



**Knappa School District #4
Job Posting – High School Principal**



Job Title: High School Principal (Grades 9-12)
Reports To: Superintendent

JOB SUMMARY

Promotes the success of all staff and students at the high school by facilitating the development, articulation and implementation of a vision of teaching and learning that supports the District’s mission and vision.

ABOUT KNAPPA SCHOOL DISTRICT & KNAPPA HIGH SCHOOL



Knappa School District serves approximately 500 students in two schools, located along the Columbia River about 12 miles east of Astoria and about 80 miles west of Portland. The District serves students who live in unincorporated areas of Clatsop County, including Brownsmead, Burnside, Svensen, Knappa, and Clifton. Families who live within the district are involved in the paper products industry, fishing, health care, professional services (i.e. banking, accounting), and public service. Our location is close to the Pacific Ocean and is beautifully forested. Knappa Schools are the hub of the community and serve as a gathering place for both school and

non-school activities. Knappa School District enjoys the support of the Knappa Schools Foundation, who provides financial and volunteer support for our teachers, students, and graduates (via scholarships). In 2021, the community supported a capital construction bond in the amount of \$14 million, which will allow for needed improvements to facilities, specifically including a new middle school facility, a pre-K classroom, renovation of the Elementary School (K-8), safety updates, and addressing infrastructure needs (roofs, building envelope, HVAC, etc.). The Knappa School District region includes primarily single family homes, many on acreage. People tend to love the outdoors. There are two local grocery



stores, a couple of locally owned restaurants, a coffee shop, a gas station, and multiple other small businesses. For larger grocery stores, clothing, and sundries, Astoria is the closest large town, with its working-waterfront vibe. If one needs “big box” retail, it can be found not too far away in Warrenton, OR. Knappa School District sits on wooded acreage with a view of Wickiup Mountain. Knappa High School has a dedicated team of caring teachers. The career and technical education offerings include Forestry, Welding, Shop (wood and metal), and health careers. Other CTE offerings are available through partnerships with nearby

school districts, Clatsop Community College, and Tongue Point Job Corps. Our school has a vibrant and growing music program. Knappa High School has a strong sports tradition, with multiple teams that often compete for state championships. During fall of 2022, for example, the volleyball, football, and cross country teams participated in post-season play. Sporting events are truly community events in Knappa, where generations of *Loggers* come to enjoy a good game with their community.



ESSENTIAL DUTIES AND RESPONSIBILITIES

Essential duties of this position include the following. Employees in this position perform some or all of the following tasks. Other duties may be assigned.

1. Follows and maintains knowledge of all District policy(ies) and procedures.
2. Administers the school and its instructional program in all its facets.
3. Implements Board policies and administrative regulations.
4. Supervises the school staff, providing assistance, as necessary.
5. Assists in the recruiting, screening, training, hiring and assigning of school staff.
6. Effectively manages conflict within the school building.
7. Creates and implements the school's master curriculum schedule.
8. Organizes and attends all staff meetings.
9. Participates in IEP and 504 meetings as necessary or required.
10. Attends and represents the District at civic and executive board meetings and participates on various school committees to address student and school needs.
11. Writes and presents reports at school Board meetings.
12. Plans and implements appropriate professional development.
13. Prepares and submits annual building budget within District guidelines and ensures compliance with program requirements.
14. Implement District disciplinary policy and procedures related to student behavior and achievement.
15. Supervises and monitors student activities daily and attends student activities after school hours.
16. Informs the District office about activities in the school and forwards required reports to the District.
17. Develops, plans and implements school site programs and activities in accordance with the goals and objectives of the school.
18. Observes monitors and evaluates school staff performance as outlined in District policy.
19. Exercises decisive leadership in all situations.



20. Works cooperatively with parents, students, employees, administrative colleagues, supervisors, and community members at-large.
21. Participates in proactive resolution of students and staff concerns and/or challenges.
22. Assumes responsibility for a safe and orderly environment.
23. Prepares, submits, and administers the school budget within District guidelines and ensures compliance with program requirements.
24. Prepares and presents reports, letters, memos, and other necessary correspondence to students, staff and the community regarding school systems and policies.
25. Develops the master schedule and complies with accreditation guidelines and state requirements.
26. Appropriately maintains and secures confidential records and inquiries.
27. Professionally represents the school and the District in interactions with parents, community, staff and students.
28. Provides staff assistance to the Superintendent and organizes various committees necessary in addressing school needs.
29. May supervise district operational programs beyond those directly focused on the high school (i.e. maintenance)
30. Maintains appropriate certifications and training hours, as required.
31. Manages grants related to high school programs (including but not limited to High School Success, and Career and Technical Education)
32. Performs related duties as assigned.
33. Complies with applicable District, state, local and federal laws, rules and regulations.
34. Attends work regularly and is punctual.

