



Board of Education of the City of St. Louis  
**CAREER OPPORTUNITY**

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<b>Position Title:</b>	Turnaround Co-Principal
<b>Payroll/Personnel Type:</b>	12 Month
<b>Job #:</b>	XXXX
<b>Reports to:</b>	Network Superintendent
<b>Shift Length:</b>	8 Hours a Day
<b>Union Eligibility:</b>	Not Eligible

**Position Summary:**

The Turnaround Co-Principal is task-oriented whose actions lead to measurable results, responsible for providing strong leadership and strategic direction to support the turnaround efforts of a school facing significant challenges. The Co-Principal will work collaboratively with the Principal and other stakeholders to improve student achievement, enhance school culture, and ensure a safe and inclusive learning environment.

**Essential Functions:**

**1. Leadership and Management:**

- collaborate with the principal to develop and implement a comprehensive turnaround plan aligned with the school's goals and objectives.
- Provide instructional leadership by supporting teachers in implementing effective teaching strategies and monitoring student progress.
- Foster a positive and inclusive school culture that promotes high expectations, student engagement, and a sense of belonging.
- Manage and supervise staff, ensuring effective communication, professional development, and performance evaluation.
- Collaborate with community partners, parents, and other stakeholders to build strong relationships and support student success.

**2. Academic Improvement:**

- Analyze student data to identify areas of improvement and develop targeted interventions to address academic deficiencies.
- Implement evidence-based instructional practices and monitor their effectiveness in improving student achievement.
- Support the development and implementation of rigorous curriculum and assessment strategies aligned with state standards.
- Provide ongoing professional development opportunities for teachers to enhance their instructional practices.

**3. School Climate and Student Support:**

- Establish a positive and safe school climate that promotes student well-being, respect, and positive behavior.
- Implement strategies to address student discipline issues and reduce suspensions, focusing on restorative practices and social-emotional learning.
- Collaborate with the school counselor and support staff to provide appropriate interventions and support services for students with diverse needs.
- Engage families and the community in supporting student success and creating a supportive learning environment.

**4. Administrative Duties:**



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- Assist the principal in developing and managing the school budget, ensuring efficient use of resources.
- Oversee the implementation of school policies and procedures ensuring compliance with district and state regulations.
- Participate in school leadership team meetings, district meetings, and professional development activities.
- Support the principal in maintaining a safe and secure school environment.

**Knowledge, Skills, and Abilities:**

- Ability to apply principles of logical thinking to define problems, collect data, establish facts, and draw valid conclusions.
- Ability to use data to determine the next steps of implementation.
- Ability to interpret instructions furnished in written or oral form.
- Ability to effectively lead, work, and interact with others.
- Ability to facilitate restorative conversations.
- Effective verbal, listening, and written communication skills.
- Ability to provide feedback to staff alongside the principal

**Experience:**

- Minimum of 5 years of experience in educational leadership, preferably in a secondary setting.
- Strong knowledge of instructional practices and demonstrated knowledge of best practices in turning schools around.
- Demonstrated ability to lead and manage a diverse team of educators.
- Excellent communication, interpersonal, and problem-solving skills.
- Deep knowledge of restorative practices, social-emotion learning, and adolescent development.

**Education:**

- Master's degree in Education or related field (preferred)

**Physical Requirements:**

- Must be physically able to operate a motor vehicle
- Must have a valid driver's license and reliable transportation
- Must be able to exert up to 10 pounds of force occasionally, and/or a negligible amount of force constantly to lift, carry, push, and pull or otherwise move objects, including the human body
- Light work usually requires walking or standing to a significant degree

**Working Conditions and Environment:**

- Work is routinely performed in a typical interior/office environment
- Very limited or no exposure to physical risk

