



We're Hiring!

Position: **Principal**

Al-Rahmah School (ARS)
K-8 – Islamic School
Baltimore, MD

Our Vision and Mission

ARS's **vision** is to cultivate excellence in Islamic character and academics, foster leadership skills, and develop global awareness.

The **mission** of ARS is to provide high-quality Islamic education through a holistic approach to child development, fostering excellence, perseverance, and dedication. The school aims to integrate Islam with meaningful life experiences and effective mentorship, developing leaders focused on pleasing Allah, serving humanity, and being globally aware and locally active.



Key Responsibilities

Professional Growth Leadership:

- **Leadership Self-Reflection:** Strengthen reflective practices to include decision making, emotional intelligence, and leadership effectiveness.
- **Effective Communication:** Refine communication strategies to ensure clarity, consistency and trust with staff, community and ISB stakeholders.
- **Time & Priority Management:** Improve systems for managing responsibilities, delegating effectively, and maintaining work-life balance.
- **Conflict Resolution & Courageous Conversations:** Develop skills to address difficult situations professionally, fairly, and constructively.
- **Continuous Learning:** Engage in ongoing professional learning through leadership coaching, networking, and current research in educational leadership.

Instructional Leadership:

- Lead and evaluate a team of teachers to ensure excellence in teaching.
- Provide professional development and coaching to improve instructional quality.
- Monitor student achievement and adjust strategies to enhance outcomes.
- Ensure consistency in instructional practices and foster professionalism among staff.



Operational Leadership:

- Oversee budget development in collaboration with the Board of Education (BOE).
- Manage school facilities and ensure compliance with safety standards.
- Supervise school records management and ensure compliance with laws (FERPA).
- Assess staff development needs and implement professional growth activities.

Student Development:

- Create a nurturing environment that supports students' academic, spiritual, and emotional growth.
- Foster a positive school climate, ensuring a safe and welcoming environment.
- Set and enforce high academic standards, ensuring student success aligns with ARS's goals.

Administrative Management:

- Recruit, hire, and evaluate staff to ensure high performance.
- Ensure legal hiring and termination procedures are followed.
- Manage student enrollment, uphold high standards for student behavior and performance.
- Address student behavior and ensure disciplinary actions align with Islamic principles.

Community and Parental Engagement:

- Serve as a liaison between staff, parents, and the community.
- Promote the school's goals and priorities within the local and Muslim communities.
- Communicate expectations for student learning and behavior.

Qualifications

- **Education:** Master's degree (Doctorate preferred), Maryland Principal Certification (or eligibility).
- **Experience:** 5+ years of teaching, 5+ years in educational leadership (including 3+ years in administrative roles).
- **Skills:** Strong communication, data analysis, technology competency, and relationship-building.
- **Special Qualifications:** Commitment to continuous learning, strong oral and written communication, and a commitment to ARS's mission and values.
- **Accountability:** The effectiveness of the Principal will be assessed annually by the Board of Education based on performance and alignment with state and school policies.

**EMAIL YOUR
RESUME**
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