NEW YORK CITY DEPARTMENT OF EDUCATION
DIVISION OF HUMAN RESOURCES
65 Court Street Brooklyn, N.Y. 11201

Post date: 05/13/2011
Deadline: 06/10/2011

PER SESSION VACANCY CIRCULAR # 328, 2011 Please Post
(Subject to Funding Availability)

POSITION: Principal (1) Position – Principal Strategic Advisor

LOCATION: 65 Court Street and /or Off-Site location

ELIGIBILITY: NYC Department of Education appointed principal with a minimum of 5 years satisfactory rating as an appointed principal.

SELECTION CRITERIA:

As part of a high-profile Chancellor's initiative and the federal Race to the Top grant, the NYC Department of Education is developing a performance management and evaluation system for more than 135,000 educators and school leaders across 1,600 schools. The innovative and comprehensive system will ensure a great teacher in every classroom and an outstanding school leader in every school. The DOE's Division of Human Resources and Talent is looking for a current school leader to serve in an advisory capacity to the Executive Director of the Office of Performance Management Strategy to help direct and shape the policies, strategies and practice recommendations for an organizational performance management strategy

- Respected, highly skilled instructional leader with broad experience as an educator and school leader across roles and student populations (general education, ELL, special education)
- Demonstrated success in designing strategic policies, systems, tools and initiatives, and the capacity to relate this experience to toll development for performance management
- Has demonstrated a success as school leader and educator and at setting high expectations for teachers and school-based staff
- High proficiency in understanding student achievement data and can use data to drive key policy initiatives and strategies.
- Demonstrated ability to analyze teacher effectiveness and take differentiated steps based on that information
- Demonstrated ability to understand and analyze human capital data and has demonstrated capacity to use data to design, develop and implement talent related strategies.
- Demonstrated success as a human capital manager and instructional supervisor
- Proven record of success in supporting adult learning and leadership development.
- Has strong knowledge of current research and policies around school leadership and human capital management
- Demonstrated commitment to outcome-based accountability, data-driven decision-making, differentiated instruction, and continuous adult learning as drivers of improved student outcomes
- Has demonstrated success at turning around a low-performing school.
- Proven record of success in improving outcomes for all students
- Demonstrated success at using multiple measures to evaluate teachers and synthesizing data from multiple sources

DUTIES/ RESPONSIBILITIES:

- Participate in meetings with the Executive Director and key members of the team to discuss strategies and policy recommendations
- Advise the Executive Director on a weekly basis around human capital strategies, systems, tools and policy recommendations
- Review and provide feedback on reports, power-points, policy proposals and recommendations

SALARY: As per collective bargaining agreement: Principal ($43.94) or the most current contractual rate

WORK SCHEDULE: **Scheduled by mutual convenience in order to reach project deadlines**
(July 1st – September 30, 2011) Weekday afternoons and evenings, 4:30-9:00 PM
Some weekend and holidays may be required. (Up to 200 hours per session per annum)

APPLICATION: Send letter of application, Form OP-175 (available in all Schools), a resume and a copy of your New York City Department of Education license by: **June 13, 2011 to:**

Florence Chapin
NYC Department of Education
Office of Talent, Labor & Innovation
65 Court St – Room 701
Brooklyn, New York 11201

Note: Please note that all per session vacancy circulars will be posted on the Division of Human Resources web site at http://schools.nyc.gov/Careers/Schools/default.htm under "Per Session Opportunities"

Service exceeding the number of hours specified in Chancellor's Regulation C-175 governing per session activities requires prior approval. The appropriate Per Session Supervisor must make the request via the Per Session Service System and receive approval before the person can begin working in the activity. ***Failure to obtain a valid waiver may result in the withholding of payment for hours worked beyond the maximum.***

AN EQUAL OPPORTUNITY EMPLOYER M/F/D

APPROVED: *Peter Ianniello PHD*

2011-12 APPLICATION FOR PER SESSION EMPLOYMENT AND CLAIM FOR RETENTION RIGHTS (OP-175)

Directions: This form must be completed and submitted to the per session supervisor prior to commencement of employment in a per session activity. A copy of this form must be retained by the per session supervisor. An applicant who wishes to claim retention rights must assert such a claim on this form. Retention rights may be claimed ONLY in one per session activity. No person may work more than 500 hours in one or a combination of per session activities (with a maximum of 270 hours in a school psychologist and/or school social worker position) without prior written approval of the Division of Human Resources in accordance with Chancellor's Regulation C-175.

