



Educator Effectiveness Process (EEP) Position Description

Position Title: Campus Principal
Reports To: District Superintendent **Additional Reports:** EEP EETLs
Reporting to this Position: ETLs, CTLs & CTs **Salary Addendum:** \$15,000.00 per year

Organization Information: *This information is intended to inform the educator regarding the entity that created this position in EEP.*

Youth Empowerment Services, Inc. (YES, Inc.) is a San Antonio based, grassroots, educational non-profit, non-partisan organization focused on educational endeavors targeting students, parents and educators for the past 21 years. YES, Inc. has been awarded a grant to impact educator effectiveness so that student academic performances improve for the four (4) participating Charter Districts. YES, Inc.'s vision is "YES! We follow the golden rule!"... by treating and respecting all members and stakeholders served by our programs and activities. The major vehicle that YES, Inc. has been implementing for the past six years is the Educator Effectiveness Process (EEP). Our core beliefs mirror the required USDE education-act's mission of "ensuring that all students have equitable access to effective educators." The EEP system includes not only an observation system that is equitable and transparent but also professional development supports and human capital system funding to ensure that the most effective principals qualify for the most funding for salary considerations. Principals that are employed by an EEP Campus will receive four (4) observations each year and be given every opportunity to become the most effective principal for the students served. This position description provides the basic understanding and agreement for Principals providing educational services on all campuses.

Position Definition: *This position definition defines an EEP Principal.*

The **EEP Principal** is an established principal that will serve in an EEP leadership role while assuming additional duties involving assisting professional teachers towards achieving a greater degree of effectiveness. The Principal continues to work towards becoming more effective. An EEP Principal must earn a score of 3.0 for the following portions of the EEP Principal PBCS in order to receive a payout for each portion: EEP Implementation, Principal Observation, the SAS-EVAAS school-wide value-added, and the determined State Accountability.

Position Responsibilities: *An effective EEP Principal ensures that educators improve in effectiveness, so students improve academically every year.*

- The EEP Principal collaborates with the Expert Teacher Leaders and/or the Career Teacher Leaders and Career Teachers to promote educator effectiveness including leading the creation of the summative report each year and hosting the annual reflective retreat.
- EEP Principals perform teacher observations and actively participate in all observation activities including pre and post observation conferences immediately providing classroom-based follow-up and feedback on instructional practices to all teachers.
- EEP Principals facilitate Leadership Team meetings to analyze data, and develop academic achievement plans and school assessment plans and with the Leadership Team, monitor and develop the goals for the Leadership Team meetings and the Unit meetings based on data.
- EEP Principals monitor the following: Campus data and student progress, weekly Unit meetings, the teacher observation schedule, and Teacher Evaluation Data System entries.
- EEP Principals participate in all supports provided by the District to include any required mentoring and coaching sessions so that they become more effective in leading their campus teachers, students, and parents.

Personal Skills Required... To Be Developed: *Effective Principal will demonstrate the following skills.*

- Excellent Leadership and data- and results-driven mindset / Ability to work independently and to multi-task
- Self-motivated and proactive / Flexible and adaptable
- Integrity, positively, and mission-driven attitude, with demonstrated passion for public education
- Thorough, good attention to detail / Interacts with others in a professional and collaborative manner

Qualifications: *Be employed at an EEP Campus.*

- An EEP Principal must be Teacher Observation certified and recertify each year. Optional: an EEP principal can seek Principal Observation and Superintendent Observation certifications as well.
- An EEP Principal must earn a score of 3.0 for the following portions of the EEP Principal PBCS in order to receive a payout for each portion: EEP Implementation, Principal Observation, the SAS-EVAAS school-wide value-added, and the determined State Accountability to retain the EEP Principal position.
- Attend all scheduled EEP Principal Academy trainings.
- Attend the annual Summative Report Meeting.

Additional Information: Critical to successfully implementing the EEP process on each campus is each educator having a clear understanding of what is required to become an effective educator so that student performance increases. The principal must work to assure that each Career Teacher, Career Teacher Leader, and Executive Teacher Leader is qualified to fill the role of educator on each EEP campus.

Principal Name: _____ Signature: _____ Date: _____

Superintendent Name: _____ Signature: _____ Date: _____