



**Founding Principal
MacDonald High School
Santa Clara Unified School District
Santa Clara, CA**

ABOUT THE MacDONALD HIGH SCHOOL'S FOUNDING PRINCIPAL

Santa Clara Unified School District seeks a dynamic and visionary high school principal who is experienced in leading an innovative high school and who will lead and inspire students, staff, and community to prepare "graduates who are resilient, future-ready, lifelong learners who think critically, solve problems collaboratively, and are prepared to thrive in a global society" ([SCUSD Vision 2035](#)).

The high school principal will be hired to begin work in fall 2021 to lead the planning and instructional design of the new high school in collaboration with the feeder elementary and middle school principals, and in alignment with the instructional vision for the three new schools.

ABOUT MacDONALD HIGH SCHOOL

MacDonald High School (MHS) is part of an ambitious project and vision of having three new schools, Agnew Elementary, Huerta Middle and MacDonald High on one-acre campus north of Highway 101 in Santa Clara Unified School District. Agnew Elementary and Huerta Middle schools are scheduled to open in fall 2021 and MacDonald High is scheduled to open in fall 2022. These schools will offer innovative and deeply personalized learning experiences to a diverse student body. These schools will become a model for how schools can use new learning environments and pedagogical approaches to unlock the potential in each student.

SOME OF THE ROLE AND RESPONSIBILITIES OF THE FOUNDING PRINCIPAL

- Build on SCUSD's Vision 2035 – aligned instructional framework currently being developed for the new schools
- Engage with parents throughout the year as partners in the school design process and build a core of parent leaders who will engage with and support the school throughout its launch year.
- Recruit and select a skilled and mission-aligned staff, including teachers and support staff.
- Design on-boarding plans and professional development for staff to ensure that they are ready to put the school vision into practice from the first day that students enter the building in fall 2022.
- Enthusiastically embrace the challenges of opening a new school and lead innovative approaches to competency based learning and multiple pathways to high school graduation.
- Collaborate extensively with district staff and feeder elementary and middle school principals and learn best practices from other schools and industries to support future readiness for our students.

MINIMUM QUALIFICATIONS, SKILLS AND EXPERIENCE

- Experience as a school-based leader required; experience as a principal strongly preferred
- Minimum of three years teaching experience required; 5-10 years of experience preferred
- Experience leading equity-focused educational transformation efforts, including establishing a school vision for teaching and learning
- Extensive and demonstrated knowledge of student-centered learning, and formative and performance assessment practices
- Demonstrated experience in building and sustaining systems for teacher collaboration and ongoing professional learning
- Demonstrated experience in using results-oriented continuous improvement to close equity gaps and improve achievement
- Commitment to utilizing technology for innovation to address diverse learning needs
- Demonstrated experience in building and maintaining strong two-way communication systems, especially with students, parents and local community members
- Extremely high standards for achievement for all students, and a commitment to equitably marshalling resources to support that achievement
- Experience building high functioning collaborative teams within and across departments and grade levels
- Experience teaching at the high school level.
- Eligible for or possession of a valid California Administrative Services Credential required.

SELECTION PROCESS

The Board of Education has retained consultant Dr. Eric Andrew of Leadership Associates to recruit qualified candidates. The consultants will screen applications and recommend candidates to the Superintendent for interviews and further consideration. The Superintendent and Cabinet will have the opportunity to review all applications submitted. Any contact with the Superintendent or Board members, in an attempt to influence the selection process, will be considered a breach of professional ethics. Finalists will have an opportunity to familiarize themselves with the community and schools.

SALARY AND CONTRACT

This position is on the salary schedule and is competitive.

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A letter of application
- A fully completed application form.
- A resume
- Three professional references
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially.

ABOUT SANTA CLARA UNIFIED SCHOOL DISTRICT

Santa Clara Unified School District (SCUSD) serves over 15,300 K-12 students and an additional 6,000 students in preschool through adult school. Neighborhoods in the cities of Santa Clara, Sunnyvale, San Jose, and Cupertino comprise the District's 56 square-mile area. Santa Clara Unified prides itself on having teachers, classified employees, and administrators who are dedicated, experienced professionals who care about each student's well-being and academic preparation.

THE BOARD OF EDUCATION

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The Santa Clara Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Santa Clara Unified Director of Human Resources position, please visit <http://leadershipassociates.org/active-searches/> and select the listing for this position.

Applications must be completed and returned via email by 5:00 PM, on March 31, 2021.

Consultants:

Eric Andrew

Leadership Associates

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Santa Barbara, CA 93105

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For general information, contact:
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