Last Name: _____ First Name: _____ MI: _____

Home Address: _____ Zip Code: _____

Home Phone: (____) _____ File No.: _____ Email Address: _____

1. Are you a full-time employee of the NYC Department of Education? Yes ____ No _____

   If yes, indicate current work location: CFN _____ District _____ School/Office _____

   License or Title _____ Hours of Employment from _____ to _____

2. Per Session Position for which you are Applying: Program Name: _____

   CFN ____ District _____ Approximate Start Date _____ Do you claim retention rights? Yes ____ No ____

   School/Office _____ Approximate Total No. of Hours in Activity _____

   Work Hours Monday – Friday _____ to _____ Saturday – Sunday _____ to _____

3. **Between July 1, 2011 and June 30, 2012, have you worked or do you plan to work in any other per session activity? Yes _____ No _____. If yes, indicate all positions below. Use additional sheets if necessary.**

   a. Program Name: _____

      CFN _____ District _____ Approximate Start Date _____ Do you claim retention rights? Yes ____ No ___

      School/Office _____ Approximate Total No. of Hours in Activity _____

      Work Hours Monday – Friday _____ to _____ Saturday – Sunday _____ to _____

   b. Program Name: _____

      CFN _____ District _____ Approximate Start Date _____ Do you claim retention rights? Yes ____ No ___

      School/Office _____ Approximate Total No. of Hours in Activity _____

      Work Hours Monday – Friday _____ to _____ Saturday – Sunday _____ to _____

4. Will your total per session hours for this year, including the hours for the position for which you are applying, exceed 500? Yes _____ No _____

5. If yes, have you submitted a waiver request to exceed the 500 hour maximum? Yes _____ No _____

6. **Declaration:** I have read and understand the requirements in Chancellor's Regulation C-175. I understand that I am bound by this regulation. I affirm that the information give above is, to my knowledge, accurate and complete, and I understand that a willfully false answer to any question contained herein is a Class E felony which shall render this application null and void and may result in loss of retention rights, cancellation of per session employment, loss of pay, recoupment of compensation already paid, or disciplinary action.

   _____ _____

   Signature of Applicant Date

7. **Approval by Per Session Supervisor:** I certify that this applicant possesses the qualifications established for the position and that the selection was made after following advertising procedures set forth in Chancellor's Regulation C-175.

   _____ _____

   Signature of Per Session Program Supervisor Date

Department of Education
Joel I. Klein, Chancellor

Summary of Chancellor's Regulation C-175

Chancellor's Regulation C-175 is available for review at http://schools.nyc.gov/RulesPolicies/ChancellorsRegulations Each school maintains a copy of the Standard Operating Procedures Manual for Schools (SOPM). Individuals may review a copy of these procedures in order to familiarize themselves with the process by which per session employees are processed and paid.

1. All per session employees must complete an application for per session activity (OP175) prior to commencing service.
2. Individuals who have been approved for waivers in prior years must resubmit new waiver applications each year. For this purpose, the per session year is from July 1st ***through*** June 30th.
3. Individuals must submit a waiver form for exceeding the limit on the maximum number of hours that can be served in a per session year. The maximum number of hours of per session work that may be performed annually is available in the C-175 regulation.
4. No individual is authorized to work in a per session activity during a normal school workday.
5. Per session employment, whether funded from the same or a different source, may not be used as a means of providing additional compensation for work similar to that which is performed in an individual's primary assignment.
6. Individuals cannot serve in a per session activity for which, in their primary assignment, they are responsible for hiring, rating, or coordinating or which they normally supervise in their primary assignment.
7. No per session compensation may be paid for work performed at home.
8. Employees on sabbatical leaves beginning August 1st must complete per session activities in which they are serving in July. They will not be permitted to commence any new per session assignments until the September following the completion of the sabbatical.
9. Each per session employee is required to use a time clock to record the exact time of arrival and departure. The timecard is to be maintained at the work site and should serve as the basis of entries on the Personnel Time Report. If a time clock is not available, a daily attendance report with exact time of arrival and departure must be provided, maintained and approved by a supervisor. In every case, regardless of the specific manner in which time is reported, supervisors are accountable for verifying the record of attendance. Approval by a co-worker is not acceptable. Failure to maintain satisfactory records will result in the withholding of compensation or recoupment of payment already made.
10. Each per session employee is required to submit a time sheet for service that was performed during the prior per session period within one school day of the per session period immediately following each service.
11. ***Time sheets submitted for per session work which required a waiver that was not previously approved will result in the withholding of per session payment***.
12. If a teacher is entitled to retention rights in a per session activity but fails to claim those rights before or at the time of application for a different per session job in which the teacher has no retention rights, the teacher may then be denied employment in the job for which there is entitlement to retention.

Notes: Requests for waivers must be submitted sufficiently in advance to allow time for review and appropriate action. ***Failure to obtain a valid waiver may result in the withholding of payment for hours worked beyond the maximum hours as outlined in Chancellor's Regulation C-175.***