



Bancroft[®]
One world. For everyone.



Principal, Bancroft School Mount Laurel, NJ

DRi Waterstone
HUMAN CAPITAL

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The Beginning of a Movement

Margaret Bancroft recognized that children with developmental disabilities had the ability to learn when given individualized attention, patience, and love, and she decided to devote her life to this purpose. Encouraged by some prominent professionals in the Philadelphia area, Bancroft rented a house in Haddonfield, New Jersey in 1883 and opened her school, beginning with just one pupil.

This spirit of serving others and determination to overcome obstacles has driven The Bancroft School since its founding. The organization successfully weathered the Great Depression, two World Wars, and financial challenges, changing the way services were provided and funded over the years. The latter part of the 1900s was a progressive time for people with developmental disabilities with a greater focus and respect for human rights, including the right to an education and the right to live and work in the community. Bancroft was at the forefront of this movement by introducing a wide range of innovative and community-based programs to improve each person's skills and level of independence.

Today, students at The Bancroft School are empowered by an ABA-informed approach to learning. Individualized academic instruction is paired with daily living and social skills. Art, music, and drama classes, Adaptive Physical Education and Enrichment activities, and an activity pool for water safety, swim instruction, and recreation are all part of the Bancroft experience. The Transition Program is well respected for its practical job-seeking and social skills, including on-campus work in the Ravitz Family Market and Maggie's Garden Horticulture Program as well as in materials handling, food services, and maintenance services.

Please click on the image below for a brief introduction to the Bancroft School:





About Bancroft

The Bancroft School is part of Bancroft Neurohealth, a leading regional nonprofit provider of programs and services for individuals with autism, intellectual and developmental disabilities, and those in need of neurological rehabilitation. Bancroft serves more than 1,500 children and adults annually in settings throughout Camden, Burlington, Gloucester, Ocean, Middlesex, and Salem counties in New Jersey, and in southeastern Pennsylvania and northern Delaware.

Through innovative programs supported by clinical experts, Bancroft offers a comprehensive range of services aimed at unlocking the full potential in each person and meeting their changing needs throughout their different stages in life. Programming includes special education, vocational training, and supported employment, structured day programs, residential treatment programs, community living programs, and behavioral supports.

Bancroft views each person as an individual, with comprehensive, person-centered treatment plans focused on achieving the highest level of independence possible. Their focus is on delivering high-quality care and support with respect and dignity, while providing opportunities for lifelong learning, friendship, socialization, and community engagement.

Mission

Bancroft profoundly impacts children and adults living with disabilities by delivering high-quality services to empower them to realize their best life.

Vision

Bancroft sets the standard of excellence in services for people with disabilities and professionals in the field through a culture of learning, innovative treatment, and transformational research, all leading to outstanding outcomes.

Core Values

Compassion, Accountability, Respect, Empowerment, Safety.



The Opportunity

The Principal of the Bancroft School will provide leadership, supervision, and administrative management to school operations to promote the educational, therapeutic, behavioral development, and well-being of each student. This individual will develop and implement policies and procedures that directly impact strategy, operations, and staffing and will be ultimately accountable for ensuring the provision of care to the students that The Bancroft School serves. The ideal candidate will be expected to:

- ❖ Develop, implement, and ensure adherence to established Bancroft policies and procedures
- ❖ Ensure strict compliance with applicable state/local/federal regulations, such as Division of Developmental Disabilities (ODD) regulations, Health Insurance Portability & Accountability Act (HIPAA) regulations, DOD Supported Employment/Day Program (SE/DP) Manual standards, Department of Labor (DOL) and Department of Human Services 1047 regulations, and others.
- ❖ Develop and administer the school's programs to conform to the educational, social, and emotional needs of the students and ensure that programs meet the criteria of licensing and accrediting agencies.
- ❖ Consult with clinicians and other professionals to analyze the suitability of the educational program for meeting the students' changing needs and, in conjunction with educational staff, implement curriculum revisions as necessary.
- ❖ Evaluate ongoing curriculum, making suggestions for changes at all levels of instruction.
- ❖ Select staff; recommend promotions, transfers, and discharges; evaluate performance, recommend salary adjustments, and establish new positions to ensure adequate staffing.
- ❖ Plan and implement periodic in-service training programs for faculty members.
- ❖ Coordinate/collaborate with other disciplines – clinical, residential, vocational, and medical – to provide continuity in each student's program.
- ❖ Participate in the admissions process, making decisions regarding census management and prospective student recommendations to the Admissions Evaluating Team.



