



Job Posting: Middle School Principal

Paulo Freire Freedom School- Downtown

About Paulo Freire Freedom School-Downtown The Paulo Freire Freedom Schools, with University and Downtown locations, provide early adolescents in grades 6-8 with an innovative educational program rooted in project-based learning and competency-based assessment. Students are deeply engaged in learning about issues that are real and relevant and that directly impact their lives and the community they live in. The middle schools are intentionally small so that all students are known as individuals and celebrated for who they are and what they can contribute. The Paulo Freire Freedom School mission is to be a 'joyful and just community dedicated to environmental sustainability and social justice that embraces creative, collaborative and compassionate teaching and learning.' Both middle schools serve as demonstration sites within CITY Center for Collaborative Learning. For more information visit pffsd.org

About CITY Center for Collaborative Learning CITY Center for Collaborative Learning designs, implements, and advances innovations in teaching and learning that transform the lives of young people and their educators. The Tucson-based nonprofit offers professional development and community engagement experiences for educators and education advocates, including school visits and workshops, while leading three small secondary schools that serve as demonstration sites. For more information visit cityccl.org

Position Summary: The principal is the instructional leader of the school. The principal oversees all programs and systems at the site level, fostering a teaching and learning environment that is effective, efficient, safe, inclusive, equitable, and caring. The principal plays a key role in positioning the school to be a vibrant hub for the various stakeholders – students and staff, families, and community partners – and a demonstration site for outside audiences and the field of education. The principals within the CITY network of schools collaborate to share best practices and ensure alignment.

Position Functions: Instructional Leadership & Academic Program Coordination

- Supervise instructional staff in lesson design, teaching practice, and classroom management aligned with CITY Center's academic framework.
- Lead and train for diversity, equity, and inclusion.

- Support teachers in analyzing assessment data and student work for the purpose of planning personalized competency-based learning that meets the needs of all students.
- Help classroom teachers address challenges and develop effective instructional practices through modeling, feedback, and facilitated team collaboration.
- Design and facilitate engaging and relevant professional learning experiences guided by adult learning theory, aligned to instructional priorities, and informed by data.
- Foster effective implementation of school-wide curriculum, e.g. Portrait of a Graduate, advisories, portfolios, and student demonstrations of learning.
- Hire and supervise the instructional staff.
- Collaborate with school leadership across CCCL to plan, implement, and assess teaching and learning initiatives to ensure effective implementation and alignment.

School-Wide Culture & Student Success

- Establish and promote high standards and expectations for all students and staff for academic performance and responsibility for behavior.
- Implement and lead school-wide structures that promote community building.
- Oversee the Advisory program.
- Manage tiered intervention systems to analyze student needs and design personalized supports.
- Implement fair, equitable, and consistent discipline and attendance systems.
- Comply with reporting requirements related to student concerns and school data.
- Supervise school-sponsored functions and events.

Stakeholder Participation, Parent Engagement & School Promotion

- Communicate regularly with parents using multiple methods of communication to build positive and collaborative relationships..
- Maintain website and social media sites to inform stakeholders and promote the school.
- Communicate regularly with staff and seek ideas for the improvement of the school.
- Build connections with the community to implement place-based learning experiences for students
- Celebrate, promote, and market the school to ensure full enrollment and to build a positive reputation throughout the community

Resource Management & Logistics

- Oversee recruitment, hiring, training, and retention of a diverse and qualified staff.
- Establish the master schedule and annual calendar.
- Maintain accurate student files, including enrollment and attendance records.
- Manage school budget including the purchasing of resources and oversight of funds.
- Establish and maintain an effective inventory system for supplies and equipment.
- Ensure compliance with education law, board policies, and HR requirements.

- Maintain attractive, organized, functional, healthy, clean, and safe facilities.
- Generate funds via Arizona tax credits, grants, and other site-based fundraising efforts.

Qualifications:

- Extensive and varied experience in public education, including roles of classroom teacher, curriculum developer, facilitator of professional development, and/or school administrator
- Principal certification encouraged
- Experience in leading effective staff development for teachers
- Demonstrated cross-cultural competency and experience with diverse student populations
- Proven ability to engage student families
- Strong verbal and written communication skills
- Ability to work independently and as part of a team

Position Details:

- Job Type: Full Time
- Salary: Regionally competitive salary, commensurate with experience; range \$62,000-\$68,000
- Benefits: Strong health insurance package; participation in Arizona State Retirement System
- Start Date: Immediately or January 6, 2025
- Reports to the Executive Director of CITY Center for Collaborative Learning
- CITY Center for Collaborative Learning seeks to have a teaching staff that reflects the diversity of its student population; minority and bilingual candidates encouraged to apply
- Website link: <https://www.cityccl.org/about-us/hiring>

Application Procedure: Submit cover letter, resume, and a list of 3-5 professional references via email to info@cityccl.org. Letter and resume should be separate documents and sent as attachments.