the vision, design, and strategic priorities for the consolidated high school.

- Engage students, staff, families, and community stakeholders in the planning process.
- Lead the development of a school identity, including vision, core values, rituals, and traditions that represent Youngstown's unified spirit.
- Participate in staffing and organizational planning, including recruitment, hiring, and professional learning.
- Assist with curriculum alignment, scheduling, budgeting, and operational planning for a successful launch.
- Contribute to communication strategies and public engagement during the transition.

Instructional Leadership

- Ensure high expectations and instructional excellence for all students.
- Supervise and evaluate instructional staff using district-approved frameworks and tools.
- Implement effective systems of professional development, collaboration, and coaching.
- Use data to drive decision-making and monitor student achievement, climate, and growth.

School Culture and Student Experience

- Build a safe, inclusive, and student-centered culture aligned with the district's commitment to equity and the "Defend the Y" initiative.
- Promote positive behavior interventions and supports (PBIS), restorative practices, and family partnerships.
- Develop and sustain extracurricular, arts, athletics, and enrichment programs that reflect student interests and community assets.

Operational and Organizational Management

- Lead the day-to-day operation of the school, ensuring compliance with district policies, legal mandates, and instructional priorities.
- Manage school budgets and resources effectively and equitably.

- Establish systems for continuous improvement, accountability, and high performance.
 - Serve as a key spokesperson and ambassador for the new high school in the broader community.
 - Other duties as assigned by the Superintendent or designee
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Qualifications

- Valid Ohio Principal or Superintendent License (or ability to obtain by start date).
 - Master's Degree in Educational Leadership or related field.
 - Minimum of 3-5 years of successful leadership experience in an urban secondary school setting or similar relevant experience.
 - Proven track record of improving student outcomes and leading organizational change.
 - Experience with school start-up, redesign, or large-scale transitions strongly preferred.
 - Demonstrated ability to lead with cultural competence, emotional intelligence, and a commitment to community collaboration.
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Application Process

Qualified candidates should submit a resume, cover letter, and three professional references. Review of applications will begin immediately and continue until the position is filled. A modified contract may be offered prior to the 2026–27 school year to initiate transition work.