

2023-2024 Principal Selection Process

Leaders create indirectly, by enabling others to achieve more. The impact of an effective principal has likely been understated, with impacts being both greater and broader than previously believed: greater in the impact on student achievement and broader in affecting other important outcomes.

One critical component of having a “principal pipeline” of well-prepared and well-supported new principals is “using selective hiring and placement, informed by data on candidates’ demonstrated skills, to match principal candidates to schools.”

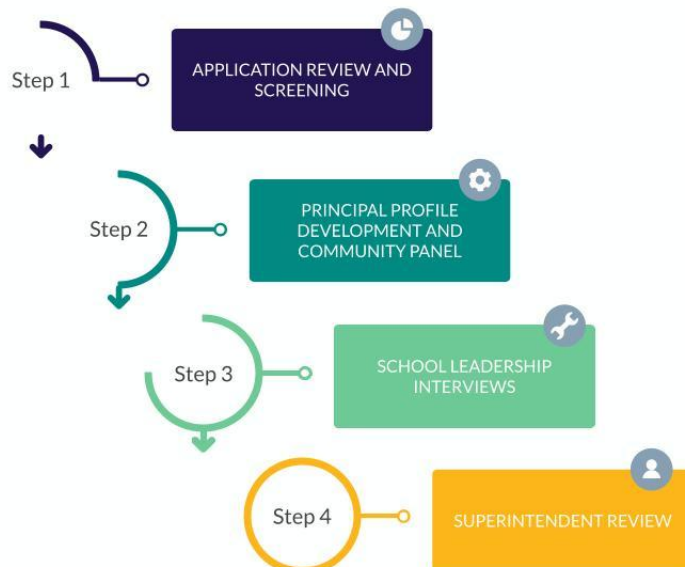
Wallace Foundation 2021

Process Component	For 2021-2022 Pool	For 2022-2023 Pool
Competency Alignment	Varied competencies for each stage	Calibrated alignment throughout the process
Community Panel	Hosted after the ED panel	Moved before the ED panel
Performance-Based Activities	Recorded and linked on candidate profiles	Role play now embedded in the ED panel
Candidate Advancement	Informal feedback, Repetitive participation in stages	Scoring at each stage, formalized feedback and support planning
Candidate Profiles and School Matching	Multiple platforms for data management, emerging vacancy forecasting and matching	Streamlined application and data sharing for hiring managers, proactive vacancy planning

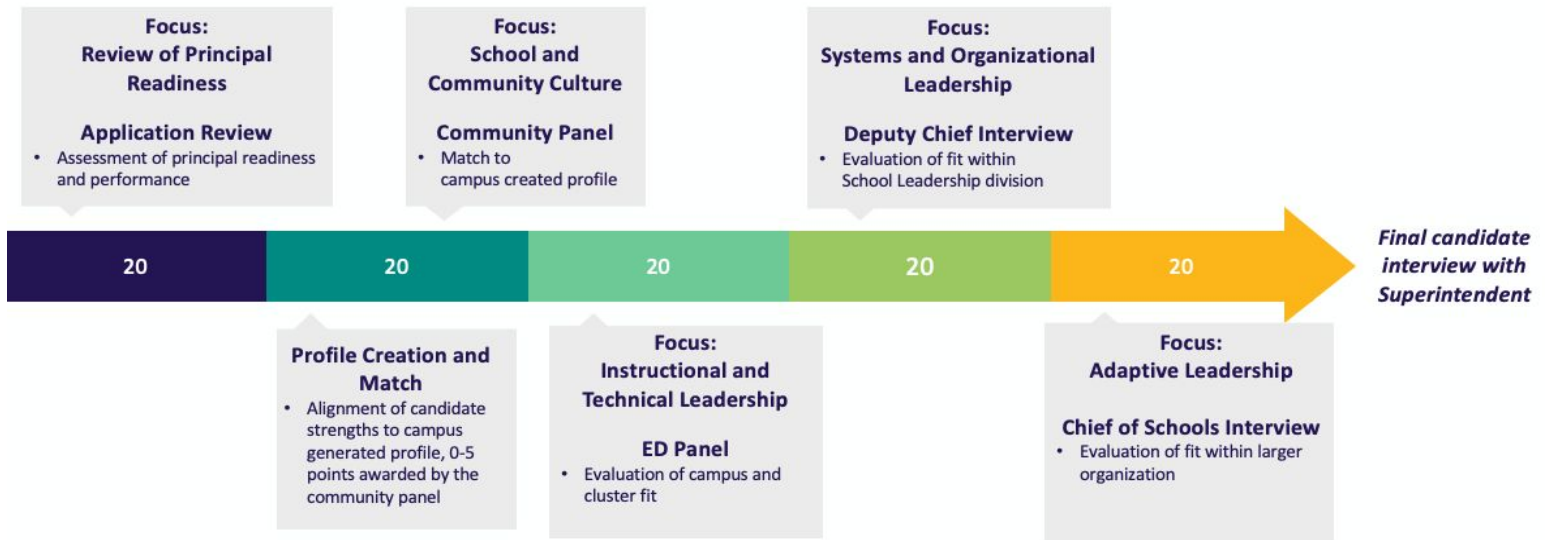
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Process Evolution

- Competency Alignment Throughout
- Community Panel Shifted
- Scoring Each Stage



Process Components



Competency Matrix

	Criteria	Application review	Community panel	ED panel	Deputy Chief Interview	Chief of Schools Interview	Superintendent
Pre-req.	Experience & cert.	●					
EQUITY	Visionary		●		●	●	
	Equity mindset	●	●	●	●	●	
	Data-informed practices	●		●	●		
PEOPLE	Clear communication	●		●			
	Developing talent	●		●	●		
	Trusting relationships		●	●			
RESULTS	Adaptability		●			●	
	Instructional & pedagogical lens	●		●	●		
	Prior performance & references	●					
FIT	Fit for school/cluster		●	●	●	●	●
	Fit for organization				●	●	●