



Be a **PRINCIPAL** in PSJA

Lead the charge in making our students the best that they can be.

Great principals take responsibility for school success.
 Great principals lead teaching and learning.
 Great principals hire, develop and retain excellent teachers.

What are we looking for?

All leaders in PSJA are expected to embody the four broad categories of The Spirit of PSJA



Positive
Engagement

Welcomes staff, students, parents, and community as honored members at the district table



Student-centered
Excellence

Holds vision and expectations for success for all students and all staff



Joint
Empowerment

Develops and empowers individuals and teams for effective action



Adaptive
Innovation

Maintains district at the forefront of educational service providers

In particular, excellent candidates for Principal should demonstrate strength in these six characteristics:

Builds relationships

Builds positive, trusting relationships through frequent interactions which demonstrate care and interest in the well-being of all stakeholders

Exhibits professionalism

Exhibits awareness and reflection to manage emotions and engage in continuous personal growth

Establishes shared vision

Develops and communicates a clear vision for the future with deep buy-in from all stakeholders

Implements plan

Works with all stakeholders to implement vision by establishing goal, monitoring progress, and providing resources

Inspires Action

Motivates others to take responsible risks and perform at their highest level to support district vision and goals

Manages change

Demonstrates courage, initiative, and perseverance in bringing about meaningful change to support the shared vision

Learn more about The Spirit of PSJA and view full rubric on the PSJA HR webpage

How do I become a **PRINCIPAL** in PSJA?

In order to sustain our consistently high expectations across all campuses, PSJA employs a pool process for selecting all campus leaders. Applicants first undergo a district selection process to be approved to be a principal in PSJA. Districts and campus leaders may then interview and select from any candidate in the pool. Applicants may remain in the pool for up to 18 months before being re-evaluated. The principal pool will open twice each year:

	Applications reviewed	Interview process	Information sessions
March	Middle 2 weeks of month	Last week of March, first of April	Wednesday before posting
November	Last two weeks of month	First two weeks of December	Wednesday before posting

Please watch PSJA's HR webpage for exact dates

