

Highland Local Schools has a vacancy for your consideration. Please find the details below.

High School Principal

Highland High School

Category: Administration
Date Posted: March 20, 2026
Date Closing: April 6, 2026
Location: Highland High School
Date of Availability: August 3, 2026

The Highland Local School District has an opening for one (1) High School Principal. The position will be contracted for 230 days per school year.

JOB SUMMARY

The Highland Local School District is seeking a visionary and accomplished instructional leader to serve as the next principal of Highland High School. This is an exceptional opportunity to lead one of Ohio's highest-performing high schools, recognized at both the state and national levels for its outstanding achievement, academic rigor and commitment to preparing students for success beyond graduation.

Highland High School consistently ranks among the top public high schools in Ohio, with exemplary outcomes in student achievement, growth, graduation rates and college and career readiness. The school ranks #3 out of 133 high schools in the Cleveland Metro area and #19 among 903 Ohio high schools as recognized by U.S. News.

Beyond its academic success, Highland serves a vibrant, engaged community that deeply values education. Students benefit from a comprehensive and well-rounded experience, with exceptional opportunities in academics, athletics and the arts. The district is supported by a dedicated staff, involved families and a community that takes great pride in its schools.

The next principal will build on Highland High School's tradition of excellence while shaping its next chapter – encouraging growth, inspiring students and staff and cultivating a culture of care, community and distinction.

QUALIFICATIONS

1. Master's Degree or higher in Educational Administration.
2. Valid Ohio Principal's License (7-12).
3. Successful secondary teaching and administrative experience.
4. Demonstrates comprehensive knowledge of high school curriculum, instruction and instructional best practices.
5. Demonstrated ability to thoughtfully lead innovation and shape the future of Highland High School while sustaining and enhancing its strong traditions, school culture and high performance.
6. Strong leadership, organizational, and problem-solving skills, with the initiative to lead ongoing growth and improvement efforts.

7. Ability to analyze and apply data to maximize instructional opportunities for all students.
8. Ability to foster and maintain a positive, effective learning environment for students and staff.
9. Experience observing and supporting classroom instruction to ensure alignment with district standards and instructional resources.
10. Ability to design and facilitate high-quality professional learning opportunities, including staff meetings and professional development days.
11. Experience organizing and facilitating high-quality Professional Learning Communities (PLCs).
12. Commitment to meaningful technology integration to enhance teaching and learning.
13. Strong knowledge of special education programs, laws and procedures, including experience with IAT teams and IEP processes.
14. Exceptional communication skills, with the ability to clearly convey ideas across all audiences and settings.
15. Ability to build strong, collaborative relationships with students, staff, families, and the broader community.
16. Demonstrated ability to respond to and effectively address parent concerns.
17. Ability to partner with the PTO and other school support organizations to enhance educational experiences and support student needs.
18. Ability to motivate, lead, supervise, and evaluate staff; OTES/OPES certification required.
19. Maintains high expectations for student achievement, staff performance and overall school excellence.
20. Demonstrates professionalism, sound judgment and consistently represents the district with integrity.
21. Ability to work independently and effectively, making sound decisions while maintaining open communication and engaging others when needed.
22. Experience with school safety and security planning, including the ability to conduct and document all required drills in compliance with Ohio regulations.
23. Maintains records and fulfills reporting requirements accurately and on time.
24. Ability to articulate the school's vision and district initiatives to stakeholders, ensuring consistent messaging regarding curriculum, student services and school events.
25. Builds positive, meaningful relationships with students, fostering trust, engagement and a strong sense of belonging.
26. Maintains consistent attendance and punctuality; is actively present at student activities and school events.
27. Performs such other duties as assigned by the superintendent.

SALARY

This position is covered under an administrative contract and offers a competitive salary and attractive benefits package, commensurate with education, experience and qualifications.

APPLICATION PROCEDURE:

Qualified applicants may submit a letter of interest, resume and completed application through Applitrack: <http://www.applitrack.com/nccohio> by 4:00 p.m. on date of closing.

SELECTION PROCEDURE

The Highland Board of Education does not discriminate on the basis of race, color, national origin, sex (including sexual orientation and transgender identity), disability, age, religion, military status, ancestry, genetic information or any other legally protected category, in its programs and activities, including employment opportunities.

OHIO REQUIRED NOTICE

ANY PERSON WHO KNOWINGLY MAKES A FALSE STATEMENT IS GUILTY OF FALSIFICATION UNDER SECTION 2921.13 OF THE REVISED CODE, WHICH IS A MISDEMEANOR OF THE FIRST DEGREE.