



# Norwood School District

1225 W. Summit Ave. | PO Box 448 | Norwood, CO 81423 | 970-327-4336

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## PK-12 Principal

### Job details

Salary: \$73,423 - \$83,323 a year

Job Type: Full-time

Contract Number of hires for this role: 1

### Qualifications

- Master's Degree
- Colorado K-12 Administrative License
- Teaching: 5 years (Preferred)
- Leadership Experience: 1 year (Preferred)

### Full Job Description

**Classification:** Licensed / Full Time

The Norwood School District is seeking an instructional leader to take Norwood Public Schools (NPS) to the next level. NPS serves approximately 172 students in grades Preschool-grade 12 and operates on a four-day school week. NPS works within a collaborative school climate that supports the social and emotional needs of all children. The district's commitment to the Multi-Tiered Systems of Support Framework (MTSS) as well as Proactive Behavior Interventions and Supports (PBIS) is a key driver in the success of the district. NPS is a high achieving school that has received state recognition for academic achievements two years in a row. The principal is a visible member of the community and must maintain the highest levels of integrity, professionalism and empathy. The ideal candidate must show competency in the following areas:

- Ability to promote and build an inclusive learning culture where every student finds purpose and continually grows academically and emotionally.
- Experience promoting student ownership of academic learning and character development through multiple facets of the school system.
- Ability to create trust and work collaboratively with a wide range of people on staff and in the community.
- Demonstrate effectiveness as both a team leader, team member, and instructional coach.
- Evaluate and supervise school personnel for the purpose of monitoring performance, providing for professional growth, and achieving the overall objectives of the school's curriculum.
- Strong understanding of early childhood and K-12th grade curriculum, scope and sequence, and assessment development.
- Develops and implements a student discipline management system that results in positive student behavior while ensuring that school rules are uniformly observed and that student discipline is appropriate and equitable. Within this role, conducts conferences on student and school issues with parents, students, teachers and outside agencies as appropriate.

- Demonstrate proven leadership and knowledge in Federal Programs, Title 1, ELL, CDE Educator Effectiveness, Colorado Preschool Program (CPP), RTI, Reading Interventions, Mathematics Interventions, Behavior Interventions, Proactive Behavior Interventions and Supports (PBIS), Multi-Tiered Systems of Supports (MTSS), Restorative Practices and Trauma Informed Systems, state and local assessments, K-12 scheduling, and grant maintenance.
- Strong understanding of explicit and systematic early literacy instruction.
- Must hold or be eligible to hold a Colorado School Principal K -12 License.
- At least 5 years of teaching experience within a K -12 system is preferred.
- Master's Degree in Education Leadership.
- Perform extra duties as assigned.

### *Skills*

- Experience and knowledge of safe school practices (Standard Response Protocol)
- Experience with data-informed problem solving and decision making, team driven shared leadership, family, school and community partnering, evidenced based practices, and a layered continuum of supports
- Strong decision making, analytical and organizational skills
- Excellent interpersonal relations and oral and written communication
- Strong understanding of Special Education/504/ELL/GT and special services practices
- Technology skills (Microsoft Office Applications, Student Information Systems such as Infinite Campus and SWIS, Google Applications for Education, Learning Management Systems such as Google Classroom and Buzz Agilix, data warehouse systems such as Alpine Achievement, and assessment platforms such as DIBELS and NWEA MAPs)

**Start Date:** August 1, 2021 (with the possibility of some work in July for additional compensation).

**Contract:** 200-day contract

**Salary:** Salary range \$73,423-\$83,323 DOQ. Excellent benefits package includes discretionary leave, health, dental, vision and a life insurance policy on the individual, and supplemental insurance options, and PERA retirement.

### **Additional Information about Norwood:**

Nestled atop Wright's Mesa at 7000 feet, Norwood has spectacular vistas of high alpine and wild desert country. Far horizons are ringed by the La Sal Mountains in the west, the Uncompahgre Plateau to the north, the San Juan Mountains in the east and, to the south is Norwood's own jewel, Lone Cone Peak. Rugged desert canyons etch the landscape between.

### **Application Instructions:**

Interested applicants should submit a complete Norwood School District Principal Application (available at [www.NorwoodK12.org/jobs](http://www.NorwoodK12.org/jobs) ), letter of interest, resume, copy of current principal license, three recent letters of professional recommendation and unofficial transcripts (official transcripts required upon hire) to the following:

Norwood School District  
PO Box 448  
Norwood, CO 81423

Contact Susan with questions at 970-327-4336 ex. 203 or via e-mail: [susan.epright@norwoodk12.org](mailto:susan.epright@norwoodk12.org).

Internal applications will be considered.

**Begin post date:** January 22, 2021

**Application Deadline:** February 22, 2021, with interviews to be held in March.

**Nondiscrimination/Equal Opportunity Statement:** In compliance with Titles VI & VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act of 2008, and Colorado law, Norwood School District does not unlawfully discriminate on the basis of race, color, sex, religion, national origin, ancestry, creed, age, marital status, sexual orientation, gender identity, genetic information, conditions related to pregnancy or childbirth, disability, or need for special education services in admissions, access to, treatment, or employment in educational programs or activities which it operates.

Complaint procedures have been established for students, parents, employees, and members of the public. The following person (s) have been identified as the compliance officer for the district: Ken Lawrence, Superintendent. Norwood School District R2 -JT; 1225 W. Summit Ave, PO Box 448, Norwood, CO 81423; 970-327-4336; or email: [susan.epright@norwoodk12.org](mailto:susan.epright@norwoodk12.org).

Outside agencies: Complaints regarding violations of Title VI, (race, national origin), Title IX (sex/gender), Section 504/ADA (handicap or disability), may be filed directly with the Office for Civil Rights, U.S. Department of Education, 1244 North Speer Blvd., Suite 310, Denver, CO 80204. Complaints regarding violations of Title VII (employment) and the ADEA (prohibiting age discrimination in employment) may be filed directly with the Federal Office of Equal Employment Opportunity Commission, 303 E. 17th Ave., Suite 510, Denver, CO 80202, or the Colorado Civil Rights Commission, 1560 Broadway, Suite 1050, Denver, CO 80202.