

NORWELL PUBLIC SCHOOLS

NORWELL MIDDLE SCHOOL PRINCIPAL

CANDIDATE PROFILE

Faculty, parents, students, and administrators were invited to describe the ideal characteristics of a candidate to be Norwell Middle School's next Principal. It is understood that no single candidate can possess all of the attributes that follow; however, to the extent possible, the successful candidate will be someone who:

- Truly enjoys, respects, understands, and values early adolescents, and holds their needs as the highest priority.
- Is a person of unquestionable integrity who reflects the school's and district's core values.
- Understands middle schools and has the ability and knowledge to implement best practices.
- Is a dynamic and visionary leader who is enthusiastic, energetic and passionate about students and learning, and who is engaged in all aspects of the school.
- Is confident and deals decisively, directly, and sensitively with issues and problems, balancing flexibility with consistency.
- Promotes academic rigor and curriculum coordination, cohesiveness, and consistency within and between the schools.
- Has a strong work ethic and is a self-starter with a long-term commitment to the position.
- Values teaching and teachers, challenging them to excel while providing the necessary support and resources.
- Remains current with regional, national, and global developments and practices, and adapts them to local interests and needs.
- Inspires respect, is comfortable working with highly engaged parents, and has the ability to make unpopular yet necessary decisions.
- Is highly creative and resourceful, with good business sense and follow through, and advocates for the school while respecting the needs of the entire district.
- Fosters an *esprit de corps* within the school community, and motivates and mobilizes staff, students, and parents to pursue a common vision.
- Understands and establishes boundaries, yet is friendly, warm, welcoming and accessible, and has a healthy sense of humor.
- Respects and celebrates diversity, promotes teamwork and cooperation, and supports inclusive education.
- Possesses excellent interpersonal, organizational, communication, presentation, and writing skills.
- Creates and maintains a safe, supportive, orderly, and engaging learning environment.
- Appreciates and is comfortable working in a small community with very high expectations and demands.