

# EAST RUTHERFORD BOARD OF EDUCATION

## Job Description

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TITLE: PRINCIPAL

QUALIFICATIONS:

1. Valid New Jersey Principal Certificate or eligibility
2. Successful teaching experience at the elementary, middle or high school levels
3. Demonstrated leadership skills in the areas of curriculum development, program evaluation, staff development and school improvement
4. Strong interpersonal and communication skills
5. Required criminal history background check and proof of U.S. citizenship or legal resident alien status

REPORTS TO: Superintendent

SUPERVISES: All certified and noncertified staff assigned to the school

JOB GOAL: To provide leadership and managerial oversight to the instructional program and school operations to ensure a school climate that fosters the educational development of each student.

PERFORMANCE RESPONSIBILITIES:

1. Works to achieve NJ Core Curriculum Content Standards and regional educational goals and objectives by coordinating the efforts of certified staff to promote active learning and skills development in the classroom, coordinates the efforts of certified staff to teach students through an approved course of study utilizing board-adopted curriculum, textbooks and other appropriate teaching materials that are aligned with the NJ Core Curriculum Content Standards.
2. Assumes responsibility for the management of the school in accordance with law, administrative code and board policies and regulations.
3. Exercises leadership in school-level planning for improvement of instruction.
4. Establishes and maintains an effective learning climate in the

school.

5. Assists in the selection of appropriate instructional materials and monitors delivery of the instructional program.
6. Participates in the development, evaluation and revision of curriculum and assumes responsibility for the implementation of approved programs.
7. Plans, organizes and supervises all curricular activities.
8. Interviews, recommends for appointment, assigns, supervises and evaluates the performance of all school employees and assists them in achievement of their job goals.
9. Conducts periodic observations of teaching staff members; prepares written comments; and offers constructive suggestions for improvement when appropriate.
10. Prepares and submits the school's budget requests and monitors the expenditure of funds.
11. Establishes and maintains an efficient office system to support the administrative functions of the school.
12. Ensures the safekeeping of student and personnel files and other confidential records and documents; and the destruction of public records in accordance with law and regulations.
13. Approves the master teaching schedule and classroom assignments.
14. Maintains high standards of student conduct and enforces discipline as necessary in accordance with board policy and the students' rights to due process.
15. Notifies immediately the parent or guardian and the chief school administrator to arrange for an immediate examination by a physician of any student suspected of being under the influence of alcohol or other drugs or of using anabolic steroids.
16. Reports incidents of violence, vandalism and substance abuse. Ensures the removal of students in possession of firearms from the general education program and provides notification as required by law and administrative code. Works cooperatively with law enforcement authorities in maintaining a safe and drug-free school environment.
17. Participates in the planning and delivery of intervention and referral services for students who are having difficulty in their classes and who have not been classified in need of special

education.

18. Plans and supervises fire and other emergency drills as required by law and board policy.
19. Prepares or supervises the preparation of all reports, records and other paperwork required or appropriate to the school's administration.
20. Conducts staff meetings as necessary for the proper functioning of the school.
21. Acts as a liaison between the school, home and community; interprets policies, programs and activities; and encourages broad community participation in the affairs of the school. Communicates information to parents and the community that is required by law or administrative code.
22. Keeps the superintendent informed of school activities and needs and works cooperatively with central office staff on matters relating to the school and the district.
23. Assumes responsibility for his/her continuing professional growth and development by attendance at professional meetings, memberships in professional organizations, enrollment in advanced courses and by reading professional journals and other publications.
24. Develops and maintains a master schedule for the academic, extracurricular programs, and works cooperatively with the business administrator to schedule community use of the school building and grounds.
25. Attends special events held to recognize student achievement and other school-sponsored activities and functions.
26. Ensures the proper collection, safekeeping, and accounting of school activity funds.
27. Performs other duties which may be assigned or required by law, code, regulation/board policy.

**TERMS OF  
EMPLOYMENT:**

Work year and salary to be determined by the board.

**EVALUATION:**

Performance of this job will be evaluated annually in accordance with state law and the provisions of the board's policy on evaluation of certified staff.

APPROVED BY: Board of Education

DATE: 2/23/12

Legal References:

