



Job Description

Job Title: Principal (Elementary)
Position Code: 1E18, AE18, RE18
Job Classification: Exempt

Supervisor: Executive Director
Pay Grade: 47
Contract Length: 245 Days

Job Summary

Position is responsible for the daily operation and administration of an assigned elementary school. Incumbent is expected to:

- Lead by establishing a culture for continuous improvement;
- Focus all efforts to promote student achievement, advancement and youth development;
- Develop staff to promote employee expertise; and,
- Monitor by implementing a system to determine performance and progress.

Essential Duties

As an Instructional Leader in Newport News Public Schools, a school principal fosters the success of all students by:

1. Facilitating the development, communication, implementation and evaluation of a shared vision of teaching and learning that leads to student academic success;
2. Developing, advocating, and sustaining an academically rigorous, positive, and safe school climate for all stakeholders;
3. Managing human resources effectively by assisting with selection and induction, and by supporting, evaluating and retaining quality instructional and support personnel;
4. Supporting, managing, and overseeing the school's organization, operation, and use of resources;
5. Communicating and collaborating effectively with stakeholders
6. Demonstrating professional standards and ethics, engaging in continuous professional development, and contributing to the profession;
7. Exercising leadership which results in measurable student academic progress based on established standards; and,
8. Modeling nondiscriminatory practices in all activities.

(These are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.)

Other Duties

Stays informed of developments and research pertaining to effective schools. Performs any other related duties as assigned by the Executive Director or other appropriate administrator.

Job Specifications

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 accommodation may be made to enable individuals with disabilities, who are otherwise qualified, to perform the essential functions.

Minimum Qualifications (Knowledge, Skills and/or Abilities Required)

Must possess a Master's degree and be eligible for a Virginia Postgraduate Professional License in administration and supervision. Must possess at least three years of successful experience as a teacher with some experience at the elementary school level. Three year's administrative experience at the elementary school level preferred. Must possess a comprehensive knowledge of the current issues, principles, and practices in public elementary school education and the ability to apply them to the needs of a school. Must possess knowledge and effective skills in curriculum development, instructional practices, and interpretation of test data. Must possess the ability to assist with administering and managing the operation of an elementary school. Must possess the ability to plan and

supervise the work of others. Must possess the ability to establish and maintain effective working relationships with students, parents, staff, and the public.

Working Conditions & Physical Requirements

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 accommodation may be made to enable individuals with disabilities to perform essential functions.

Must have the ability to sit and stand for extended periods of time; exhibit manual dexterity to dial a telephone, to enter data into a computer terminal/typewriter, and to perform; see and read a computer screen and printed material with or without vision aids; hear and understand speech at normal classroom levels, outdoors and on the telephone; speak in audible tones so that others may understand clearly in normal classrooms, outdoors and on the telephone; physical agility to lift up to 25 pounds to shoulder height; to bend, to stoop, to sit on the floor, to climb stairs, to walk and to reach overhead.

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. Duties are normally performed in a school/classroom environment. The noise level in the work environment is usually moderate.

Supervision Exercised: All licensed administrative, instructional and support staff.

Supervision Received: Executive Director, Elementary School Leadership

This job description in no way states or implies that these are the only duties to be performed by this employee. The Principal will be required to follow any other instructions and to perform any other related duties as assigned by the Executive Director or appropriate administrator. Newport News Public Schools reserves the right to update, revise or change this job description and related duties at any time.

Approvals:

Supervisor _____ Date _____

I acknowledge that I have received and read this job description.

Employee Name (Print) _____ Signature _____ Date _____

Revised 08/2025