

Job Title: HIGH SCHOOL ASSOCIATE PRINCIPAL
Reports to: Chief Compliance and Accountability Officer
Dept./School: Assigned Campus
Wage/Hour Status: Exempt
Date: May 18, 2026

Primary Purpose

Direct and manage instructional program and supervise operations and personnel at campus level. Provide leadership to ensure high standards of instructional service. Oversee compliance with district policies, success of instructional programs, and operation of all campus activities.

QUALIFICATIONS

Education/Certification

Master's degree
Texas principal or other appropriate Texas certificate
Certified Texas Teacher Evaluation & Support System (T-TESS) Appraiser
Certified Texas Principal Evaluation & Support System (T-PESS) Appraiser

Special Knowledge/Skills

Working knowledge of curriculum and instruction
Ability to evaluate instructional program and teaching effectiveness
Ability to manage budget and personnel
Strong organizational, communication, public relations, and interpersonal skills
Ability to coordinate campus support operations
Ability to interpret policy, procedures, and data

Experience

Three years experience as a classroom teacher
Three years' experience in instructional leadership roles
Two years' of successful experience as an Assistant Principal or District Leader

MAJOR RESPONSIBILITIES AND DUTIES

Instructional Management

1. Monitor instructional and managerial processes to ensure that program activities are related to program outcomes and use findings to take corrective actions.
2. Regularly consult the Planning Decision Making Team in the planning, operation, supervision, and evaluation of campus education programs. Include students and community representatives when appropriate.
3. Assess individual and group needs of students based upon available and continuous data, and ensure that instructional needs are made for special population students and all students.
4. Ensure that all appropriate committees are effectively in place and are utilized (ARD, LPAC, Grade Level Placement, etc).
5. Ensure the effective development and implementation of the campus improvement plan by appropriately utilizing the PDM Team, campus staff, and central office staff.
6. Ensure that the Campus Improvement Plan is aligned with the District Improvement Plan and that district-wide instructional initiatives are effectively implemented.

School or Organizational Morale

7. Provide instructional resources and materials to support teaching staff in accomplishing instructional goals.
8. Foster collegiality and team building among staff members. Encourage their active involvement in decision-making process.
9. Provide for two-way communication with superintendent, staff, students, parents, and community.

10. Communicate and promote expectations for high-level performance to staff and students. Recognize excellence and achievement.
11. Ensure the quick resolution of conflicts.
12. Establish effective systems for communication and ensure that the communication loop is intact (newsletters; faculty meetings; department/grade level meetings; etc).

School/Organizational Improvement

13. Build common vision for school improvement with staff. Direct planning activities and put programs in place with staff to ensure attainment of school's mission.
14. Identify, analyze, and apply research findings (e.g., effective school correlates) to promote school improvement.
15. Develop and set annual campus performance objectives for each of the Academic Excellence Indicators using the campus planning process and site-based decision making committee.
16. Develop, maintain, and use information systems and records necessary to show campus progress on performance objectives addressing each Academic Excellence Indicator.
17. Develop and effectively utilize a standard organizational and operational procedures handbook to facilitate communication and state expectations for individual and staff responsibilities.

Personnel Management

18. Observe employee performance, record observations, and conduct evaluation conferences.
19. Assign and promote campus personnel.
20. Make recommendations to superintendent on termination, suspension, or nonrenewal of employees assigned to campus.
21. Interview, select, and orient new staff. Approve all personnel assigned to campus.
22. Define expectations for staff performance with regard to instructional strategies, classroom management, and communication with public.
23. Works with high school principal and Planning Decision Making committee to plan professional development activities.
24. Confer with subordinates regarding their professional growth. Work with them to develop and accomplish improvement goals.

Administration and Fiscal/Facilities Management

25. Comply with district policies and state and federal laws and regulations affecting the schools.
26. Develop campus budgets based on documented program needs, estimated enrollment, personnel, and other fiscal needs. Keep programs within budget limits. Maintain fiscal control. Accurately report fiscal information.
27. Compile, maintain, and file all physical and computerized reports, records, and other documents required including accurate and timely reports of maximum attendance to requisition textbooks.
28. Manage use of school facilities. Supervise maintenance of facilities to ensure a clean, orderly, and safe campus.
29. Adhere to all district policies related to fiscal responsibilities (budget, activity funds, facilities, etc).

Student Management

30. Work with faculty and students to develop a student discipline management system that results in positive student and enhances the school climate.
31. Ensure that school rules are uniformly observed and that student discipline is appropriate and equitable in accordance with Student Code of Conduct and student handbook.
32. Conduct conferences on student and school issues with parents, students, and teachers.
33. Provide staff development training, as appropriate for faculty to develop or enhance their skills in discipline management.
34. Maintain and submit discipline records as required by the district and state.

Professional Growth and Development

- 35. Develop professional development skills appropriate to job assignment.
- 36. Demonstrate professional, ethical, and responsible behavior. Serve as a role model for all campus staff.
- 37. Establish annual goals for professional growth and development. In order to accomplish stated goals, incorporate district training and other resources such as various professional association, Education Service Centers, etc.

School/Community Relations

- 38. Articulate the school’s mission to community and solicit its support in realizing mission.
- 39. Demonstrate awareness of school-community needs and initiate activities to meet those needs.
- 40. Use appropriate and effective techniques to encourage community and parent involvement.

Other

- 41. Perform other duties assigned by chief compliance and accountability officer or superintendent.
- 42. Maintain confidentiality of information.
- 43. Complete the Commissioner-Recommended Student Performance Domain Worksheet.
- 44. Collaborate with appraiser to complete the Commissioner-Recommended Student Performance Domain Summary.
- 45. Collaborate with appraiser to complete the Commissioner-Recommended Student Performance Domain Analysis of Indicators for Goal Setting and Intervention Plan, if required.

Supervisory Responsibilities

- 46. Supervise and evaluate the performance of staff assigned to campus including assistant principal(s), teacher(s), counselor(s), librarian(s), instructional aides, and clerical support staff.

WORKING CONDITIONS

Mental Demands/Physical Demands/Environmental Factors

Maintain emotional control under stress. Occasional district wide and statewide travel; frequent prolonged and irregular hours.

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Reviewed by: _____

Date: _____

Approved by: _____

Date: _____