



As Executive Director of PAESSP, I am often asked why it is becoming ever more difficult to find highly qualified individuals interested in becoming principals. As I thought about it, and considered what is required of a principal's job, I put together the following humorous, but very honest, ad for a high school principal. I believe it generally reflects the expectations for all principals. I am continually amazed at how many of you not only meet, but exceed, these expectations. Obviously, the motives for becoming a school principal are intrinsic not extrinsic in nature.

Advertisement for a High School Principal

Are you an outstanding teacher? Are you considered an educational leader? Do you have an advanced degree in educational leadership? Have you met the requirements for certification as a high school principal? If so, we have a job for you with great working conditions:

- ✓ You will receive the same fringe benefits you do as a teacher.
- ✓ You will get to extend your working day by at least three hours per day.
- ✓ You will be able to add 40-50 working days per year.
- ✓ You will have the privilege of adding 120-130 additional nights to your schedule to supervise and attend events.
- ✓ You will be able to cast away the existing job protections you currently have as a teacher.
- ✓ You will have primary responsibility for the safety of 1,000 students during school and on the way to and from school. You will develop an extensive, all encompassing emergency management plan for your building.
- ✓ You will have sole responsibility for a \$10,000,000 budget from development to inventory without any accounting or staff assistance.
- ✓ You will be responsible for the scheduling of 1,000 students to the satisfaction of teachers, students and parents.
- ✓ You will have primary responsibility for the discipline and behavior of 1,000 students while meeting the fairness standards of 3,000 parents, the district, administration and school board.
- ✓ You will have the privilege of working with one assistant principal – when available, high demand makes this a transient position so count on being alone most of the time.
- ✓ You will have primary responsibility for the supervision and evaluation of 100 professional staff members and at least 50 support staff. You will have conferences with all, establish goals, observe in 40-minute intervals each professional several times a year and have a final annual evaluation conference.
- ✓ You will eliminate unsatisfactory teachers by more frequently observing them, constructing improvement plans, monitoring the plans and providing documented, extensive data to the school board for dismissal.
- ✓ You will have an open-door policy for all parents and staff *and* accommodate their schedules and walk-in meeting needs, while not disrupting your budgeting deadlines, supervision and observation responsibilities, state reporting responsibilities, supervision responsibilities for buses, the cafeteria and night events, while maintaining high visibility throughout the building.
- ✓ You will supervise the state testing program and be held accountable for each and every student score.
- ✓ You will lead curriculum development efforts to improve your school's performance.
- ✓ You will develop a strategic plan for your building that reflects the district's goals.
- ✓ You will attend *all* special education IEP conferences and help develop the plans.
- ✓ You will supervise the athletic and extra-curricular programs.
- ✓ You will submit all required state reports in an accurate and timely manner.
- ✓ You will be responsible for the overall climate of the school and be sure to please all staff, students, parents, administrators and the school board.
- ✓ You will have the privilege of being named, and defending yourself, in every lawsuit brought against the district that names the high school or any personnel therein.
- ✓ You will be of strong moral character and be a good family person – spending all the time and energy with your family that we expect parents to do.
- ✓ You will assume all other duties as assigned by the superintendent.

All this can be yours for only a few dollars more or less per day than you currently make as a teacher. APPLY TODAY.