

Principal Selection Process

Detroit Public Schools

17 August 2005

PRINCIPAL SELECTION PROCESS: OBJECTIVES

- Select highly qualified individuals
- Ensure a fair and consistent process
- Provide a framework for succession planning

PRINCIPAL SELECTION PROCESS: OVERVIEW

- Phase I: Recruitment and Screening
- Phase II: Competency and Skill Assessment
- Phase III: Supervisor Evaluation

PRINCIPAL SELECTION PROCESS: OVERVIEW

- Phase IV: Eligibility Interview
- Phase V: Aspiring Principals' Network
- Phase VI: Interview and Selection

PHASE I: RECRUITMENT AND SCREENING

- Sourcing
 - General and diversity recruitment strategies
- Initial Screening
 - Required competencies, qualifications, and experience

PHASE II: COMPETENCY AND SKILL ASSESSMENT

- Writing Assessment
- Gallup Principal Insight Interview
 - Web-based leadership competency assessment

PHASE III: SUPERVISOR EVALUATION

- Completed by candidate's supervisor
- Evaluation of 14 key school leadership areas

PHASE IV: ELIGIBILITY INTERVIEW

- Competency-based interview
 - Behavioral and situational questions
- Team Interviewing
 - Executive Director, LEA
 - Principal, LEA
 - HR Representative

Phase V: Aspiring Principals' Network

- Theory and practice based curriculum
- Focus on school and general leadership and management

COMPOSITE CANDIDATE ASSESSMENT

- Evaluation committee comprised of representatives from LEA and HR review each candidate's results
- Weighted average final score is identified for each candidate

PHASE VI: INTERVIEW AND SELECTION

- Interviews are conducted for specific school vacancies
- Interview team includes
 - ED for the school
 - Teacher or DFT representative
 - Parent representative
 - Human Resources representative

PHASE VI: INTERVIEW AND SELECTION

- Chief Academic Officer and Deputy Chief Academic Officer recommendation
- Chief Executive Officer approval

ONGOING PROFESSIONAL DEVELOPMENT

- Center for School Leaders
 - Principal Professional Development
 - New Principal Connection
 - Assistant Principal Professional Development
 - Teachers as Leaders

QUESTIONS