



**Oak Grove School District 68
Assistant Principal**

Oak Grove School District 68 seeks an exceptional Assistant Principal to help lead a high-performing, student-centered school community. We are looking for a collaborative, visible leader who strengthens school culture, supports staff, and ensures success for every learner.

Located in northern Lake County with convenient access to Chicago, the District offers the opportunity to make a meaningful leadership impact in a highly engaged community.

Job Title: Assistant Principal

Department: Building Administration

Reports to: Principal

Start Date: 7/1/2026

Minimum Qualifications: Professional Educator License with Administrative endorsement (Type-75)

Preferred Qualifications: Professional Educator License with Administrative endorsement (Type-75)

Position Summary:

- Under the general supervision of the Principal, the Assistant Principal serves as the learning leader of Oak Grove School. District 68 – a leader who uses personal, social, and systems intelligences to transform a school into a learning organization through a mindset of growth, service, and cultural responsiveness. Leads the implementation of school-wide disciplinary procedures, including parental Communication and support of student behavior plans to ensure consistent disciplinary practices in the District.

Essential Leadership Behaviors:

**CULTURE
DOMAIN**

The organization's efforts to create, foster, and sustain a student-centered climate and culture where all adults strive to build positive and unconditional relationships with all students, while ensuring equitable access and opportunities to high-quality programs.

Relationships
Focuses on developing and strengthening internal, personal, and external relationships that support the school's mission and vision and creates an environment where a diversity of ideas and opinions can be shared, appreciated, and respected.

Student Centeredness
Cultivates an educational environment that addresses the distinct academic, social, emotional, and physical needs of all students and conveys high expectations, support, and mutual respect among all staff and students.

Wellness
Fosters and supports a culture of physical, mental, and social-emotional wellness for the entire school community.

Equity
Focuses on creating an environment that accentuates fairness by collaboratively developing and implementing a clear vision of equity for all stakeholders in which individual differences are recognized and accommodated to eliminate and prevent inequities.

Traditions/Celebration
Nurtures an environment that models and builds a culture of mutual respect and recognizes, celebrates, and honors all students, staff, and community for their achievements and service to others.

Ethics
Cultivates an environment in which each individual demonstrates and exemplifies ethical behaviors, values, and respect for others.

Global Mindedness
Creates an environment that builds, models, and endorses a global-minded perspective for all stakeholders through the promotion of cultural diversity, partnerships, and community connections.

**SYSTEMS
DOMAIN**

The organization's efforts to assess a learning organization's current systems, initiate a cycle of inquiry focused on dismantling historically inequitable systems, and engage stakeholders in a collective effort to establish sustainable student-centered systems.

Vision/Mission
Fosters an environment in which the school's vision and mission drive the strategic alignment of organizational decisions and resources.

Communication
Utilizes a collaborative process to ensure safe and meaningful communication with and among all stakeholders that supports the school's vision and mission.

Collaborative Leadership
Builds a culture of professional learning, mutual trust, and shared responsibility by focusing on empowering and supporting others as leaders.

Data Literacy
Promotes a data-driven culture of decision-making for continuous improvement.

Strategic Management
Employs a process of setting goals aligned to the school's mission and vision, developing plans for meeting those goals, mobilizing the resources needed for implementation, and evaluating the results of those actions in order to determine next steps as part of a model of continuous improvement.

Safety
Establishes expectations, processes, and procedures to ensure the physical, mental, and emotional safety of all stakeholders.

Operations
Manages system's logistics to leverage the educational, operational, and financial affairs and resources of the school to effectively balance operational efficiencies and student learning needs.

**LEARNING
DOMAIN**

The organization's efforts, to create and sustain a culture of ongoing reflective, culturally responsive, and inclusive learning for students, adults, and the entire learning organization as a whole.

Reflection/Growth
Nurtures a culture of self-reflection that allows each stakeholder and the school to achieve peak performance.

Result-Oriented
Cultivates an environment in which high, data-driven expectations of results for student learning are embraced and drive organizational and personal growth.

Curriculum
Ensures a learning-focused curriculum that is comprehensive, rigorous, aligned, and focuses on a high level of personal and academic achievement for all students.

Instruction
Collaboratively develops an effective, research-based instructional program with nonnegotiable expectations for all teaching staff that produce a high level of personal and academic achievement for every student.

Assessment
Fosters a learning environment that utilizes data to monitor student progress, improves the instructional process and learning environment, and ensures high levels of personal and academic growth for all students.

Innovation
Creates an environment that supports creative thinking and risk-taking in order to generate knowledge and insight through nontraditional ways.

Human Capital Management
Focuses on developing processes and procedures that assist with the recruitment and selection of talent and the ongoing strategic management of talent for organizational improvement.

Professional Supports Provided:

- Induction program including 2-year mentoring
- Professional development opportunities to support growth goals
- Membership in Illinois Principals Association and Fall Conference Registration
- Districtwide school leader professional learning community to support professional growth

Terms of Employment:

Evaluation: Oak Grove School District 68 has adopted the School Leader Evaluation Plan that helps school leaders grow their leadership dispositions and the skills necessary for them to do their work effectively throughout their career continuum (Aspiring to Launching to Building to Mastering). Additional information about the plan can be found at ilprincipals.org/school-leader-evaluation.

Compensation:

- Salary: \$90,000- \$105,000
- Retirement: Board paid TRS and THIS
- Insurance: A comprehensive benefits package, including fully employer-paid health insurance, life insurance, and access to an Employee Assistance Program (EAP). Optional dental and vision coverage are available through employee contributions

Background check information: The District complies with all state-mandated employment eligibility and background review requirements under Illinois law.

How to Apply:

- Please apply on our [website](#)

Deadline for Application:

School District Website: [Oak Grove School District 68](#)

School Website: [Oak Grove School District 68](#)

Report Card Link: [Illinois Report Card](#)

Contact Information:

If you would like additional information about this position or have questions about the application process, please contact: Ryan Murray, Principal at 847.367.4120 or murray@ogschool.org

Additional Notes:

Interviews will be scheduled 3/9/26 & 3/10/26

Information About Surrounding Community: Situated in Lake County, Illinois, Oak Grove School District 68 serves a supportive and highly engaged community in the Green Oaks and Libertyville area. Families place a strong value on educational excellence and actively partner with school leaders to support student success. The district's location offers the best of both worlds: a close-knit suburban setting with convenient access to Chicago's cultural and professional opportunities. This setting provides an Assistant Principal with the opportunity to lead within a community that values collaboration, innovation, and student-centered practices.