

## **Elementary School Principal (Immediate Opening)**

**Mercymount Country Day School**, est. 1948, in Cumberland, Rhode Island, is a Catholic, independent, co-ed school sponsored by the Sisters of Mercy of the Americas. Students from Preschool to Grade 8 are served by a caring and creative faculty which educates the whole child. Mercymount is twice accredited by the New England Association of Schools and Colleges and a Blue Ribbon School of Excellence. The principal oversees the broad spectrum of faith formation, academics, community involvement, extra-curricular activities and all programs for carrying out the mission of the school. As a Mercy school, Mercymount is a member of MESA (Mercy Education System of the Americas)

The right candidate must have the qualifying degrees and progressive experience in elementary education. He/she must be a practicing Catholic and have the commitment and vision necessary to meet the needs and challenges of this recognized school of distinction in accordance with Mercy values. The principal is directly accountable to the Board of Trustees.

The right candidate has demonstrated success as a compassionate and strong leader inspiring the whole school community. In addition, this person has excellent communication skills and fosters collaboration and respect among students, staff and community.

### **Key Responsibilities:**

Embody and drive the mission, vision, and strategic direction of the school.

Ensure that instructional practices reflect high expectations regarding content and quality of effort and work and engage all students.

Promote the learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning environment, using resources to implement appropriate curriculum, staffing and scheduling.

Develop and nurture a culture in which staff members are reflective about their practice and use student data, current research, best practices and theory to continuously adapt instruction and achieve improved results.

Employ strategies for building consensus throughout the school community and for responding to disagreement and constructively resolving conflict.

Supervise employees including serving as an instructional leader assigning and directing work, interviewing, evaluating performance, discipline and resolving issues.

Implement and monitor school-wide behavioral expectations and policies.

Address safety and welfare issues by holding meetings with parents, investigating incidents, documenting findings, contacting proper authorities and conforming to legal requirements and regulations.

Create partnerships with parents and community

Implement instructional and assessment strategies by collecting and analyzing student achievement data, facilitating discussions amongst teachers and staff and plan professional development.

Address building management concerns by working with the custodial staff, office staff and teachers.

**Qualifications:**

Strong instructional leadership skills and a record of showing leadership in a variety of situations, such as in academics, school culture/climate, and operations.

Demonstrated ability to effectively manage change.

Exceptional interpersonal skills with students, parents, and colleagues

Self-motivation, high energy, and exhibits commitment in meeting challenges

Belief in the necessity of high behavior expectations and consistency in upholding those expectations.

Excellent teamwork, communication, initiative, urgency, cultural proficiency and positivity

Sound business and finance acumen.

Please email your cover letter and resume with a list of references to the Search Committee at **MCDSPrincipalsearch@gmail.com**