



Reform Support Network

BUILDING LEADERSHIP FOR RIGOROUS INSTRUCTION INSTRUCTIONAL LEADERSHIP PIPELINE

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**WHICH OF YOUR HUMAN
CAPITAL CHALLENGES COULD A
TALENT POOL PROCESS HELP
YOU SOLVE?**



DRIVING GOVERNANCE

Theory of Action

Core Beliefs

Strategic Plan 2014

Areas of Focus

- Effective Teaching and Leadership
- Performance Management

Key Strategies

- 1.1.5: Recruit and retain top talent for school-level positions.
- 1.1.6: Ensure that school leaders have the ability and resources to meet the needs of students and teachers.
- 2.1.2: Develop training programs for leaders and potential leaders to help improve performance.

Tactics

- 1.1.5.4: Partner with New Leaders for New Schools to design a selection process for assistant principals and principals.
- 1.1.6.3: Design a five-year principal-induction program.
- 2.1.2.1: Develop a succession plan for all key positions within the district.

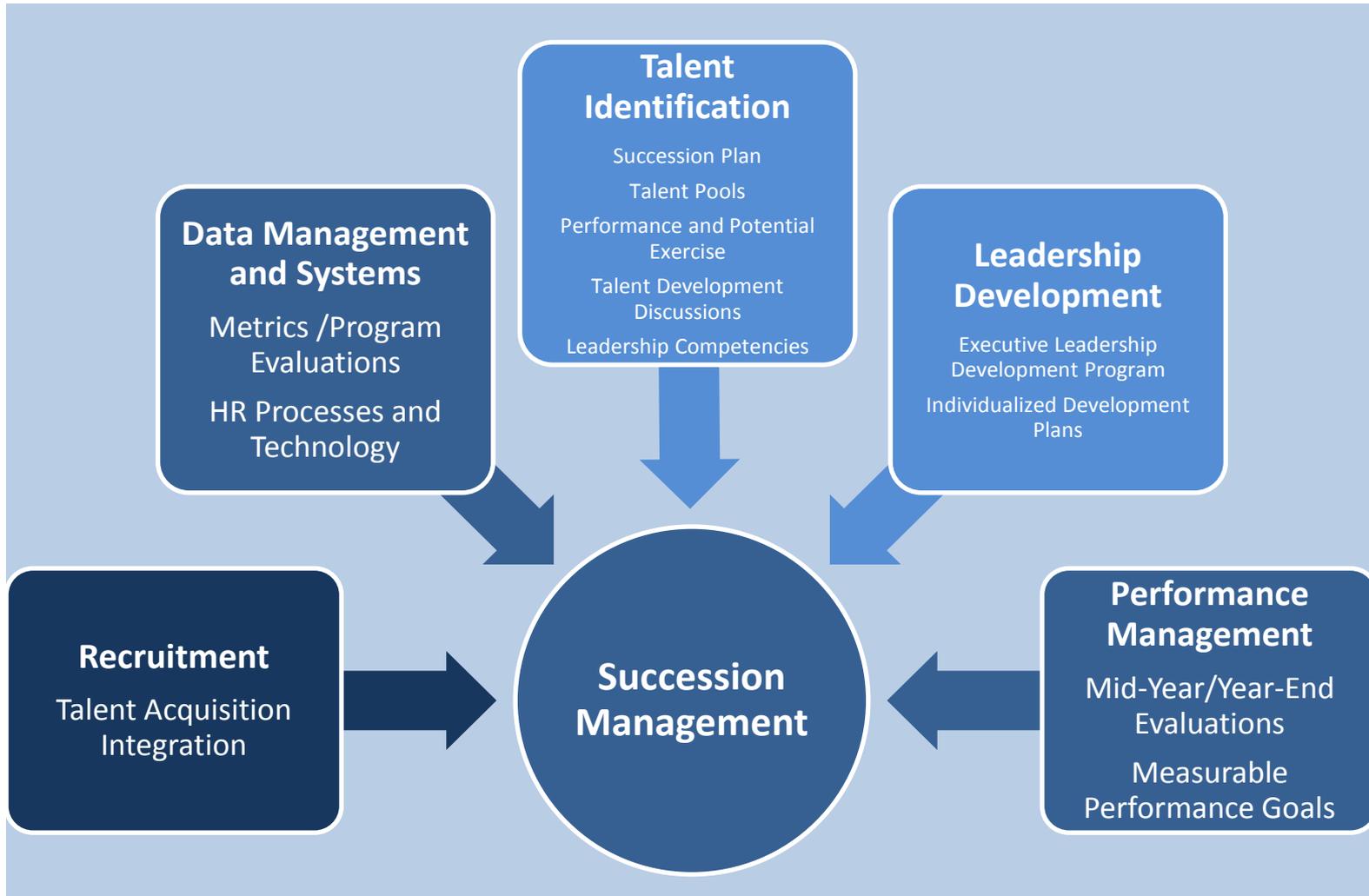


HUMAN CAPITAL GOALS

- Effective principal leading in every school
- Effective teacher in every classroom



SUCCESSION MANAGEMENT APPROACH





LEADERSHIP PATHWAYS

- Teacher from the classroom
- Coach / facilitator from the schoolhouse
- Assistant Principal / Principal
- Central office roles



INSTRUCTIONAL LEADERSHIP PIPELINE





INSTRUCTIONAL LEADERSHIP INITIATIVE

School Leadership Framework

- Teaching Camps
- TEACH Charlotte
- Academic/Literacy Facilitator Talent Pools

Pre-Pipeline Initiatives

Training Programs

- Leaders for Tomorrow
- New Leaders for New Schools
- Aspiring Leaders

Evaluation /Support

Selective Hiring

- AP/Principal Induction Program
- AP/Principal Evaluation
- Consultant Coach Matching and Evaluation Process
- Leadership Development

- Recruitment Strategy
 - Selection Criteria
 - Research-based Recruitment and Admissions Process
 - Strategic Staffing
- AP/Principal Talent Pools



TALENT POOL PROCESS

- Principal
- Assistant Principal
- Literacy / Math Facilitator
- Instructional Coach



LEARNING FROM DISTRICT PARTNERS

- Higher Education Partners
- New Leaders
- The New Teacher Project
- New York City Leadership Academy
- Teach For America



POOL SELECTION TEAM

- Zone Superintendent
- Zone Executive Director
- Human Resource Manager
- Subject Matter Experts
- Principals
- Curriculum Specialists



SCREENING PROCESS

- Letter of interest
- Data Driven resume
- Licensure documentation
- Summative evaluation for last 3 years
- Student / school metrics
- Professional development evidence



SELECTION PROCESS

- Interview aligned to performance standards
- Writing Sample
- Case Discussion



PARTICIPANT DISCUSSION

In your role, how does this make you think differently about how you are currently hiring and developing great talent?



TABLE TASK

Select a critical needs role for your school, district or State, and given what you learned here, discuss how your selection process might change.



QUESTIONS?



THANK YOU