



Principal Candidate Pool Update

November 2010

Division of Human Resources and Talent

(718) 935-5226

supvsupport@schools.nyc.gov



**Department of
Education**

Joel I. Klein, Chancellor

Background

- The NYC DOE developed and implemented the Principal Candidate Pool to positively impact student achievement by ensuring that strong leaders are considered for principal roles
- The Principal Candidate Pool serves several important purposes:
 - > Creates clear and high system-wide standards for principal selection
 - > Helps candidates:
 - Better understand the selection process and evaluation criteria
 - Gain access to principal positions
 - > Provides hiring managers with:
 - Visibility into the talent pipeline
 - Access to a much broader set of candidates
- Now that the process has been in place for over 2 years, the DOE assessed the strengths and opportunities for enhancement
 - > Engaged sitting principals, former principals, superintendents, network leaders, leaders in central departments, coaches, pool evaluators, and others
- As a result, the DOE is launching an enhanced process that reinforces the strengths and addresses feedback from the field

Many aspects of the Principal Candidate Pool will remain the same while other components will change

What remains the same...

- Based on validated NYC DOE School Leadership Competencies
- All candidates will complete all parts of the process:
 - Step 1: Online application
 - Step 2: In-person evaluation session
- Case study data will be sent in advance of in-person evaluation session
- In-person evaluation session includes:
 - Un-moderated group discussion
 - Review of a teaching video
- Candidates may appeal or re-apply

What changes...

- Online application is more user-friendly and includes:
 - 2 skill-specific essays instead of 1 general essay
 - Accomplishment record instead of resume
- Reference forms are automatically sent to references through online application
- In-person evaluation session is now 4 hours (instead of 3) and includes:
 - Two 1-on-1 interviews
 - In-box exercises(Moderated group discussion was removed)

The updated Principal Candidate Pool process includes the following steps

