

POLICY GCAB

Board of Education Las Cruces Public Schools

Related Entries: GCAB-R

Responsible Office: Associate Superintendent for Operations

Applicable To: Union Certified Employees Union Classified Employees Non-Union Employees
 All Employees

SELECTION AND DUTIES OF SCHOOL PRINCIPALS

I. PURPOSE

To ensure the practice of hiring principals, assigning them to school locations, and determining their duties, is done in accordance with New Mexico statutory requirements.

II. BACKGROUND

- A. The principal, as the instructional leader of the school, is expected to maintain school safety; build and maintain collegiality with parents, staff and the school community; and manage daily school operations in support of students' academic success.
- B. Selection of school principals is an important responsibility that is delegated by state statute to the Superintendent of Schools. The Board of Education expects, that in hiring school principals, the Superintendent shall hire individuals who best meet the qualifications for the position and who possess the skills and abilities necessary to create and maintain excellence in terms of student success within the school.

III. POSITION

- A. The Superintendent of Schools shall employ, assign, terminate or discharge all principals of the school district, §22-5-14 NMSA 1978.
- B. Principals must meet licensure requirements for educational administrators, NMAC 6.62.2.
- C. The Superintendent shall determine additional qualifications that Principals must possess in order to be hired by LCPS.
 - 1. Such qualifications shall be listed and applied uniformly in vacancy job postings.
- D. School principals are under the supervision of the Superintendent.
- E. The school principal shall be evaluated by the Superintendent, or designee, on an annual basis §22-10A-19 NMSA 1978.
- F. In accordance with state statute §22-10A-18 NMSA 1978, school principals' duties include, but are not limited to:
 - 1. administrative responsibility and overall instructional leadership for the public school to which he/she is assigned, including the discipline of students and the planning, operation, supervision and evaluation of the educational program of the school;

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2. recommendations to the local superintendent regarding the employment, promotion, transfer, discharge and termination of school employees in his/her school;
 3. evaluation of the performance of school employees and development of their professional development plans or job improvement plans to assist school employees to improve;
 4. disciplinary action against school employees;
 5. developing proposed school budgets for the school, with input from the school advisory council, for submission to the Superintendent;
 6. other duties assigned by the local superintendent to implement the policies of the school board and regulations of the district.
- G. The Superintendent shall promulgate a regulation for the enforcement of this policy.

IV. REVIEW

This policy shall be reviewed on an ongoing basis in accordance with the Board of Education policy review process.



Board of Education, President

October 19, 2010

Date Approved

History: Formerly Policy 222, Revised 11.22.95; 10.19.10

Legal Reference: §22-5-14; 22-10A-18, 19 NMSA 1978; NMAC 6.62.2; §22-5-4 NMSA 1978