

Principal Selection Process



Job Posting

- General posting (vacancy) opens annually, open a minimum of 30 days
- Applicants screened by Leadership Management for certification, experience, required references, and required documents
 - Applicants must include interest letter, resume, certificate, most recent evaluation, current supervisor (reference), and most recent former supervisor (reference)
- Select applicants pre-qualified by Leadership Management are invited to complete a school-walk analysis activity based on Leadership Competencies
- Select applicants are invited for a Tier 1 interview based on review of totality of application materials and results of school-walk analysis

Tier 1 Interviews

Format

Part 1 (approx. 1 hour, 15 minutes): Candidate creates scenario-based presentation aligned to Leadership Competencies then delivers a 15-minute presentation to interview panel (Assistant Superintendents and HR Director)

Part 2 (approx. 40 minutes): Candidate reviews school-walk analysis and responds to direct or scenario-based questions based on Leadership Competencies. (Interview panel: Assistant Superintendents and HR Director)

Part 3

1. Recommended for Tier II interview **OR**
2. Provided recommendations for areas of growth and/or suggestions for varied professional learning or experiences

Tier 2 Interviews

Format

Direct questions from each Executive Cabinet member regarding the division they represent. Appropriate Assistant Superintendent will be present and available to provide input as needed. Executive Cabinet considers the totality of candidate's application packet, results of Tier I interview, work experience and job performance, responses to interview questions in Tier II, and district-wide leadership needs.

Outcomes

1. Identified as promotion eligible* **OR**
 2. Provided recommendations for areas of growth and suggestions for varied professional experiences
- Candidates may be required to repeat Tier I, Tier II, or both interview steps.