



Mission Statement:

Roland Park Elementary Middle School empowers our diverse community to achieve success for the whole child through academic rigor, hands-on learning, and the creative arts. Our school community fosters an environment that prioritizes **equity*** and positive relationships to promote social and emotional wellness to ensure all students have access to challenging academic content and skills.

Our school community is seeking a leader who.....

Leadership & Vision	<ul style="list-style-type: none"> ▪ Communicates a vision for a community that fosters an environment that prioritizes equity and positive relationships, promotes social and emotional wellness, and ensures all students have access to challenging academic content and skills ▪ Provides a clear vision and mission that promotes a welcoming and supportive learning environment for all ▪ Has experience leading organizations and communities to design and support an equity agenda ▪ Exercises leadership to ensure a clean and well-maintained physical learning environment that demonstrates and supports enriched RPEMS teaching and learning ▪ Manages resources and staff in efficient and creative ways; advocates for and leverages necessary funding to meet core mission
Instructional Management	<ul style="list-style-type: none"> ▪ Possesses a relentless focus on improving teaching and learning through an equity lens ▪ Can lead and secure resources for effective professional development for staff, including time to plan and collaborate together ▪ Is committed to working with stakeholders to develop and implement an instructional vision for personalized learning with appropriate support ▪ Will monitor intervention based upon a detailed knowledge of individual pupils— including academic, social/emotional needs, and cultural assets and needs
Organizational Climate	<ul style="list-style-type: none"> ▪ Sets a tone of positivity and possibility for staff, students and the community ▪ Operates with a growth mindset and supports teachers to be his or her best self ▪ Consistently communicates high expectations for teachers, staff, students, & parents ▪ Holds all stakeholders accountable to a high equity bar ▪ Creates an environment where all students feel safe and brave and have equitable access to resources and academics to become global citizens
Personal Attributes	<ul style="list-style-type: none"> ▪ Values diversity, equity, and inclusion and consistently and publicly acts on those values ▪ Is a strong and clear communicator, approachable and engaging ▪ Is a creative problem solver; has experience in strategically developing and allocating resources (people, time, space, money) ▪ Demonstrates kindness, compassion, and empathy ▪ Is interested in using communication tools to express vision, solve problems, and engage and inform parents ▪ Is courageous; able to effectively engage in difficult conversations with staff, students, community and stakeholders; makes and stands behind difficult decisions ▪ Possesses clear and consistent expectations for all stakeholders
School/Community Relations	<ul style="list-style-type: none"> ▪ Is a visionary; able to co-construct a vision and strategic plan for the school, with students, teachers, parents, and community members in a collaborative manner ▪ Is committed to equitably engaging all families and stakeholders in the school community ▪ Is able to assess and prioritize the resource needs of the school ▪ Is an effective advocate for and cultivator of resources (people, time and money)

* **Equity**- Having access to resources and opportunities to meet high expectations and reach one’s full potential