



Coaching Fellowship—New Principal Support (NPS)

The New York City Department of Education (NYCDOE) seeks experienced NYCDOE principals who can demonstrate sustained success in driving student achievement growth, for coaching positions in schools throughout the city.

Led by Chancellor Carmen Fariña, DOE is committed to creating a system of 1,700+ high-performing schools.

In lieu of their duties as principals, Coaching Fellows will take on significant responsibilities related to sharing, dissemination, and modeling of best practices through one to one coaching of up to ten new principals. Coaching Fellows will be required to conduct on-site visits with their new principals and provide information and guidance as requested before and after the visits, and to share best practices with NPS colleagues.

Coaching Fellows will be supported in their work by the Executive Director for Advanced Leadership (OOL) and Senior Director of New Principal Support. This support may take the form of on-site visitations, one-on-one check-ins, bi-weekly NPS coaches meetings to share successes and problems of practice in the coaching relationship, and quarterly professional development sessions for all Coaches, Coaching Fellows, and Master Principals. The professional development sessions will be grounded in the NPS coaching curriculum along with content and strategies from research-based, frameworks for the coaching relationship.

Coaching Fellows will be selected by the Office of Leadership, and subject to approval by the Chancellor or the Chancellor's designee. The position of Coaching Fellows is a one year position at the discretion of the Chancellor. Additionally, the Coaching Fellow must have a strong, experienced assistant principal (AP) who has the capacity and willingness to lead his/her school for the duration of the one-year fellowship. This AP will be moved into an Interim Acting (IA) principal position for the year, with the understanding that s/he will move back into the AP position when the Coaching Fellow returns to the school the following year. (At the end of the school year, Coaching Fellows retain the right to return as principal of their school.) At all times, matters of legal or regulatory consequence will be brought to the immediate attention of the Superintendent, and the Executive Director or Senior Director of the NPS team. Any principal selected to be a Coaching Fellows for the next school year may be removed at any time from their position as Coaching Fellows by the Chancellor.

Individuals interested in becoming a Coaching Fellows may apply to be considered by following the instructions below.

1. Go to the online application system at <https://nyc.teacherssupportnetwork.com/HomePrincipal.do?CareerPath=PRN>
2. If you are already a registered user in the system, log in using your existing login credentials. If not, click on the "Register Now" button and follow the registration process to create an account.
3. Before you are able to access the Coaching Fellow application you must complete the School Leader / Supervisory Candidate Profile.
4. Once you have completed this profile, click on the "Search All Positions" button in the left-hand navigation pane.
5. In the search options, select Position Type = Supervisor (DO NOT select Principal).
6. Next to the Coaching Fellow posting, click on the "Apply" button.
7. The Coaching Fellow application is only one page. Follow the instructions on the application page very carefully before submitting the application. Once an application is submitted it cannot be edited or deleted.
8. Write a cover letter explaining your interest and qualifications for the Fellowship and your plans to ensure the continued success of your school during your one-year absence (no more than two pages). Include any experience related to sharing, coaching, mentoring, and modeling of best practices for new and/or experienced principals.
9. Ask your assistant principal to write a letter confirming his/her willingness to serve as Interim Acting principal during the fellowship year (no more than one page). Ask your Superintendent to write a brief letter of support for both you and your assistant principal (no more one page total).
10. Submit all documents (resume, cover letter, AP's letter, and Superintendent's letter) in one email as PDF attachments with the subject line "NPS Coaching Fellowship 2016-17" to: newprincipalsupport@schools.nyc.gov by **COB Friday, May 13, 2016**.

ELIGIBILITY CRITERIA

Applicants must possess a valid New York State certificate in School Administration/Supervision (SAS), School District Administration (SDA), or in School Building Leadership (SBL).

Applicants must currently be employed by the NYCDOE as a principal.

Applicants must have 5+ years of experience as an NYCDOE principal.

Applicants must be tenured as a NYCDOE principal.

Preferred

- Experience as a successful NYCDOE school principal
- Respected, highly skilled instructional leader with broad experience as an educator across roles and student populations; general education, English Language Learners (ELL), and special education.
- Experience in improving outcomes for all students.
- Experience in supporting adult learning and leadership development.
- Commitment to outcome-based accountability, data-driven decision-making, differentiated instruction, and continuous adult learning as drivers of improved student outcomes.

UNION AFFILIATION

Principals and Assistant principals are covered by the Council of Supervisors and Administrators (CSA). Information regarding members' benefits and union coverage can be obtained by visiting the CSA web site at www.csa-nyc.org.

AN EQUAL OPPORTUNITY EMPLOYER

It is the policy of the Department of Education of the City of New York to provide educational and employment opportunities without regard to race, color, religion, creed, national origin, alienage and citizenship status, age, marital status, disability, prior record of arrest or conviction (except as provided by law), sexual orientation, gender (sex), and to maintain an environment free of discriminatory harassment, including sexual harassment, or retaliation as required by civil rights law. Inquiries regarding compliance with this equal opportunity policy may be directed to: Office of Equal Opportunity, 65 Court Street, Room 1101, Brooklyn, New York 11201, or visit the OEO website at <http://schools.nyc.gov/Offices/GeneralCounsel/Investigative/OEO/default.htm>.