

Talent Coach Fellowship for NYCDOE Assistant Principals School Year 2013-14

Program Overview

The Talent Coach Fellowship is a one-year program in which high-performing NYCDOE Assistant Principals (APs) will be selected to serve as Talent Coaches with the Office of Teacher Effectiveness, Division of Talent, Labor and Innovation. Current participants have recognized the fellowship as one of the most rigorous and rewarding opportunities in their careers as instructional leaders.

During the year-long program, Talent Fellows will:

- Receive intensive training on the new system of teacher evaluation aligned to NY State Education Law 3012-c, as well as ongoing professional development on related skills essential to coaching school leaders on implementation of the evaluation system (including use of a rubric of teacher practice to accurately assess teacher practice, giving teachers useful feedback on their practice, time management, use of data to inform talent decision-making).
- Serve as a [Talent Coach](#) supporting implementation of the teacher evaluation system within a designated set of schools and networks. (Follow link to review the full Talent Coach job description on the DOE website.)
- Inform the NYCDOE's approach to supporting school leaders and teachers across the city with implementing the new teacher evaluation system, and providing high-quality support for teachers' ongoing professional development.

Fellow Selection and Staffing

Talent Coach Fellows will be selected from among current NYCDOE Assistant Principals (APs). Potential Fellows will complete a competitive application process to assess strengths in the core competencies that all talent coaches must possess:

- Mission/belief alignment
- Strong critical thinking and data analysis skills
- Instructional expertise
- Coaching skills
- Strong interpersonal and communication skills

Talent Coach Fellows will be hired as "Assistant Principal-assigned" for a one-year term.

- Fellows will receive their current AP salaries, prorated to 12 months if they are currently 10-month APs.
- Fellows who are not tenured APs will not accrue any credit toward tenure while serving as a Talent Coach Fellow.
- Fellows retain reversion rights to an AP position at their original schools.
 - Fellows' pre-fellowship positions should be filled by an interim acting AP
 - As part of the application process, prospective fellows' supervisors (principals) must acknowledge support of the applicants' candidacy, and must acknowledge (in writing) that they understand that:
 - They will need to identify and hire an interim acting AP for the 13-14 school year, or otherwise arrange for coverage for the position currently held by the 13-14 Talent Fellow, and
 - They agree to have the applicant back in the 2014-15 school year.
 - Fellows who decide that they do not wish to return to their current schools as APs for the 2014-15 school year must notify their schools no later than April 18, 2014.

Fellow Selection and Hiring Timeline

- The Fellowship runs from July 1, 2013 through June 30, 2014.
- Fellow applications will be accepted on a rolling basis, **final application deadline is July 15, 2013.**
- Fellowship offers will be extended in July.

How to Apply

Submit an application by sending an e-mail to TeacherEffectivenessHiring@schools.nyc.gov with the following attachments:

- Cover letter describing your interest in the role,
- Resume, and
- Principal's letter of support.

Contact

Please email TeacherEffectivenessHiring@schools.nyc.gov with any questions.