



PRINCIPAL

ABOUT THE PREUSS SCHOOL (<https://preuss.ucsd.edu/>);
(<https://www.pbs.org/video/inside-california-education-preuss-school/>)

Both Newsweek and U.S. News & World Report have named The Preuss School one of the best high schools in San Diego and the state of California. It is also recognized as one of the ten best charter schools in the country. Located directly on the UC San Diego campus in La Jolla, the school was founded in 1999 as a result of a commitment by the university to address the educational needs of low-income, first generation students in San Diego. This commitment includes providing a rigorous, college preparatory education for 850 students from grades six through twelve, making The Preuss School one of the nation's most transformative charter schools.

The Preuss School is a division within UC San Diego and is also chartered by the San Diego Unified School District (SDUSD). It is a unique institution on a university campus with the overarching intent to serve as a model for high achievement among historically underrepresented and underserved communities and families. More than 90% of graduates are accepted to four-year colleges and universities, and almost 100% go on to some form of higher education.

Believing that it was the mission of a land-grant university to find ways to better prepare young students for admission and success at the university, then-Chancellor Robert Dynes brought the idea of a charter school before the academic senate in 1998. The senate agreed to the plan on the condition that the university secure funding and ensure the school is financially self-sufficient.

Key Facts

825 students
46 faculty; 27 staff
\$10 million budget (2019)

Mission

The Preuss School UC San Diego is a unique charter middle and high school for low income students who strive to become the first in their families to graduate from college.

Visit



Visit The Preuss School:
<https://preuss.ucsd.edu/>

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The first and most significant gift toward building the school came from Peter and Peggy Preuss and their family foundation. In recognition of their \$5 million gift, the school was named The Preuss School UC San Diego. John Moores, the Walton Family Foundation, the Copley Family, Douglas Manchester, and the Coors Family also made significant gifts and key areas of the school are named in recognition of their critical support.

The Preuss School employs 46 teachers and 27 staff, all of whom are employees of UC San Diego. Students take eight subjects a year, compared to other public schools in the SDUSD which offer only seven. Additionally, the school day is longer, as is the school year, at 198 days. Students are admitted through a lottery system, and in 2018, for the first time, sibling preference was introduced. Parents are highly engaged in the life of the school and it is not unusual to see as many as 150 parents volunteering part of their Saturdays at the school.

In addition to academic rigor, The Preuss School practices a “wraparound” approach to support the emotional and social growth that will help ensure academic success. By demonstrating success in preparing low-income students for university admission, Preuss’s mission evolved to include student success in completing college and launching successful lives and careers.

The Preuss School has enjoyed over 20 years of success and now faces the important challenge of defining its next stage while keeping its core focus.

In the fall of 2019, The Preuss School named its first Executive Director, who is the public face of The Preuss School in the community, and who works to build a strong connection between the school and a wide variety of stakeholders.

THE PRINCIPAL

The Principal is responsible for the administration and coordination of The Preuss School. They are the School’s Instructional Leader of a team of highly dedicated faculty and support staff that strive to provide the best educational experience for Preuss scholars. The Principal leads the development of the school’s curriculum and culture, sets goals, and ensures scholars meet the stated learning outcomes. They implement the school budget and actively participate in planning and policy discussions on behalf of the School. The goal of this work is to create and maintain a high-performing, respectful, responsible school environment that is welcoming to the community and supportive of student effort and achievement.

The Principal reports to the Executive Director and works closely with the Chief Administrative Officer (CAO), Board of Directors, and the broader school community to develop and implement long-range plans that align with the school’s academic mission. They will also serve



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as a liaison to the San Diego Unified School District (SDUSD) on academic issues. A Chief Administrative Officer focuses on the administrative areas of the school and serves as a liaison between the school and SDUSD on administrative matters. Along with the CAO and a Director of Development, the Principal serves as a member of the Executive Director's cabinet.

MAJOR OBJECTIVES

In the first 12 to 18 months, the Principal of The Preuss School will have the following major objectives:

- Oversee the implementation of the tenets of the Charter Petition and the Local Control Accountability Plan (LCAP).
- Work with the Preuss Learning Community to continue the development and implementation of the Strategic Plan for the Preuss School.
- Ensure the implementation of rich professional development and learning that includes a robust, on-going support plan for new faculty.
- Assume oversight to ensure that Preuss policies, procedures, and structures support the achievement of stated Learner outcomes.

