



March 29, 2017

Greetings:

This time of year the Superintendent's Office receives questions about the administrative hiring process and administrator placement for the next school year, like "can I be part of a hiring team?" and "who will my child's Principal be?"

Hiring and developing leaders is both an art and a science. Investigating the previous process a year ago, parents, administrators, and media spoke about inequities that took place. The consensus was to do something different. So last year our District embarked on a new administrative hiring process based on research-based leadership competencies, comments and reflections received from staff and parents from previous hiring processes.

The hiring of dynamic administrators to lead our District schools takes place using a systemic approach and process designed to work toward our strategic goals and provide the best education possible to our students.

Main Components of the Administrator Hiring Process:

- Positions posted internally and nationally
- PTO/Community Principal Profile form
- Student Principal Profile form
- School Board member Principal Profile form
- Resumes pre-screened by Human Resources
- Selection Team appointment by Superintendent (Curriculum Directors/Administrators)
- Equity, anti-bias, and affirmative recruitment and hiring training with the candidate selection team (legal parameters)
- Candidate review and selection
- Interviews based on leadership competencies (see below)
- Peer out-of-District Superintendent validation of candidate selection

I believe that leadership is an observable, learnable set of practices that we can improve upon. A hiring process that displays measurable or observable characteristics which predict effective work-environment performance has proven to be the best strategy in identifying the qualities, knowledge, and skills that contribute to organizational goals. Through research, we arrived at the following key competencies we look for in District Administrators:

ADMINISTRATIVE LEADERSHIP COMPETENCIES

Instructional Leadership: Sets high expectations for learning outcomes and monitors and evaluates the effectiveness of instruction.

Accountability: Promotes internal and external responsibility and accountability for student achievement and well-being.

Establishes Directions: Ensures that the District's vision is clearly articulated, shared, understood and acted upon by all.

Builds Relationships with People: Fosters genuine trusting relationships with students, staff, families and community and empowers others to work in the best interest of all students.

Develops the Organization: Encourages a school culture of change and promotes shared knowledge and shared responsibilities for outcomes.

Values Diversity and Equity: Understands the richness and diversity of the school community and promotes equitable access to opportunity and achievement.

Current Vacancies to Fill for School Year 2017-2018

Edmunds Middle School - Assistant Principal

Edmunds Elementary School - Assistant Principal

C.P. Smith Elementary School - Principal

Burlington High School - Currently Interim Principal in Place- Need to Make Appointment for Permanent Principal

Thank you for your attention to this process. Please stay tuned for the next update.

Sincerely,

Yaw Obeng
Superintendent

YAW OBENG – SUPERINTENDENT