MARGINAL DUTIES AND RESPONSIBILITIES

Marginal duties of this position include the following. Employees in this position perform some or all of the following tasks. Other duties may be assigned.

1. Attends in-service trainings.
2. Attends/facilitates staff meetings.
3. Attends educational support meetings, including Individualized Education Plan (IEP) meetings and school Board meetings.
4. Inspects facilities and campus for health and safety concerns.
5. Serves as part of the Superintendent's Cabinet
6. May participate in Collective Bargaining as a district team member
7. Substitutes for teachers, as necessary.

SUPERVISORY RESPONSIBILITIES

Supervises, evaluates and directs the work of classified, licensed and confidential employees assigned to the school according to District policy. Resolves grievances and other employee relations issues while working closely with the District office and disciplines employees appropriately. All school employees have some responsibility for supervising students and assisting in maintaining a safe environment.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Master's degree (M.A. or M.S.) or equivalent from an accredited four-year college or university (Preferably in Educational Leadership) and at least three years successful teaching and leadership experience and/or training preferably at the high school level, or equivalent combination of education and experience. Prior successful experience working in an administrative school setting directing and supervising staff or with adolescent students required.

- Works well with others from diverse backgrounds. Focuses on solving conflict; maintaining confidentiality; listening to others without interrupting; keeping emotions under control; remaining open to others' ideas and contributing to building a positive team spirit. Demonstrated ability to successfully work with adolescent students. Ability to lead and motivate staff and communicate effectively with students, staff, and community.
- Ability to communicate fluently verbally and in writing in English. Ability to read, analyze, and interpret common scientific and technical journals, financial reports, and legal documents. Ability to respond to common inquiries or complaints from customers, regulatory agencies, or members of the business community. Ability to write speeches and articles for publication that conform to prescribed style and format. Ability to effectively present information to top management, public groups, and/or boards of directors.
- Ability to calculate figures and amounts such as discounts, interest, commissions, proportions, percentages, area, circumference, and volume. Ability to apply concepts of basic algebra and geometry.
- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form. Ability to define problems, collect data, establish facts, and draw valid conclusions.
- General knowledge of computer usage and ability to use, e-mail, internet software and word processing software. Ability to proficiently use the following programs strongly preferred: MS Word, Excel, Outlook and Power Point. Ability to type accurately and proficiently.
- Demonstrated knowledge of child growth and development at each level of instruction and of the social, emotional, physical and cognitive development of adolescent students. Ability to appropriately communicate with students, teachers, parents and members of the community. Possesses knowledge of effective behavior management methods. Ability to delegate responsibilities and meet time lines. Ability to exercise good judgment and work in a dynamic environment.
- Certificates as determined by the District. Must have a valid administrator's license through the Teachers Standards and Practices Commission (TSPC), ability to obtain a valid CPR/First Aid card, and Oregon Driver License.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee is frequently required to walk; stand; sit; use hands for fine manipulation, handle or feel and reach with hands and arms using a keyboard and video display terminal. The employee is occasionally required to stoop or kneel. The employee must regularly lift and/or move up to 25 pounds. The employee may occasionally climb stairs or ladders. Specific vision abilities required by this job include close vision, distance vision, ability to adjust focus and peripheral vision.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The work environment combines the standard office setting with standard office equipment including, (fax, copier, phone, computer, 10-key, etc.) with a standard school setting. The noise level in the work environment is usually low to moderate, but occasionally high depending upon student population and

activities. The employee may be exposed to wet or humid and outdoor weather conditions. The employee may be exposed blood borne pathogens.

APPLICATIONS

Candidates can make application at our website www.knappa.k12.or.us

Application Deadline: December 16, 2022 or until filled. Position starts July 1, 2023, but some transition days will be scheduled for spring of 2023.

Inquiries can be sent to the Superintendent, Dr. William (Bill) Fritz at fritzw@knappak12.org



Vision: All learners prepared to rise to the opportunities and challenges of the world

Mission: The Knappa School District will inspire all learners to achieve academically and thrive as independent and productive citizens.