

STRIDE Academy in St. Cloud, MN, stands out as a K-8 public charter school with a strong focus on the whole child, celebrated for fostering academic excellence and a nurturing learning environment. Our mission emphasizes individualized learning and innovative teaching, preparing students for future success. Notable for our community involvement and award-winning programs, STRIDE offers a unique, supportive educational experience that cultivates curiosity and character development, making a significant impact on our students and the wider community.

## **POSITION DETAILS**

**Position:** Middle School Assistant Principal

**Grade:** 5-8

**Contract Year and Start Date:** July 1, 2026, 2026-2027 school year

**Full Time FTE:** 1.0

## **ROLE OBJECTIVES**

The Middle School Assistant Principal supports the Principal in the daily operations and instructional leadership of the school. This role focuses on student discipline, behavior management, safety, and school climate while assisting with staff supervision, instructional improvement, curriculum implementation, and operational logistics. The Assistant Principal plays a key role in advancing STRIDE Academy's mission, strategic plan, and commitment to academic excellence, equity, and student well-being.

## **KEY DUTIES**

### **Student Discipline, Safety & School Climate**

- Administer and enforce the student code of conduct in a fair, consistent, and restorative manner.
- Investigate and resolve student disciplinary issues; mediate conflicts among students and between students and staff.
- Coordinate and support school safety protocols, emergency procedures, and crisis response.
- Promote a positive, inclusive school culture that supports social-emotional learning, equity, and belonging.
- Collaborate with counseling, social work, and mental health staff to address student behavioral and social-emotional needs.

### **Instructional Leadership & Academic Improvement**

- Support the Principal in creating and sustaining a culture of learning aligned with STRIDE Academy's strategic plan.
- Assist with classroom observations, teacher evaluations, and feedback for licensed and non-licensed staff.
- Support professional development aligned to instructional goals, data analysis, and best practices.
- Work with the Principal and Curriculum Director to analyze student achievement and assessment data (e.g., MCA, Fastbridge, STAR) to inform instructional decisions and interventions.
- Support implementation of MTSS processes and monitor student progress using tools such as EduClimber.

### **Staff Supervision & Support**

- Assist the Principal and Human Resources with recruiting, interviewing, onboarding as needed, and with supporting teachers, substitutes, and support staff.
- Provide guidance, coaching, and performance feedback to staff; assist with remediation and growth plans as needed.
- Support collaboration, team work, and conflict-resolution practices among staff.
- Participate in planning and facilitating staff development and training opportunities.

### **Student Support, Attendance & Family Engagement**

- Monitor and support attendance policies and interventions.
- Partner with families to address student behavioral, academic, and attendance concerns.
- Support student services, including IEP, 504, EL, and other student support processes, in collaboration with the Principal and relevant directors.
- Contribute to equitable and responsive family partnerships and stakeholder communication.

### **Operations & School Management**

- Supervise daily school operations, including student arrival and dismissal, lunch, transitions, transportation, and extracurricular activities.
- Assist with development and implementation of the master schedule and emergency or abbreviated schedules.
- Support coordination of student activities, clubs, and school-wide events.
- Assist with facilities oversight by identifying needs, reporting concerns, and coordinating with operations staff.
- Support compliance with school policies, procedures, and authorizer requirements.

### **Collaboration & Program Support**

- Support school-wide programs and initiatives, including curriculum implementation and instructional technology integration.
- Collaborate with the Principal on evaluation of school procedures, student discipline systems, and school-wide programs.
- Assist with communication and collaboration with community organizations to support student and family needs.
- Perform other comparable duties as assigned by the Principal or Executive Director.

### **Leadership Expectations**

- Model STRIDE Academy's vision, mission, and core values.
- Demonstrate strong ethical leadership, professionalism, and confidentiality.
- Use data-driven decision making to support continuous school improvement.
- Foster positive relationships with students, staff, families, and community partners.

## **REQUIREMENTS**

**Educational Qualifications:** Professional Administration, Principal K-12 License

**Experience:** Minimum 3-5 years successful teaching experience. Prior leadership experience is preferred.

**Skills and Competencies:** Strong knowledge of content, excellent communication and interpersonal skills, ability to engage and inspire students, and proficiency in using educational technology.

## **BENEFITS AND COMPENSATION**

**Salary Range:** Starting salary of \$95,000 or higher based on experience

**Benefits:** Comprehensive benefits package including health insurance, retirement, and professional development opportunities.

## **APPLICATION PROCESS**

**Application Materials:** Submit a resume, cover letter, references, and complete online application

**Apply here:** <https://www.strideacademy.org/employment>

**Application Deadline:** Until Filled

**Contact Information:**

Heather Ebnet, Middle School Principal, [hebnet@strideacademy.org](mailto:hebnet@strideacademy.org)

Eric Skanson, Executive Director, [eskanson@strideacademy.org](mailto:eskanson@strideacademy.org)  
Kate Hill, Human Resources, [khill@strideacademy.org](mailto:khill@strideacademy.org)

### **EQUAL OPPORTUNITY STATEMENT**

STRIDE Academy is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

### **CALL TO ACTION**

Join our dedicated team at STRIDE Academy and make a difference in the lives of our students. Apply today to contribute to our vibrant learning community where every child is encouraged to reach their full potential. We look forward to welcoming you to our team!