

Executive Principal – Parker Performing Arts School (K–8 Charter)

Location: Parker, Colorado

Reports To: Board of Directors

Start Date: 2026-2027 Academic Year

Salary Range: \$110,000- \$130,000 with up to a 10% Performance Incentive

Application Deadline: Wednesday, November 26, 2025 (applications reviewed as received)

Position Overview

The Executive Principal serves as the visionary and operational leader of Parker Performing Arts School (PPA), a K–8 charter school dedicated to fostering confidence, celebrating diversity, and emphasizing academic excellence through a rich performing arts education. This dual role unites instructional leadership with strategic management to ensure that PPA fulfills its mission to equip students to become independent creative thinkers, critical problem solvers, and successful collaborators.

As the instructional leader, the Executive Principal cultivates a safe, inclusive, and innovative learning environment where students are challenged academically and artistically. This leader supports teachers in delivering rigorous, standards-aligned academic instruction while ensuring that performing arts education remains a central focus of the school's curriculum and culture.

As the executive leader, the Executive Principal oversees the school's operations, finances, compliance, and community partnerships. Working closely with the Board of Directors, this individual ensures the school's long-term sustainability, operational excellence, and continued growth as the performing arts school of choice in Douglas County. The Executive Principal reports directly to the Board of Directors, with the Board President serving as the designated liaison for communication, feedback, and performance oversight.

Key Responsibilities

Academic & Artistic Leadership

- Lead the implementation of high-quality, standards-aligned instruction and performance-based learning.
- Support faculty in integrating performing arts as a core component of the student experience.
- Analyze student achievement data from the student/classroom level to the school-wide level to ensure the meeting of academic and artistic benchmarks and growth goals.

- Oversee and ensure compliance to all applicable State and Federal regulations related to student supports and services (Special Education, Section 504, ELL, and Title IV) in partnership with the Douglas County School District.
- Ensure the school remains in full compliance with its charter and the requirements of the authorizer.

Culture & Climate

- Foster a positive, inclusive, and collaborative school culture that reflects respect, equity, and creativity.
- Model and promote high expectations for staff and students in both academics and the arts.

Staff Development & Supervision

- Recruit, mentor, and evaluate faculty and staff, cultivating excellence and retention.
- Provide professional learning opportunities aligned with school goals and mission.

Strategic & Operational Management

- Partner with the Board of Directors to establish and execute strategic goals.
- Administer the school's budget and ensure sound financial stewardship.
- Oversee hiring, staffing plans, and operational systems that support long-term sustainability.
- Ensure operational excellence through effective financial management, facility oversight, and partnership development.
- Support fundraising, grant opportunities, and community partnerships that strengthen the school's long-term sustainability.
- Ensure compliance with state and federal regulations and prepare for audits and reviews.
- Oversee all required reporting, audits, and program evaluations to ensure full accountability to state, district, and charter authorizers.

Community & Board Relations

- Serve as the public face and voice of PPA, representing the school with professionalism and integrity.
 - Build strong relationships with families, community partners, and the Douglas County School District.
 - Promote open, consistent communication among staff, families, the Board, and the broader community.
 - Develop specific operations, goals, and objectives to implement the strategic plan that has been mutually established with the Board of Directors.
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Ideal Candidate Profile

You are a visionary educator and strategic executive who:

- Balances academic rigor with artistic creativity.
 - Demonstrates strong business acumen and organizational leadership.
 - Has a deep understanding of and appreciation for charter school governance and accountability.
 - Builds trust and fosters collaboration among diverse teams.
 - Communicates with transparency, empathy, and professionalism.
 - Makes data-informed decisions while keeping people-centered values at the core.
 - Values innovation, accountability, and student-centered decision making.
 - Has a passion for performing arts as an essential part of education.
 - Demonstrates strong moral character and core values such as integrity, respect, accountability, responsibility, and professionalism.
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Qualifications

Required:

- Master's degree in Education or Educational Leadership.
- Active or eligible for Colorado Principal License (may obtain within 2 years via CDE Mentorship Program).
- Minimum of 5 years of school administrative or leadership experience.
- Proven experience managing staff, budgets, and compliance operations.
- Excellent written and verbal communication skills.
- Colorado First Aid/CPR certification (or willingness to obtain).

Preferred:

- MBA or equivalent business/management training.
- Director Qualified status (CDHS).
- Experience leading charter schools and arts-based education.
- Record of success in organizational development, fundraising, and sustainability.
- Passion for the performing arts as an integral part of student development.

APPLICANT INSTRUCTIONS: Please review the minimum qualifications as indicated on the job description. If you meet these qualifications for the position and want to apply, click [here](#). Any questions can be directed to hire@parkerperformingarts.org.

Apply for Executive Principal position [here](#) and provide the following required documents.

1. Cover Letter

2. Resume that at a minimum includes the following information:

- Educational history including specifics on when and where undergraduate, graduate and post graduate degrees earned.
- Details related to all licenses and certifications received or in process.
- Employment history including the job title held, name of employer, dates of employment, and description of duties.

3. Video summary as indicated below.

In video format, please describe in detail how your professional work experiences, education, and other accomplishments or certifications have prepared you to lead and meet the Executive Principal's responsibilities while upholding the vision and mission as described for Parker Performing Arts School.