Principal of Country View Elementary School

The students, staff and parents of Country View Elementary School in the Verona Area School District are looking for an exceptional leader to serve as their next principal. Country View Elementary school is a K-5 attendance area school located within the City of Verona, Wisconsin and is part of the Verona Area School District. Country View Elementary school is an incredible school for so many reasons. One of those reasons is the diversity of children that call Country View their school. Of the 503 students who attend; 40% are students of color, 11% are students are linguistically diverse, 6% are students with special needs and 30% are students whose families receive assistance with meal costs. Additionally, 20% of our School District’s children who are experiencing homelessness attend Country View. There are so many opportunities for the future principal of Country View to enrich the lives of our students.

The Country View principalship is an awesome opportunity for the right person with a demonstrated ability to ensure equitable outcomes for all students. Country View serves students from geographically separated areas of our District drawing from parts of Fitchburg as well as nearby neighborhoods. Many incoming kindergartners are already readers; many incoming kindergartners struggle with letter recognition. The dedicated, well-trained and hard-working staff is a mix of highly experienced and those new to the profession who are eager to work collaboratively with each other and their next principal. Finally, many Country View parents are highly engaged and desiring a partnership with their next principal.

If you want to be considered for this position, you must have and be able to demonstrate the following dispositions:

- Exceptional Service to clients (all students, staff, parents)
- Understanding the critical importance of effective communication including a commitment to listening
- Commitment to distributed leadership
- Commitment to collaboration
- Commitment to equity
- Commitment to continuous improvement
- Commitment to personalized learning for all students
- Commitment to exceptional outcomes for all students
- Commitment to professional development of self and staff
- Commitment to our mission statement which is Every Student Must Be Successful

Additionally, you must be able to demonstrate you have provided leadership that resulted in action and deliverables in the following areas: (this means if you are chosen for an interview, you will need to provide us evidence of results in the following areas)

- Increases in achievement for each student;
- Removing barriers to learning for historically underserved children
- Equitable learning experiences for students, staff and parents;
- Effective use of processes related to student behavior;
- Collaboration with staff and parents;
- Effective communication, listening, collaboration and relationship building skills;
- Designing and providing professional staff development;
- Strategic thinking and planning;
- Use of data to drive decisions of process and practice
- Problem finding and solving; and
- Continuous improvement

Bilingual skills are highly valued but not a requirement for this position.

Salary, Benefits, Length of Contract: This position works a 260-day (12 month) contract with starting compensation that is negotiable but will be no less than $117,295 with an exceptional benefits package.

How to Apply: Apply online at www.verona.k12.wi.us by completing the WECAN application; attaching a resume, cover letter and three (3) letters of recommendation that are no more than two years old. Additionally, you must submit a personal purpose statement of no more than 150 words as an attachment to your application materials. Failure to provide a complete application will eliminate you from consideration.

Contact: Laurie Burgos, Assistant Superintendent for Academic Services, 608-845-4312 or at burgosl@verona.k12.wi.us

Deadline: 5 p.m., Sunday, February 16, 2020

The Verona Area School District is an Equal Opportunity Educator/Employer. Candidates of color are strongly encouraged to apply.
**Our Strategic Plan...2018-2023**

**Our Mission:** EVERY student MUST be successful.

**Our Values Statement:** Our success is built on a foundation of equity, mutual respect, cultural responsiveness, the pursuit of excellence, and shared responsibility at school, at home, and in the community.

**Board of Education Goals:**
- Removing predictability of student outcomes: Learning for students and student groups is accelerated to transcend disparities & ensure positive social-emotional and academic outcomes
- Resource allocation: Resources and services are allocated transparently and equitably to best meet the diverse needs of all students

| **PILLAR ONE** | a. Cultivate relationships between and among students, staff, and families  
| **Authentic Relationships** | b. Create welcoming environments for students  
|     | c. Create welcoming environments for families  
|     | d. Expand partnerships with families & community |

| **PILLAR TWO** | a. Foster physical, psychological, and social-emotional well-being  
| **Safe, Inclusive Learning Environments** | b. Implement culturally responsive and inclusive practices  
|     | c. Practice digital safety  
|     | d. Ensure safe facilities and infrastructure |

| **PILLAR THREE** | a. Personalize learning  
| **High Expectations for Every Student** | b. Ensure every student meets or exceeds grade-level standards  
|     | c. Empower every student to be college, career, community ready |

| **PILLAR FOUR** | a. Personalize professional learning  
| **Supporting & Empowering Staff** | b. Create welcoming environments for staff  
|     | c. Recruit, retain, and develop a workforce representative of our student population  
|     | d. Establish and uphold clear performance expectations |

| **PILLAR FIVE** | a. Allocate resources based on student need  
| **Equitable Allocation of Resources** | b. Use data to inform the process  
|     | c. Provide transparency throughout the process |