Who We Are
The San Francisco Unified School District (SFUSD) is the seventh largest school district in California, every year serving more than 55,000 students who speak more than 44 documented languages in our 131 schools across the city of San Francisco. We aim to provide each student with an equal opportunity to succeed by promoting intellectual growth, creativity, self-discipline, cultural and linguistic sensitivity, democratic responsibility, economic competence, and physical and mental health so that each student can achieve his or her maximum potential. Every day in our quest to achieve this mission we place access and equity, student achievement, and accountability at the forefront of every child’s education.

What It Means to Work Here
The San Francisco Unified School District’s strategic plan, “Impact Learning. Impact Lives.” places access and equity, student achievement, and accountability at the forefront of every child’s education. The ideas and actions in the plan focus on one central idea: every child has the right to be well-educated. SFUSD hires teachers and other credentialed professionals who are committed to delivering rigorous instruction to all students, continuous learning and improvement, creating a culturally responsive classroom environment, and building meaningful connections with families and the community.

As a San Francisco public school educator, you will have the opportunity to work with a diverse group of students alongside supportive and talented colleagues. You will be an integral part of the district’s effort to ensure that every student who enrolls in our schools will graduate ready for college, career, and life.

Who We Want
We want talented people from diverse backgrounds and experiences, who are inspired by our mission steeped in equity, and who are motivated to unleash our children’s potential. We want people who are strong collaborators, skilled communicators, problem solvers and who are comfortable in a community of continuous learning.

The school principal is the educational leader and administrator of the school. The work of the principal is aligned with the district’s strategic plan - Impact Learning. Impact Lives. - keeping our promise by taking responsibility for diminishing the predictive power of demographics. The principal is committed to closing the existing achievement gap and promoting the achievement of all students through focused attention on three core areas: Access and Equity, Achievement, and Accountability.

The school principal understands that access and equity are at the heart of making social justice a reality. The importance of every child graduating from high school prepared for college, careers, and the 21st Century. The principal has knowledge of and experience leading a school community guided by: the principles of child, early adolescent, and educational psychology; California Core Curriculum and Content Standards; equity-centered professional learning communities; 21st Century curriculum; cultural and linguistic responsive pedagogy; assets/strength-based models of education through behavioral and academic Response to Instruction and Intervention (RTI2) approaches; and restorative justice/practices models to ensure and enhance student/staff wellbeing and safety.
1. Facilitate the development, and leads the implementation of the site’s balanced scorecard that is aligned with the District’s Balanced Scorecard (BSC).
2. Ensure the implementation of the California Standards for the Teaching Profession (CSTPs) to provide formative and summative performance assessment of staff.
3. Provide/develop the infrastructure for successful learning through diverse programs and curricula that are culturally and linguistically responsive, designed to promote the District’s goals, accelerate the learning of focal groups of students (African-American, English Language Learner, Latino, Pacific Islander, Samoan, and special education students), and are strengths-based.
4. Create and sustain an equity-centered professional learning community in pursuit of equity and social justice in our classrooms and schools.
5. Ensure that all students receive a 21st Century education that is academically rigorous, constructivist, personalized, relevant, and engaging through dynamic instructional leadership.
6. Establish and maintain a cooperative environment where students, staff, and families flourish in a culture of service and support.
7. Develop/facilitate the professional development of all staff to ensure that all teachers have a broad range of teaching styles and skills to draw on; are fully aware of current research on human development; and know their content deeply.
8. Model/promote positive/responsive public relations at all times in the school and community. Build strong parent and community involvement.
9. Manage/oversee the preparation and maintenance of a variety of reports (student attendance and progress reports, free and reduced lunch applications, work orders, budget, general accounting, balanced scorecard, staff attendance, safety plans, surveys, etc.).
10. Meet all District and contractual elements as they relate to the supervision and evaluation of all certificated, paraprofessional, and classified personnel.
11. Implement and sustain Restorative Justice practices, and Response to Instruction and Intervention (RTI2) at site.
12. Any and all other duties as assigned by the Assistant Superintendent, or Superintendent’s Designee.

Desired Qualifications
1. At least three years of administrative experience at the school site level.
2. Bilingual/Biliterate - Especially in Spanish and/ or Chinese.
3. Bilingual/Spanish or Chinese Bi-Lingual/Immersion Program leadership/development/implementation experience highly desired.
4. An individual that is committed to Social Justice and Equity in Public Education.
5. Knowledge of/experience implementing Response to Instruction and Intervention (RTI2), and Restorative Justice/Practices model and protocols.

Minimum Qualifications
1. Previous experience as a site administrator – Principal or Assistant Principal. At least five years of classroom teaching experience.
2. Possession of a valid California Administrative Services Credential and either a California Teaching Credential in the appropriate area or services credential with a specialization in pupil personnel, health clinical or rehabilitative, or librarian services, as required by the California Education Code, Section 44860. BCLAD or CLAD certified.

What We Offer
SFUSD offers a competitive salary commensurate with experience, and a comprehensive benefits package including dental and vision plans, disability, life insurance, flexible spending account options and vacation time. We also offer an inclusive and equity-centered environment where we encourage staff to bring their whole selves to work.

How to Apply

Go to: http://www.sfusd.edu/jobs

- Create an Administrative account and complete an Initial Application.
- We will contact you within 3-4 days of completing your Initial Application about next steps.
- Check back at: www.sfusd.edu/jobs for updates on specific job postings.
- Applicants will be contacted based on the needs of the district and current selection criteria.

For more information about SFUSD’s mission and Strategic Plan please visit www.sfusd.edu.

For other questions, contact us at adminrecruitment@sfusd.edu.

San Francisco Unified School District is an equal employment opportunity employer committed to maintaining a non-discriminatory work environment. SFUSD does not discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, national origin, age, disability, veteran status, marital status, sexual orientation, or any other characteristic protected by applicable law.