<u>N.J.S.A. 13:1F.-19 et. seq.</u>	School integrated pest management
<u>N.J.S.A. 18A:6-1</u>	Corporal punishment of students
<u>N.J.S.A. 18A:6-7.1</u>	Criminal history record; employee in regular contact with students; grounds for disqualification from employment; exception
<u>N.J.S.A. 18A:6-10</u>	Dismissal and reduction in compensation of persons under tenure in public school system
<u>N.J.S.A. 18A:16-1</u>	Officers and employees in general
<u>N.J.S.A. 18A:16-2</u>	Physical examinations; requirement
<u>N.J.S.A. 18A:17-46</u>	Act of violence; report by school employee; notice of action taken; annual report
<u>N.J.S.A. 18A:25-2</u>	Authority over students
<u>N.J.S.A. 18A:25-4</u>	School register; keeping
<u>N.J.S.A. 18A:25-5</u>	Annual report; filing and penalty for failure to file
<u>N.J.S.A. 18A:25-6</u>	Suspension of assistant superintendents, principals and teachers
<u>N.J.S.A. 18A:26-1</u>	Citizenship of teachers
<u>N.J.S.A. 18A:26-1.1</u>	Residence requirement prohibited
<u>N.J.S.A. 18A:26-2</u>	Certificates required
<u>N.J.S.A. 18A:26-10</u>	Suspension of certificate for wrongful cessation of performance of duties
<u>N.L.S.A. 18A:27</u>	Employment and contracts
<u>N.J.S.A. 18A:28-5</u>	Tenure of teaching staff members
<u>N.J.S.A. 18A:37</u>	Discipline of students
<u>N.J.S.A. 18A:40</u>	Promotion of health and prevention of disease
<u>N.J.S.A. 18A:40A</u>	Substance abuse
<u>N.J.S.A. 18A:41-4 et seq.</u>	Fire drills and fire protection
<u>N.J.S.A. 18A:46-5.1</u>	Basic child study team services; provision by boards of education and state operated programs
<u>N.J.S.A. 6A:7</u>	Managing for equality and equity in education
See particularly: <u>N.J.A.C. 6A:7-1.6</u>	Professional Development
<u>N.J.A.C. 6A:8</u>	Standards and assessment
See particularly: <u>N.J.A.C. 6A:8-3.1</u>	Implementation of the Core Curriculum Standards
<u>N.J.A.C. 6A:9</u>	Professional licensure and standards
See particularly: <u>N.J.A.C. 6A:9-3</u>	Professional standards for teachers and school leaders
<u>N.J.A.C. 6A:9-5</u>	General certification policies
<u>N.J.A.C. 6A:9-8</u>	Requirements for instructional certificate
<u>N.J.A.C. 6A:9-9</u>	Instructional certificates
<u>N.J.A.C. 6A:9-12.3</u>	Authorization
<u>N.J.A.C. 6A:9-12.5</u>	Principal
<u>N.J.A.C. 6A:9-14</u>	Acting administrators

<u>N.J.A.C. 6A:9-15</u>	Required professional development for teachers
<u>N.J.A.C. 6A:9-16</u>	Required professional development for school leaders
<u>N.J.A.C. 6A:16</u>	Programs to support student development
<u>N.J.A.C. 6A:17</u>	Students at risk of not receiving a public education
<u>N.J.A.C. 6A:23</u>	Finance and business services
<u>*N.J.A.C. 6A:24</u>	Urban education reform in the Abbott districts

See particularly:

<u>N.J.A.C. 6A:24-1.4</u>	Responsibilities of local (Abbott) districts
<u>N.J.A.C. 6A:24-2.1 et. seq. N.J.A.C. 6A:24-4.1 et. seq. N.J.A.C. 6A:24-4.4</u>	Establishment of school management teams Implementation of whole school reform model School-based budgets Supplemental programs and services
<u>N.J.A.C. 6A:24-5</u>	Implementation of required programs in secondary schools
<u>N.J.A.C. 6A:24-6</u>	Comprehensive maintenance plans
<u>N.J.A.C. 6A:26A</u>	Evacuation drills and safety education
<u>N.J.A.C. 6A:27-11.2</u>	Filing of disclosure statements
<u>N.J.A.C. 6A:28-3</u>	Evaluation of the school district
<u>N.J.A.C. 6A:30</u>	School district operations
<u>N.J.A.C. 6A:32</u>	Evaluation of tenured teaching staff members
<u>See particularly: N.J.A.C. 6A:32-4.4</u>	Evaluation of non-tenured teaching staff members
<u>N.J.A.C. 6A:32-4.5</u>	Standards for determining seniority
<u>N.J.A.C. 6A:32-5.1</u>	School employee physical examinations
<u>N.J.A.C. 6A:32-6</u>	Student records
<u>N.J.A.C. 6A:32-7</u>	School-level planning
<u>N.J.A.C. 6A:32-12.2</u>	Student behavior
<u>N.J.A.C. 6A:32-13</u>	Adoption by reference
<u>N.J.A.C. 12:100-4.2</u>	

\*Applies to Abbott districts only

Americans with Disabilities Act (ADA), 42 U.S.C. 12101 et. seq.

Bloodborne Pathogen Standard, 29 CFR 1910.1030

Immigration Reform and Control Act of 1986, 8 U.S.C.A. 1100 et. seq.

Manual for the Evaluation of Local School Districts (Revised September 2002)

No Child Left Behind Act of 2001, P1. 107-110, 20 U.S.C.A. 6301 et. seq.

Occupational Exposure to Hazardous Chemicals in Laboratories Standard, 29 CFR 1910.1450