

An invitation to apply for the position of
HIGH SCHOOL CAMPUS PRINCIPAL



School District of Lancaster
Lancaster, Pennsylvania



The Position

The School District of Lancaster is seeking a highly effective leader to serve as High School Principal for the J. P. McCaskey Campus. The ideal candidate will be an outstanding collaborator and communicator, engaging with all stakeholders, focusing on improved academic performance and enhancing co/extra-curricular programs.

Candidate Profile:

The successful J. P. McCaskey High School Campus Principal will:

- Demonstrate expertise in instructional leadership.
- Possess outstanding leadership and communication skills and serve as a mentor, model and coach to campus administration and staff.
- Model the norms and cultural expectations of the District, with a high level of honesty and integrity.
- Work collaboratively with campus staff and district leaders to ensure a focus on academic achievement and social emotional learning.
- Foster and expand relationships with all stakeholders (teachers, parents, students, businesses, higher education, etc.) working to maintain and develop partnerships for the benefit of the campus community.
- Maintain a high level of visibility, representing and supporting students at a variety of events occurring during and after regular school hours, on and off site.
- Work to coordinate all aspects of campus life and ensure equity across the campus in all departments and Small Learning Communities.
- Demonstrate excellence in coaching and mentoring for excellence in classroom instruction.
- Demonstrate experience in building a successful leadership team.
- Demonstrate knowledge and understanding of scheduling and budgeting process.
- Possess superior problem-solving and communication skills.

Qualifications and Requirements:

- Must possess current administrative certification and be eligible for Pennsylvania Principal Certification.
- Master's degree required, Doctorate Preferred.
- Verified successful administrative experience leading a high school.
- Knowledge of applicable school law.
- Successful applicants must pass extensive background checks as required by state and federal law.



The Community

The School District of Lancaster is located in Lancaster County in South Central Pennsylvania. Lancaster City serves as the county seat and boasts a diverse population of approximately 60,000 residents, ranking eighth in population among cities in Pennsylvania. In addition to the City of Lancaster, the School District also serves the needs of Lancaster Township.

Incorporated originally as a borough in 1742 and then as a city in 1818, Lancaster is steeped in history serving as home to several historical figures including James Buchanan, Fifteenth President of the United States. Lancaster is also a frequent stop for celebrities, as musicians and actors appreciate the charm of the City.

The economy of Lancaster is solid and continues to grow and evolve. While agriculture was once its base, Lancaster's economy is built upon many industries and services. Over the last 10 years, Lancaster city has become home to many specialty shops, boutiques, clubs and restaurants. The continuous investment in the downtown area has greatly expanded "Gallery Row" making it a premier destination for arts in the area. The Fulton Opera House is one of the nation's oldest theaters, operating just a few doors down from the Ware Center for the Performing Arts. Both of these venues offer great entertainment by regional and national artists.

Lancaster offers access to excellent healthcare and is served by Penn Medicine, the area's largest employer. Lancaster is home to a variety of educational institutions offering numerous opportunities for post-secondary education. Franklin and Marshall College, Millersville University, and Pennsylvania College of Art & Design can be found in Lancaster County, as well as Harrisburg Area Community College and Thaddeus Stevens College of Technology. In addition, Lancaster's central location provides access many fine educational institutions in the region.

Lancaster is frequently named by national publications as a great place to live. Lancaster offers diverse and affordable housing, which includes properties with a mixture of historic, classic and modern elegance.

Lancaster is conveniently located to many east coast destinations including: Harrisburg (34 miles), Baltimore (55 miles) Philadelphia (70 miles), Washington D.C. (87 miles) and New York City (160 Miles). Travel to Lancaster is made easy with direct access to major highways. Amtrak has a recently renovated station conveniently located in the city. Air travelers are served by several regional and international airports.

The School District of Lancaster

The School District, under the direction of Superintendent Dr. Damaris Rau, is governed by a nine-member elected School Board. The School Board has identified clear goals to help the District align initiatives and improve efforts to educate students. These goals, along with Strategic Priorities, guide the work of the District to ensure students grow academically, socially and emotionally and are college and career ready upon graduation.

