



Date: November 11, 2009

Topic: Chancellor's Regulation C-30

Date of Panel for Educational Policy Vote on Regulation: November 12, 2009

Summary of Proposed Changes to Regulation

Chancellor's Regulation C-30 governing the selection, assignment and appointment of principals and assistant principals has been updated in accordance with the 2009 amendments to the Education Law. Changes include:

- Qualifications for assistant principal have been added.
- To expand recruitment of principals, parents and staff may recommend qualified individuals to the Talent Office for inclusion in the Principal Pool.
- To expand recruitment of assistant principals, parents and staff may recommend qualified individuals to principals.
- Community superintendents appoint assistant principals, unless they delegate the authority to principals.
- Members of the school leadership team must be consulted prior to the appointment of a principal or assistant principal. The Talent Office will establish procedures and timeframes for such consultation.
- For community school district appointments, both principal and assistant principal candidates are subject to rejection for cause by the Talent Office on behalf of the Chancellor.
- Since Parent Coordinators are not eligible to serve on the school leadership team at the school at which they are employed, they may not serve on a C-30 Level I Committee for a supervisory selection at the school at which they are employed.

Summary of Issues Raised and Significant Alternatives Suggested

The public comments received are summarized as follows: First, guidelines should be established regarding when community superintendents delegate to principals the power to appoint assistant principals. Second, the regulation should require, not recommend, that the C30 process be completed within three months. Third, more time should be allotted for the Level 1 process. Finally, the Chief Talent Officer should provide written reasons for "rejection for cause" upon request from a rejected candidate. No significant alternatives were suggested.

Analysis of Issues Raised, Significant Alternatives Proposed and Changes Made to Regulation

The DOE did not accept the recommendations proposed and will present the Regulation to the Panel for Educational Policy as it is posted for several reasons. First, community superintendents must use their professional judgment as to whether to delegate to principals responsibility for the hiring of assistant principals. The Education Law is clear that superintendents delegate duties at their “sole discretion.” Superintendents will notify principals of their decisions regarding delegation. Second, the three month timeline will remain a fixed guideline, but will not become a requirement. The Chancellor recommends that the process be completed within three months in order to minimize the time that a school is without permanent leadership. However, there is no need to strictly mandate that the process be completed within three months, as the law allows six months for completion of the process and there may, on occasion, be legitimate reasons for the process to take slightly longer than three months. Third, adding time to the Level 1 process would unnecessarily slow the process down. There is adequate time for the Level I Committee to complete its work within the timeframes provided in the regulation. And finally, the Talent Office plans to provide written notification when a candidate is rejected for cause. The law does not require any further specificity. A copy of the proposed regulation can be found [here](#) or at <http://authoring.nycboe.net/Graphics/docs/C-30Reg.pdf>