



St. Augustine Division for Boys

St. Monica Division for Girls

Job Title: Middle School Principal (Grades 5 - 8)

FLSA Status: Exempt

Position Status: Full Time / 12 month position (including a summer program in July)

Reports to: Head-of-School

Posting Date: 3/27/24

Salary: \$65,000 - \$90,000 per year (pending experience)

WHO WE ARE

Since 2004, NativityMiguel Middle School (nativitymiguelbuffalo.org) has believed that - through a culture built on structure, warmth and small class sizes - students of all backgrounds can and will flourish. Founded on an innovative approach to education - including a single gender learning environment (for both boys and girls), an extended school day and expanded school year, as well as graduate support - NativityMiguel students truly develop in body, mind and spirit during their formative middle school years. NativityMiguel is a faith-based, Catholic community that primarily works with a largely African-American student population. NativityMiguel strives to promote equity in every aspect of our school community.

Though our students come to us from economically disadvantaged families, NativityMiguel is committed to ensuring that their socioeconomic status does not define their lives. Instead, students are equipped by NativityMiguel to propel themselves, their families and their communities to new heights.

WHO YOU ARE

As an educator, you saw systems.

You understand that - to truly have success outside of your classroom, and to bring that success school-wide - you need systems. Good schools have adept systems for bettering instruction, systems for bettering culture, and systems for strong operations to support teaching and learning. The principal our families and students need at NativityMiguel ensures that systems are run with attention to detail, with meticulous planning, and with resolute follow-up. As a result, we want to see evidence of your effectiveness as an educator, *with the requirement* of a minimum 4 years in education).

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As an educator, you also saw data.

You understand that - to measure the effectiveness of academic and social-emotional learning - you need data. Good schools are powered by quantifying what progress students - and adults - are making, and being honest and urgent about grappling with that data. The principal our families and students need at NativityMiguel ensures that data drives decision-making - from the selection of high-quality curriculum materials to intervention blocks of students - signaling to all stakeholders that the only work of our school is learning. As a result, we will want to see evidence of your effective use of data with a major classroom/school wide initiative, *with the requirement* that you show how you have used data in the past.

As an educator, most of all, you saw people.

You understand that - to see data-based decisions through and to implement strong systems - you need the right people. Good schools attract and retain educators committed to getting better, and those schools feed these educators with the professional development they need to thrive. The principal our families and students need at NativityMiguel ensures that the right people are sitting in the right spots on the bus that is taking our school community to new heights. As a result, we will want to see evidence of your development of others - either in the role of school administrator or teacher leader - *with the requirement* that you present to us the scope of that professional development in which you were an expert, preferably in a faith-based setting.

Indeed, to be the principal at NativityMiguel, you must be as committed to academic excellence, as you are to the spiritual and socio-emotional development of our students. You must see yourself as the driver of our mission: to unlock the potential of our students, and to see the strengths in each of them. You must have a steady hand, ready to guide the staff as they work with students who need you. You must see our students' families as partners - never to be sidelined, but instead to be empowered and to be in relationship. You will be here to help our educators serve our students. Indeed, the work will be hard - with longer school days (8 am - 4:30 pm) and a mandatory summer session (July) - but it will also be good. You will lead others, and in turn, be forever touched by the community of this special community.

As the principal of NativityMiguel, we won't ask you to like our kids: we will ask you to love them.



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HOW TO APPLY

Please submit a statement of interest (500 words minimum) along with a résumé to the Head of School, Mr. Chris Pitek at cpitek@nativitymiguelbuffalo.org. The statement of interest should articulate how your experiences, knowledge, and values align with the mission of NativityMiguel Middle School of Buffalo. Candidates whose background mirrors the demographics of the students that we teach are strongly encouraged to apply.

Benefits:

- 401(k)
- 401(k) matching
- Health insurance
- Paid time off
- Professional development assistance
- Retirement plan

NativityMiguel Middle School of Buffalo is an Equal Opportunity Employer.