

Job Title: School Leader

Reports to: Chief Executive Officer (CEO) and Board of Directors

Position Overview

The School Leader serves as the instructional and operational leader of the school, responsible for ensuring high-quality teaching and learning, strong student outcomes, and the effective day-to-day management of a Pre-K through 12th Grade rural charter school in Charleston County, South Carolina.

Reporting to the Board of Directors and the Chief Executive Officer (CEO), the School Leader advances the school's Mission, vision, and strategic goals with a strong emphasis on instructional excellence, student achievement, and staff development.

This role fosters a positive, high-performing school culture, ensures compliance with all South Carolina state and charter regulations, and implements systems that support academic success for all students.

Position Summary

The Board of Directors delegates to the School Leader the authority to manage and execute the daily operations of the school, including personnel management and instructional leadership. The School Leader serves as the primary liaison between the Board and the school community.

The ideal candidate is an experienced and dynamic leader committed to academic excellence, innovation, and continuous improvement in a small-school environment.

This position reports directly to the Board of Directors and CEO to ensure alignment of strategic priorities, organizational leadership and operational effectiveness. The School Leader works collaboratively with the CEO and Board to advance the school's Mission, ensure organizational coherence and support long-term sustainability.

Primary Responsibilities

Responsibilities include, but are not limited to:

Instructional Leadership

- Establish and sustain a strong focus on student achievement and instructional excellence
- Develop, implement, and continuously refine the school's academic programs
- Use data to drive decision-making and improve student outcomes

Lowcountry Leadership Charter School
5139-A Gibson Road, Meggett, SC 29449
P.O. Box 189, Hollywood, SC 29449
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- Implement and oversee teacher evaluation and professional development using the SCTS 4.0 system or evaluation system determined by the State Department of Education

School Culture and Climate

- Cultivate a positive, inclusive, and achievement-oriented school culture aligned with the school's mission
- Promote collaboration among staff to meet the diverse academic and social needs of students
- Build strong relationships with students, families, and the broader community
- Establish and enforce fair, consistent, and developmentally appropriate student discipline practices
- Lead and support effective conflict resolution processes among students, staff, and families
- Address student behavior and relational issues proactively, fostering a safe, respectful, and inclusive school environment
- Implement and promote restorative practices and positive behavior supports that emphasize accountability, relationship-building, and student growth

Staffing and Talent Management

- Recruit, hire, develop, and retain high-quality, team-oriented educators and staff
- Provide ongoing coaching, support, and performance feedback to staff

Operations and Compliance

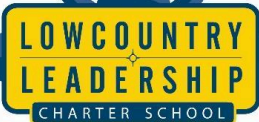
- Oversee the day-to-day operations of the school, ensuring efficiency and effectiveness
- Ensure compliance with all school policies, state regulations, and charter requirements
- Maintain accurate and up-to-date student records in accordance with established procedures
- Manage systems for scheduling, student information, and operational tracking

Strategic and Organizational Leadership

- Partner with the Board and CEO to support long-term planning and sustainability of the school
- Ensure all grant and funding requirements are met, including proper tracking and reporting of outcomes
- Oversee resource allocation to align with the school's Mission and priorities

Community Engagement and Programs

- Serve as a visible and engaged leader within the school and local community
- Support the development of extracurricular, intervention, service-learning, and enrichment programs



- Collaborate with stakeholders to address academic, social, and operational needs

Key Competencies and Attributes

The successful candidate will demonstrate:

- The ability to lead high-performing teams characterized by trust, open communication, mutual respect, and shared accountability
- Experience working in small, student-centered learning environments (rural or urban)
- Strong relationship-building skills with students, families, staff, and community stakeholders
- Strategic thinking, creative problem-solving, and an entrepreneurial mindset
- Adaptability and responsiveness to evolving school and community needs

Qualifications

- Master's Degree in Educational Leadership, Administration, or a related field (required)
- Valid South Carolina Principal Certification or eligibility (required)
- Minimum of five (5) years of successful teaching experience
- Minimum of three (3) years of administrative experience
- Demonstrated success in instructional leadership and improving student outcomes
- Experience in a charter school setting (preferred)
- Strong knowledge of South Carolina accountability systems, state report cards, and charter regulations

Equal Opportunity Statement

The school is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, sex, disability, age, or any other protected status in its programs or employment practices.

Please email resumes to board@lowcountryleadership.org and complete the online [EMPLOYMENT APPLICATION](#).

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