



Maine South High School Principal Profile

The principal profile synthesizes the key attributes and qualifications that the staff, students, parents and administrators consider important based on multiple feedback loops. It serves as a guideline for what characteristics, areas of focus and growth that are most valued in a principal at Maine South High School by the key stakeholders connected to the school.

Academic Achievement:

- The principal should understand the importance of individual lived experiences and their impact on student achievement.
- The principal should prioritize academic success for all students, including systems for providing challenge and support, in their learning journey.
- The principal should focus on academic rigor and prioritize preparation of students for post-high school success.

Personal Qualities and Leadership Style:

- The principal should be collaborative, approachable and able to connect with students and staff.
- The principal should be an excellent listener, strong communicator and build systems of communication that are effective and clear for each stakeholder group.
- The principal should support and build the leadership capacity of staff.
- The principal should balance political aspects of the community and stakeholders.
- The principal should be able to develop a vision that provides a clear and inspiring future for the school.
- The principal should make difficult decisions and navigate challenging situations while adhering to fundamental priorities.
- The principal should seek to understand the unique learning environment of Maine South and be able to effectively implement district initiatives while simultaneously advocating for building specific supports related to those initiatives.

Professional Experience and Skills:

- The principal should have significant and progressive education experience including classroom teaching and diverse administrative experiences.
- The principal should have experience with curriculum development and a strong understanding of the instructional environment and how it has evolved.
- The principal should support, have experience with, and understand equity and inclusion initiatives.

Accountability:

- The principal should prioritize accountability with students and staff, for both behavior and performance.
- The principal should be capable of making difficult decisions based on fundamental principles and withstand pressure, politics and special interests surrounding those decisions.

Curriculum Changes:

- The principal should be willing and able to review recent curriculum and grading changes by actively looking into the effectiveness of the changes, explain the rationale to stakeholders and provide evidence of the benefits to students.
- The principal should advocate and support courses and curriculum that ensure students are prepared for challenges they will face following graduation.

Discipline, Behavior and Safety:

- The principal should review the current status of discipline policies and behavior management and make improvements while prioritizing a positive and inclusive learning environment.
- The principal should address physical and psychological safety needs, including bathroom security, building ingress/egress, and student behavior in the cafeteria, library, commons.

Diversity, Equity, and Inclusion (DEI):

- The principal should be able to navigate diversity issues and support inclusive values.
- The principal should celebrate student individuality to foster inclusive spaces.

Student Well-Being and Belonging:

- The principal should address and improve areas of need regarding student well-being.
- The principal should empower student voice and support students to be resilient and respectful.

Support for Teachers & Staff:

- The principal should have a plan for improving staff morale and addressing the current school culture and climate.
- The principal should support and appreciate all staff.

Community Engagement:

- The principal should embody authentic pride in both the school and the community.
- The principal should be willing to engage members of the community.
- The principal should be visible in the building and at extracurricular events.
- The principal should have open lines of communication with parents, staff and students.



Maine South High School Principal Survey Results

A principal survey was distributed and available to all staff, students and families. The results serve as a guideline for what characteristics are most valued in a principal at Maine South High School.

Question 1

Please indicate which of the following BEST describes your connection to Maine South.

Answer Choices	Responses	
Parent/Guardian	48.33%	348
Student	25.42%	183
Teacher/Teacher Assistant	20.14%	145
Support Staff	4.17%	30
Administrator	1.94%	14

Question 2

Please select the THREE (3) items below that represent the greatest challenges at Maine South.

Answer Choices	Responses	
Decisions not centered on student needs	39.93%	220
Student engagement in learning	35.75%	197
Curriculum	32.67%	180
Lack of dedicated and highly competent administrators	19.78%	109
Achievement gaps among student groups	19.78%	109
Lack of understanding and supporting diversity, equity and inclusion	18.15%	100
College and career counseling guidance	17.60%	97
Support for social-emotional learning	15.25%	84
Communication with all staff	15.06%	83
Facilities	13.79%	76
School safety	13.25%	73
Communication with parents and the community	10.16%	56
Involved parents/guardians	7.62%	42
Professional development	6.90%	38
Lack of dedicated and highly competent staff	5.63%	31
Community support	4.17%	23
Lack of parent support	3.99%	22
Lack of dedicated and highly competent support staff	2.72%	15

Question 3

Please select the top THREE (3) goals for Maine South to accomplish in the next three years.

Answer Choices	Responses	
Ensure that all students are ready for post high school success	41.70%	216
Maintain high levels of student achievement	41.12%	213
Strengthen academic experiences to support and challenge all learners	38.22%	198
Improve staff morale	25.68%	133
Engage students through best instructional practices	22.59%	117
Address the social, emotional and mental health needs of students	20.46%	106
Build strong connections between the teachers and students	16.02%	83
Build strong connections between the administration and staff	15.06%	78
Improve equity, diversity and inclusion supports	13.51%	70
Improve communications with all staff	10.04%	52
Provide better systems of support for students with special needs	9.27%	48
Improve the quality of staff	8.49%	44
Provide better support for students of diverse backgrounds	8.11%	42
Improve communications with parents/guardians	7.72%	40
Improve communications with students	6.76%	35
Build stronger connections between the school and the community	5.41%	28
Integrate technology with instruction	5.21%	27

Question 4

Please select the THREE (3) attributes that you believe are most important for a person to be successful as the Principal at Maine South.

Answer Choices	Responses	
Builds a great team and brings out the best in others	32.12%	159
Has a deep understanding of curriculum, instruction and how students learn	31.31%	155
Exhibits strong commitment to put student needs first	24.65%	122
Has warm people skills, is approachable and easy to talk to	24.65%	122
Analyzes decisions from a variety of perspectives	17.78%	88
Has excellent communication skills, in all mediums	17.58%	87
Holds others accountable	16.97%	84
Is a collaborative consensus builder and able to work with all constituencies and viewpoints	16.77%	83
Is a strong decision-maker who uses data and information	16.57%	82
Can recruit and support outstanding staff members	16.57%	82
Is open-minded and flexible	14.14%	70
Is visible in the schools and community	13.94%	69
Is committed to ensuring equitable experiences and outcomes for all students	10.91%	54
Has an inspiring vision for the future	10.91%	54
Is innovative and creative	7.88%	39
Recognizes the need for students to understand experiences other than their own	7.27%	36
Has experience developing equity, inclusion and diversity supports	6.87%	34
Is committed to continuous learning and professional growth	6.87%	34
Develops meaningful community partnerships	3.43%	17