The Opportunity

- ❖ Prepare educational budget parameters and submit purchase requisitions for supplies, equipment, and services necessary to the educational program.
- ❖ Direct the effective use of the schools' physical resources and be accountable for their care, maintenance, or replacement.
- ❖ Conduct regular staff meetings and attend program management meetings to promote the flow of information, open discussions, and knowledge sharing to ensure staff are well-informed.
- ❖ Attend various internal management meetings, external conferences, family conferences, etc., to obtain and share information.
- ❖ Promote the school and school programming to parents, agencies, school districts, etc.
- ❖ Represent the unit/division at professional seminars, workshops, and conventions.
- ❖ Assure programs operate in compliance with New Jersey Department of Education Administrative Code Regulations.
- ❖ Approve capital expenditures up to the limit of authority. Develop a priority list of capital improvements.
- ❖ Evaluate and/or oversee the performance evaluations of professional staff.
- ❖ Abide by the Bancroft Code of Ethics, Mission Statement, and Vision Statement and Core Values in promoting ethical behavior, establishing relationships, and providing guidance in decision-making situations.
- ❖ Remain current with required training certifications, meet state-regulated licensing and regulatory accreditations, and adhere to mandatory requirements.
- ❖ Ensure a safe and respectful environment, free of abuse, neglect, or exploitation; oversee licensing or state agency or local municipalities inspections and investigations.



The Candidate

The Bancroft School seeks a Principal with a Master's degree in Education, Special Education, School Administration (or a related field), with a minimum of ten years of leadership experience, including at least five years working with people with disabilities and neurological challenges. The position requires a Principal Certification or Certificate of Eligibility. Knowledge of Applied Behavioral Analysis (ABA) will be beneficial, and BCBA certification is a plus.

The ideal candidate will excel in these competencies:

COMMUNICATION – You present complex ideas in an easy-to-understand manner, engaging and even captivating your audience. The information you share orally and in writing is clear to every recipient.

DELEGATION – You don't try to do it all yourself. You assign responsibilities, expect accountability, and ensure people have sufficient resources to make decisions and take actions on their own.

LEADING & INFLUENCING OTHERS – You energize and engage by creating a shared vision, modeling performance and professionalism, and taking appropriate steps to maximize each person's professional development. You set clear expectations for performance and responsibility, building the trust and respect that allows a constructive work environment.

INITIATIVE – You are proactive, identifying opportunities or areas for improvement and taking the necessary steps to implement changes to address them.

MANAGING RESOURCES – You organize people, information, and materials to meet goals and priorities, instituting effective methods for tracking progress and ensuring project goals are met in a timely manner and within established budgets.

WORK ETHIC – You are organized, precise, hard-working, and dissatisfied with average results. You set high standards for yourself and others, successfully completing work with careful attention to all aspects of the job.



To apply, please visit
<https://driwaterstonehc.com/position/principal>

Consultant: Jeff Johnson - 703-294-6684
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All first-round interviews for this position will take place via video conference.

DRiWaterstone Human Capital is an executive search and development consulting firm that recruits senior leaders and works with them to build talented teams, create bold strategic plans, and design powerful fundraising programs.

The Bancroft School is committed to maintaining a diverse and inclusive workforce and working environment. Bancroft is proud to be an equal opportunity employer where all qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, gender, gender identity or expression, family status, sexual orientation, disability, age, veteran status, or any other characteristic protected by law.