



PRINCIPAL BILINGUAL (Sp/Eng)

Para Los Niños Charter Middle School (6-8)

835 Stanford Avenue, Los Angeles, CA 90021

About Para Los Niños (PLN)

Founded on Skid Row in 1980, Para Los Niños provides education and varying supports, serving over 6,000 children, youth, and families annually in some of the most underserved areas in Los Angeles. The PLN model provides a comprehensive, holistic approach to break the cycle of poverty and help children and youth thrive through early education, TK-8th grade education, extensive extended learning programs, youth workforce services, and family and community services.

Learn more at [Para Los Niños](#).

About Para Los Niños Charter Middle School

Building on the success of our elementary school, [PLN Charter Middle School](#) opened on a co-located campus in August 2013. Our charter schools' program model is part of the California Community Schools Partnership Program, a transformative approach to (re)design schools by leveraging the collective power of schools, families, and communities to create an inclusive, safe learning environment where all scholars can thrive and reach their full potential. We build our culture based on community strengths and celebrate the unique contributions of each member. Through our efforts, we aspire to empower the next generation with the tools they need to thrive emotionally, excel academically, contribute meaningfully to their community, and lead joyful lives.

At PLN Charter Middle School, we understand that education is a collective effort, and we actively engage families and communities in the learning process. By fostering strong partnerships through expanded learning and integrated supports, we aim to create a seamless connection between the school, home, and broader community. This collaboration ensures that the integrated support system for every scholar is robust and comprehensive, addressing not only academic needs but also their social and emotional well-being.

Position Overview

Para Los Niños seeks a transformational Principal to drive continued growth and sustain a positive academic culture and safe school climate for students and adults. The Principal will be responsible for ensuring all students have the tools they need to be academically successful and that all members of the PLN community, including students, teachers, parents, and families, have high expectations for student achievement. The ideal candidate will be an experienced and entrepreneurial school leader who is deeply committed to building on the PLN Community Schools model. They will also have demonstrated experience leading school transformation by growing and developing teachers and staff, creating school-wide instructional and operational systems, and improving student achievement at a high-needs school. The Principal will also be excited to work with other PLN teams and community partners to provide comprehensive, integrated services and support to scholars and families and to partner with staff to cultivate an outstanding extended learning program. The Principal will report to the Managing Director, Charter School.



Essential Responsibilities

Equity-Driven Leadership & Program Oversight (30%)

- Implement a clear strategic vision for the ongoing improvement of teaching and learning and work alongside staff to sustain a culture that is student-centered, inclusive, and collaborative
- Collect, analyze, and interpret multiple data sources to inform school-level improvement efforts, including developing and implementing an annual *Call to Action* plan to close gaps
- Develop a deep understanding and commitment to the PLN *Community Schools* model by actively collaborating with other areas of the PLN organization as well as external community partners to support the academic and social-emotional wellness outcomes for all students
- Align curriculum, instructional practices, and assessments to state standards and PLN learning goals
- Create and sustain a culture of learning that values and responds to the assets and needs of each student and provides for social, emotional, intellectual, physical, and identity safety
- Provide leadership and oversight on the requirements for multiple programs at the school level, including, but not limited to, special education, Title I, multi-tiered system of supports, and multilingual/newcomer programs

People Management & Professional Development (30%)

- Implement a strong instructional framework to monitor, support, and evaluate effective instruction and assessment practices; create a master schedule that maximizes time and talent
- Conduct ongoing formal and informal observations and provide actionable feedback to teachers and staff
- Build the capacity of staff to analyze and utilize student data to inform and improve instructional practices and supports
- Prioritize the growth and advancement of teachers by distributing leadership and establishing a teacher leader program
- Plan and implement quality professional development that results in successful implementation of evidence-based instructional practices and high-quality materials

Operations & Resource Management (25%)

- Manage resources to prioritize high-leverage activities for self and to focus on people development, financial acumen, general school operations, and facility management
- Develop and implement systems to foster positive student behavior using anti-racist and restorative practices that promote diversity, equity, inclusion, justice, and belonging for all
- Establish and manage the appropriate channels of communication to share information regularly, create feedback loops, and promote transparency within the school, across PLN, and with local district and county offices as needed
- Oversee the school budget and optimize the use of funding to ensure that financial resources are aligned with organizational priorities
- Support the charter renewal and oversight process to ensure compliance with federal, state, and county laws, policies, regulations, and procedures
- Develop and implement innovative student, teacher, and staff recruitment and retention strategies



Family & Community Engagement (15%)

- Build partnerships with community agencies and organizations, in addition to other teams within PLN, to provide necessary resources to support families' needs
- Communicate frequently, openly, and accurately with all members of the school community and develop a system to ensure families have up-to-date information on their student's academic, behavioral, and social-emotional status
- Provide leadership and education opportunities for family and community members
- Promote and represent PLN Middle School at various fundraising events, conferences, and other community meetings or events aimed at promoting or developing PLN and its schools

Qualifications

- 3+ years of experience serving in a school leadership position and at least 4 years as an elementary, middle, and/or high school school teacher (prior principal experience preferred)
- A commitment to improving academic achievement and life outcomes for students of color and students from low-income backgrounds and a deep belief that all students can reach high levels of achievement with support from adults
- Demonstrated success in improving student achievement with a track record of increasing student growth on standardized test scores across student groups and other indicators of success
- Experience with or knowledge of the curricula our students use is a plus; these include: Illustrative Math, EL Education (ELA), Stile Education (science), and i-Ready
- Inspiring leader, able to quickly build trust and strong working relationships with students, teachers, classified staff, parents, and other community members
- Demonstrates cultural competence; comfortable, respectful, and humble when working with diverse populations
- Strong professional judgment and integrity; able to make tough decisions under pressure
- Excellent oral and written communication skills
- Committed to continuous learning by engaging in reflection, self-assessment, and professional development; open to new ideas and opinions
- Spanish proficiency

Requirements

- Valid California teaching credential & California Administrative Services Credential strongly preferred
- Master's degree from an accredited college or university
- Completed CPR & First Aid certification
- Must be able to pass a TB test and background check at the time of offer
- A valid Class C California driver's license and reliable transportation with state-required automobile insurance coverage

Application and Hiring Process

We are excited to review your application! To apply, please submit a resume for the position to resumes@leveledtalent.com. Applications will be considered on a rolling basis, so it is in the candidate's best interest to apply as soon as possible.



Please note: Only applicants who submit materials through our search partner Leveled Talent will be considered.

Compensation and Benefits

The compensation range is \$103,688 - \$155,532 and is commensurate with experience. This is a 12-month position with 234 work days.

Benefits include:

- Health, dental, and vision plan
- Life Insurance and Long-Term Disability
- Participation in the California State Teachers' Retirement System (CalSTRS)
- Opportunities for professional learning

Para Los Niños is an Equal Employment Opportunity Employer. *It is the established policy of Para Los Niños (PLN) to provide equal employment and advancement opportunities to all qualified applicants and employees without discrimination with regard to race, religious belief (including dress or grooming practices), color, sex, sex stereotype, pregnancy, childbirth or related medical conditions (including breastfeeding), age, national origin (including possessing a driver's license issued under Vehicle Code § 12801.9), ancestry, sexual orientation, gender identification and expression, transgender status, physical or mental disability, medical condition, genetic characteristics, genetic information, family care, marital status, enrollment in any public assistance program, status as military, a veteran or qualified disabled veteran, status as an unpaid intern or volunteer, or any other classification protected by law. PLN also prohibits discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics.*

