

K-4 Elementary Principal

Citizens of the World Charter Schools - Kansas City

SUMMARY

The mission of CWC Kansas City is to provide an excellent public education focused on developing and demonstrating **understanding** while building **connections** within the school community.

The K-4 Elementary Principal at Citizens of the World Kansas City (CWC Kansas City) is responsible for providing visionary leadership to ensure a safe and high-achieving school environment. The Principal leads school operations, instructional programs, behavior management systems, and staff development while fostering a collaborative and high-expectations culture aligned with CWC Kansas City's mission and values.

This role reports to the Executive Director and is responsible for student performance, staff development, school climate, behavior management, curriculum implementation, and family engagement.

For more information on Citizens of the World Charter Schools – Kansas City, please visit www.cwckansascity.org.

RESPONSIBILITIES

Key responsibilities will include:

School Leadership

- Establish and communicate a clear vision for academic success and school culture.

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- Develop a positive school culture that reflects the core values of the school.
- Ensure all K-4 students and staff receive the necessary resources and support to meet academic and social-emotional learning goals.
- Collaborate closely with the executive director and middle school to develop a framework for the future of CWCKC.

Safe and Orderly Schools

- Establish school-wide rules and procedures for student behavior in classrooms and common areas.
- Implement a multi-tiered system of support (MTSS) for student behavior that includes proactive intervention strategies.
- Observe and provide feedback to staff on student supervision and behavior management.
- Develop and monitor emotional regulation, self-discipline, and responsibility programs aligned with Conscious Discipline.
- Ensure consistent enforcement of school discipline policies that align with restorative practices and trauma-informed approaches.

Supervision and Structures

- Conduct regular classroom observations and provide timely, actionable feedback to teachers.
- Implement behavioral monitoring systems to track student trends and intervene early with high-risk students.
- Establish and manage staff and student recognition programs to foster a culture of achievement and respect.

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Curriculum & Instruction

- In collaboration with the Director of Curriculum and Instruction, define essential content and skills all students must master and ensure teachers prioritize them.
- Protect and maximize instructional time for student learning.
- Ensure all teachers plan and deliver high-quality instruction.
- Provide structured support to new and developing teachers to enhance instructional effectiveness.
- Develop a data-driven assessment system that tracks student growth in real time.
- Work with teachers to set challenging, measurable achievement goals at both the school and individual student levels.
- Regularly analyze student performance data and adjust strategies to close achievement gaps.

Teacher Growth & Evaluation

- Perform regular classroom walk-throughs to provide coaching and feedback.
- Lead professional development (PD) sessions to strengthen teacher competencies.
- Address staff strengths and areas for improvement using performance data.

Family Engagement & Communication

- Develop multiple channels of communication to keep families informed and involved.
- Establish structures for family and community participation in school decision-making.
- Create and maintain strong relationships with community organizations that support student success.

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- Work to ensure CWC Kansas City remains fully enrolled by actively engaging prospective families.

Collegiality & Professionalism

- Promote a culture of collaboration and continuous learning among staff.
- Implement shared decision-making structures that allow teachers to contribute to school policies.
- Ensure ongoing, meaningful professional development for faculty and staff.
- Uphold high standards of integrity, dignity, and professionalism in all interactions.

QUALIFICATIONS & TRAITS

The ideal K-4 Elementary Principal will have:

- Master's Degree in Educational Leadership or related field.
- Valid Missouri Teacher and Principal Certification.
- Minimum of 5 years of teaching experience, with proven leadership in raising student achievement.
- Experience as a building administrator/principal strongly preferred
- Strong instructional leadership and school culture-building skills.
- Deep understanding of behavior intervention models, MTSS, and restorative justice practices.
- Ability to analyze data and drive instructional decisions.
- Exceptional problem-solving, organizational, and communication skills.

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COMPENSATION & BENEFITS

This position will be placed on the "PR - Principal" Salary Schedule.

CWC Kansas City offers competitive salaries commensurate with experience and a comprehensive benefits package. CWC Kansas City is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, or veteran status.

CONTACT

Please apply online through the BambooHR Application Portal on our website at www.cwckansascity.org/employment. No phone calls, please.

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EMPLOYEE VALUE PROPOSITION

Who We Are	Who You Are
<p>We are a welcoming community. CWCKC was founded on a belief that we live in a richly connected world, and we strive to create a school community that reflects this reality.</p>	<ul style="list-style-type: none"> You value creating an engaging school community where students feel seen, supported, and challenged.
<p>We believe education is about more than test scores. Student learning matters and goes beyond just academics. Our teachers focus on the whole child by building our students' socio-emotional skills and helping them develop a deeper understanding of themselves.</p>	<ul style="list-style-type: none"> You know that academic learning is important and have experience helping students develop their social-emotional skills. You understand how to balance academic rigor with the development of the whole child.
<p>Our teaching approach centers students' interests and needs within projects and real-world experiences. We strive to provide learning experiences that are meaningful and make a difference in our school and community. Our teachers engage students in projects based on their interests and individual learning needs.</p>	<ul style="list-style-type: none"> You are excited about designing project-based learning experiences for students grounded in their interests, experiences, and identity. You value students constructing their own learning to develop a deeper understanding of the world around them. You embrace creativity and risk-taking in lesson planning.

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Compensation and Benefits

We value our team, and one way that we show that is through compensation and benefits. **For certified teaching positions**, we offer competitive compensation with a starting salary of \$47,000-70,000 (based on experience and education). We also offer a comprehensive benefits package including:

- Health Insurance (Citizens covers almost all of an employee's premium on a choice of two plans)
 - Dental & Vision Insurance
 - Employer-Paid Life Insurance
 - Employer-Paid Short-Term & Long-Term Disability
 - Participation in the KCPSRS retirement pension plan
 - Supplemental, optional Aflac insurance
 - Supplemental, optional 403(b) retirement plan
 - Full-time 10-month employees receive 4 holidays off, 4 weeks of calendared breaks (Thanksgiving, Winter Break x2, Spring Break), 9 PTO days.
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