



Principal Selection Process

Job Posting

- General posting opens annually for 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 CCSD 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*): Candidate will create a 10-15 minute scenario-based presentation aligned with CCSD Leadership Competencies to deliver to the interview panel in **Part 2**.

Part 2 (*approx. 40 minutes*): Candidate will deliver the 10-15 minute presentation created in **Part 1** after which they will respond to questions from the interview panel. At the conclusion, candidate will have an opportunity to share a 1-minute closing statement. (*Interview panel consists of level assistant superintendents and HR Director of Leadership Management.*)

Outcomes

1. Recommended for Tier II interview **OR**
2. Candidate provided feedback and optional assignment to explore areas of growth

Tier 2 Interviews

Format

Candidate will respond to questions from the interview panel. At the conclusion, candidate will have an opportunity to share a 1-minute closing statement (*Interview panel consists of executive cabinet members and a level assistant superintendent.*)

Outcomes

1. Identified as promotion ready **OR**
2. Candidate provided feedback and optional assignment to explore areas of growth