The School District of Lancaster is an urban District that serves a diverse student population of 11,300 students that is 60% Hispanic, 17% African American, 13% Caucasian, 10% Asian and other ethnicities. The student population includes more than 500 refugee students from around the world who have made Lancaster their home. English Learners make up 18% of the student population, representing more than 35 spoken languages.

The School District is comprised of twelve elementary schools and one K-8 school. All elementary schools have full day Kindergarten programs. Four middle schools prepare sixth through eighth grade students for their high school years. The J. P. McCaskey High School Campus includes two buildings on a college-like campus, which also houses a Career and Technical Academy. In addition, the School District operates two alternative schools to address the unique needs of students who can benefit from a non-traditional setting. All district buildings operate under a continuous improvement plan for renovating and upgrading facilities.

The School District employs a dedicated staff of about 1,600, who serve the needs of students and the community. The average employee tenure with the School District is 11 years with many employees completing more than 35 years of service. The School District offers a comprehensive benefits package to its full-time employees and all employees participate in the Pennsylvania Retirement System (PSERS), making the School District not only a great place to work, but also a great place from which to retire.

District Initiatives

Building a Culture of Literacy

The School District successfully implemented Lancaster Reads, a reading program designed to ensure elementary students have the necessary foundation for academic success. The American Reading Company is an important partner with the district, as implementation for Kindergarten and First Grade occurred during the 2016-17 school year. Our success was indicated by students reading more than 15 million minutes with the support of teachers and parents. Encouraged by last year's success, our reading focus will extend to Second and Third Grades for the 2017-18 school year.



Curriculum, Instruction, and Assessment

The District is embarking on a review of curricula to ensure alignment with the PA Core Academic Standards. This process includes focusing on high quality professional development for teachers, building, and Central Office leaders. As part of this work, the District committed to the development of a Demonstration School at Hand Middle School. This Demonstration School encourages best practices in education, empowering teachers as lead learners, and igniting student ownership of their academic success.





International Baccalaureate Program

The International Baccalaureate (IB) Program is offered at the McCaskey Campus. The district established the IB Diploma program for juniors and seniors in 1996. To complement this highly successful program, the School District of Lancaster has been developing an International Baccalaureate program for middle years for students in sixth through tenth grades.

Music and Arts Education

The District has been named one of the best communities for music by the National Association of Music Merchants Foundation for seven consecutive years. Our arts programs draw on multiple community partnerships

including the Lancaster Symphony Orchestra, Pennsylvania College of Art and Design, and the Fulton Theater. The arts programs have provided our students with opportunities to perform at the state and national level.

Please refer to the **Comprehensive Annual Financial Report** (CAFR, June 2017) for additional district information.

J. P. McCaskey High School Campus

The J. P. McCaskey High School Campus is the Flagship of the District located on a campus comprised of one High School in two buildings serving approximately 2,700 students. The High School is divided into Small Learning Communities representing the following areas: Health Career Sciences, McCaskey Institute of Technology, Media Studies and Careers, Public Leadership, Arts and Humanities, International Baccalaureate/Honors, Technical Business Careers and Career and Technical Education. The high school offers a full range of academic programs, including the International Baccalaureate program and 25 Advanced Placement courses. Students can also take advantage of our dual enrollment courses to earn college credits prior to high school graduation.

The Campus offers a full menu of extracurricular and co-curricular activities for students, offering opportunities to maximize the high school experience.



Application & Selection Procedure

The School District of Lancaster has engaged the Lancaster-Lebanon Intermediate Unit 13 as a search consultant for the position. Interested candidates should click the link below for more details and to apply for this great opportunity.

<https://www.iu13.org/SDOLSearch>

Applications will only be accepted online and must include:

- Completed application
- Cover letter, outlining qualifications, experiences and reason for interest
- Current résumé
- Complete transcripts and current valid professional certifications

Applicants must apply through the process outlined above and should not contact Board Members, etc., directly. Names of applicants will be held in strict confidence. Candidates will be notified prior to the release of any information as allowed by applicable law.

The School District of Lancaster is an Equal Opportunity Employer.

Selection Timeline

Application deadline: January 26, 2018

Semifinalist selected for first interview: February 2018

Finalists selected for second round interview: February/March

Site visits to finalist's home district: March

Selection of New J. P. McCaskey High School Campus Principal: April

Start Date: To be mutually determined between candidate and the School District of Lancaster