



3. Student Behavior & School Climate

- Strengthen or revise behavior systems (e.g., PBIS)
- Ensure administrative support for discipline
- Improve classroom learning conditions

4. Staff Support & Student Services

- Strengthen staff trust and professional culture
- Increase leadership support and availability
- Improve systems for identifying and supporting students with special needs

LEADERSHIP COMPETENCIES

The next principal should demonstrate the following research-based practices:

Instructional Leadership

- Focus on high-quality teaching, curriculum alignment, and data-driven decisions

Culture & Climate Leadership

- Create a safe, inclusive, and structured environment with clear expectations

Staff Development

- Support teacher growth, build trust, and develop leadership capacity

Systems & Operations

- Implement consistent systems for communication, behavior, and instruction

Family & Community Engagement

- Build strong partnerships and increase parent involvement

LEADERSHIP TRAITS

The Markham Park community seeks a principal who is:

- Consistent and fair
- Visible and approachable
- Supportive of staff and students
- Clear and proactive in communication
- Professional and respectful
- Empathetic and relationship-driven
- Dedicated and resilient

MEASURES OF SUCCESS

Success will be demonstrated through:

- Improved staff morale and trust
- Increased family engagement
- More consistent behavior systems and expectations
- Stronger academic outcomes
- Clear and effective schoolwide systems