MAJOR RESPONSIBILITIES

The Principal of The Preuss School has the following major responsibilities:

Academic Leadership

- Directs all aspects of site operation to assure school safety, efficiency, and compliance with applicable local, state and federal laws. Participates in local and state CAO/Principals' associations including the California Charter Schools Association and the Charter School Development Center.
- Develops an effective school community infusing the effective use of cutting-edge technology and standards-based projects and service learning. Works to include parent involvement in the life of the school and provide training in order to garner their support in achieving scholar academic outcomes.
- Responsible for all aspects of school curriculum; conducts regular needs assessments and interprets results to staff and community. Establishes and maintains a rigorous academic curriculum that meets or exceeds State standards. In conjunction with the Executive Director, participates in the formulation and delivery of the School's Innovative Strategic Plan and articulates the mission and vision of the School to all constituencies. Leads the



work to create a data informed culture that responds to meet the ever-changing needs of the scholars and the entire Learning Community.

- Provides ethical leadership and enforcing the Code of Student Conduct (including the Discipline Policy, the Academic Honesty Policy and the Student Retention Policy), which delineates expectations for behavior as well as consequences for violations.
- Motivates employee performance and enhances morale. Provides a variety of modalities for continuous learning for faculty and staff. Creates opportunities that recognize and celebrate faculty and staff accomplishments. Builds an environment with regular activities that build team and create a sense of work pride and joy.
- Develops and administers a balanced budget and operates the school under a decentralized management system. Develop the LCAP to include all stakeholder input. Oversees the School Site Council and the Title I budget to realize improved scholar outcomes.
- In conjunction with the Executive Director, actively promotes fundraising and grant applications that are in line with and support the mission of the School.
- Serves on educational committees with students, parents and/or staff, in order to continually improve learning experiences for students and enhance communications.

School Administration

- Administration of school programs and operations; plans and implements a master schedule that supports UC San Diego collaboration; conducts staff meetings; oversees a rich professional development experience for faculty and staff; ensures the implementation of common core standards, adopted curriculum and courses of study, and ensures that the education program is consistent with State requirements.
- Ensures that proper records, reports, policies and procedures are maintained and implemented in an appropriate manner aligned with the California Education Code and the Preuss Charter Petition.
- Increases the use of educational technology effectively for administrative, instructional, and communications functions (especially for increased parent involvement).
- Works with lead staff in developing and conducting the student admission process, oversees student recruitment, and administers the public lottery used to select scholars.
- Oversees student evaluation and discipline. Builds a schoolwide culture of Restorative Practices, Positive Behavioral Interventions and Supports (PBIS), and Trauma Informed Care toward minimal suspension and expulsion rates for all subgroups and increased academic outcomes.



- Screens applications, interviews candidates and makes selection decisions and recommend individuals for hire in consultation with the Executive Director. Trains and assigns work to employees. Provides guidance on performance standards and University procedures. Conducts performance evaluations in conjunction with the Vice Principal. Recommends employee incentive awards and salary increases in conjunction with the Executive Director. Develops employee improvement plans and determines appropriate discipline when applicable.

QUALIFICATIONS

To be successful, the Principal will bring many of the following experience and qualifications:

- Master's degree in the field of education or subject matter relevant to a college preparatory curriculum, or an equivalent combination of education and experience.
- Demonstrated success as a teacher of middle or senior high school core courses in a public school setting.
- Demonstrated skill and proven experience managing sound secondary school administrative systems.
- A high-expectations educator who believes in the capacity of all students to succeed in a rigorous academic environment.
- Demonstrated ability to provide leadership and a compelling vision that motivates and mobilizes the broad diversity of Preuss School Stakeholders.
- Demonstrated knowledge of the developmental tasks and processes of adolescence and the family within a framework of intercultural competence for a population of considerable social variety.
- Demonstrated success at managing financial resources in alignment with strategic goals, with the ability to provide multifaceted management.
- Proven skills to quickly evaluate complex issues and identify multiple options for resolution.
- Ability to manage in a fast-paced environment.
- Excellent verbal and written communication skills; ability to influence/persuade all levels of staff. Demonstrated commitment and ability to communicate effectively and gain the trust of parents and scholars from historically disadvantaged economic backgrounds and from a variety of cultures and ethnicities.



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- Excellent ability to articulate school and district policy. Ability to work effectively with the Executive Director, Board of Directors, senior campus leaders, community leaders and philanthropists to support the mission and financial long-term stability of the school.
- Ability to visualize and implement change.
- Knowledge of conversational Spanish would be an advantage.

APPLICATION

The Preuss School has retained Campbell & Company to conduct this search on its behalf. Marian DeBerry and Alexandra Catuara are leading this search. To be considered for this opportunity, please send a letter of interest, resume, and diversity statement to:

Alexandra Catuara, Associate Consultant, Executive Search
anc@campbellcompany.com
(312) 506-0060

UC San Diego is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, age, protected veteran status, gender identity or sexual orientation. For the complete University of California nondiscrimination and affirmative action policy see: <http://www-hr.ucsd.edu/saa/nondiscr.html>

