

Date: September 14, 2010  
Topic: Proposed Amended Chancellor's Regulation C-30  
Date of Panel Vote: September 15, 2010

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### **Summary of Proposal**

Chancellor's Regulation C-30 governing the process for the selection, assignment, and appointment of principals and assistant principals has been amended as follows:

- Modifications have been made to reflect the current DOE organization.
- A selection procedure for Executive Principals has been added.
- The list of investigations that will disqualify an individual from serving on a Level I Committee has been expanded.
- The regulation has been clarified to reflect existing practice that the UFT chapter chair is not a required member of the Level I Committee.
- Level I Committee questioning of candidates has been clarified.
- The list of offices that must review candidates' backgrounds has been expanded.

### **Summary of Issues Raised in Written and Oral Comments and Significant**

Comments received are summarized as follows: 1. The selection process for Executive Principal is inconsistent with the supervisors' collective bargaining agreement. 2. There should not be interim acting Executive Principals. 3. The regulation should define the hiring manager for Executive Principals. 4. The sentence "Executive principal appointments in community school districts are subject to rejection for cause by the Chief Talent Officer on behalf of the Chancellor" should be moved to the "general section" of the regulation so it is clear that that Chief Talent Officer may reject an appointment at any point in the application process and not just after the Level I and Level II interviews. 5. Community organizations should be allowed to play a role in selecting principals.

## **Analysis of Issues Raised, Significant Alternative Proposed and Changes made to the Proposal**

The DOE did not accept the suggestions proposed for the reasons explained below:

1. The selection process for Executive Principal, although collectively bargained, also must be consistent with provisions in the Education Law relating to supervisory selections. The proposed language in the regulation incorporates the requirements of the collective bargaining agreement and the Education Law.
2. To ensure that there is a principal in charge of a school at all times, it may be necessary to assign an interim acting principal pending completion of the selection process for an Executive Principal.
3. The regulation does not require a separate provision specifying the hiring manager for Executive Principals, as the term hiring manager is already defined in the regulation to be the superintendent for purposes of all principal selections.
4. There is no need to move the sentence “Executive principal appointments in community school districts are subject to rejection for cause by the Chief Talent Officer on behalf of the Chancellor” to the “general section” of the regulation. This is one of the duties of the Chief Talent Officer. The other duties of the Chief Talent Officer are spelled out elsewhere in the regulation.
5. The suggestion that the regulation be changed to allow community organizations to participate in the selection process does not relate to the proposed amendments to the regulation, but will be addressed nonetheless. The DOE recognizes the important roles that community organizations play in providing a wide range of activities and services for schools. However, participation in the C-30 process is limited to community organizations that are lead partners in the development and on-going support of new schools or small learning communities. If the organization is an “intermediary organization” as defined in the regulation, it may have a representative on the Level I Committee or may delegate its seat to a local community-based organization that maintains an ongoing working relationship with the school.

One minor correction was made to footnote 2 on page 6 of the regulation. The “Office of Portfolio Development” was changed to the “Division of Portfolio.”

A copy of the regulation can be obtained at: <http://schools.nyc.gov/NR/rdonlyres/6F0408E6-8FEE-4345-BAB4-B8051F753F7A/88055/C3091410.pdf>