

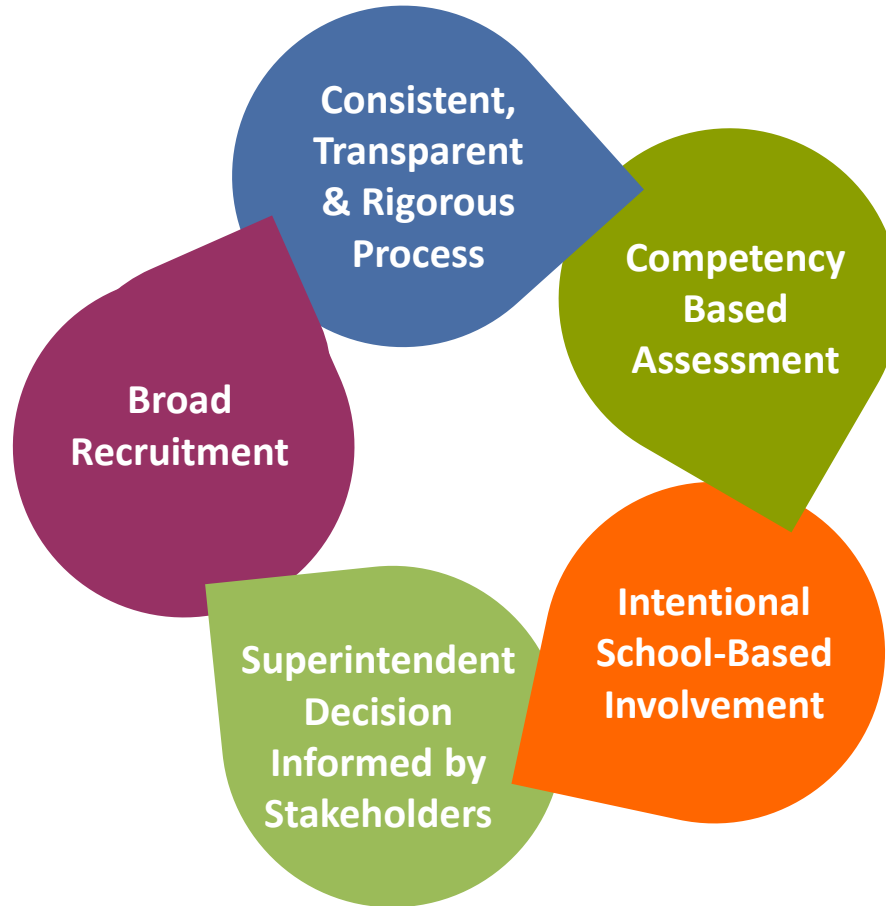
2017-2018 School Leader Selection Overview



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School Leader Hiring Process

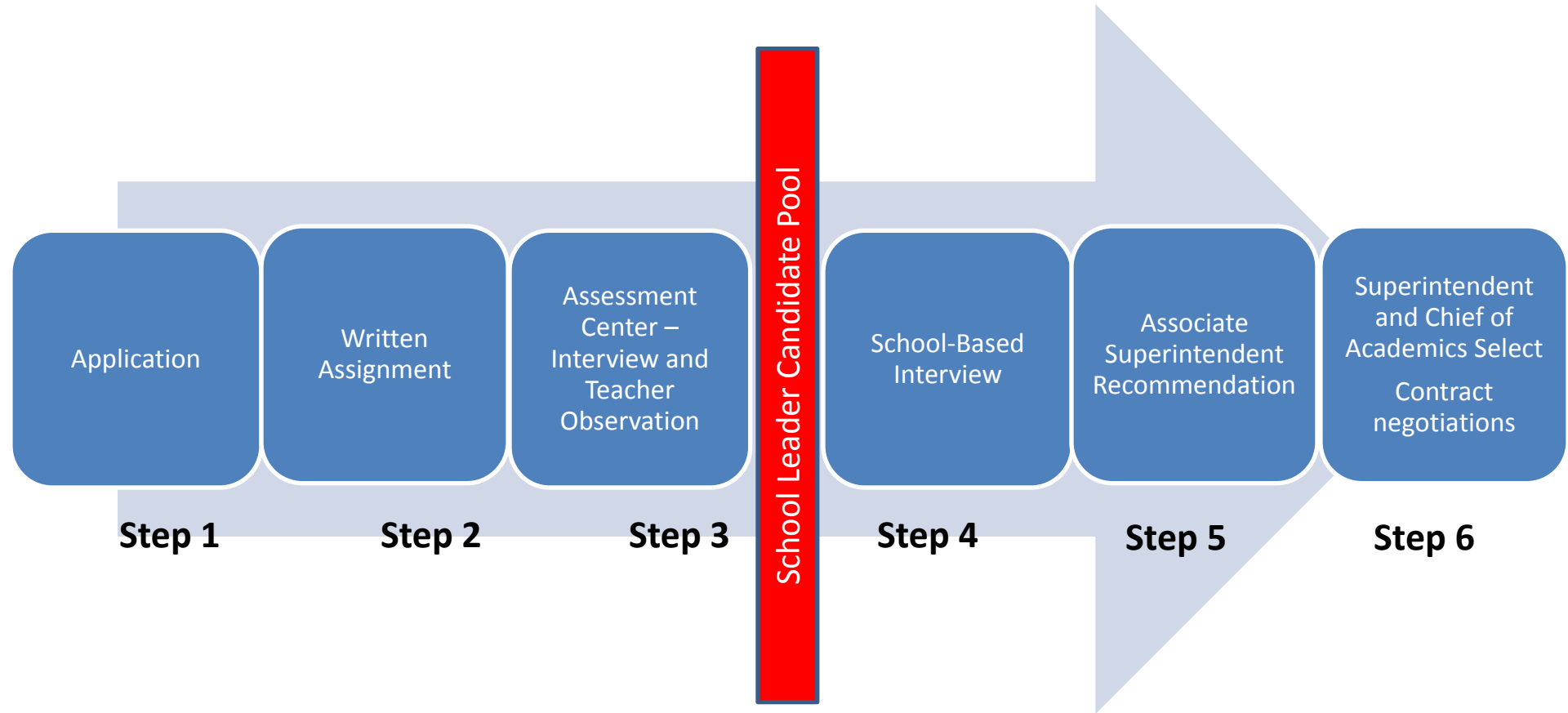
Core Beliefs



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2016-2017 Selection Steps



Phase 1: Selection for the Pool

- Apply online: resume and cover letter
 - Minimum Qualifications
 - Masters degree, MN Principal license, 3 years teaching experience
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- Written assignment
 - Recommendation from Supervisor/Mentor (survey)
 - Assessment Center Day
 - Teacher observation activity
 - Role play
 - Interview with Associate Superintendent



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Phase 2: Selection for Specific Position

- Associate Superintendent identifies finalists from the pool for a specific Principal vacancy
- Interview with school community representatives
- Associate Superintendent recommendation
- Superintendent and Chief of Academics final selection
- Contract negotiations



Key Dates

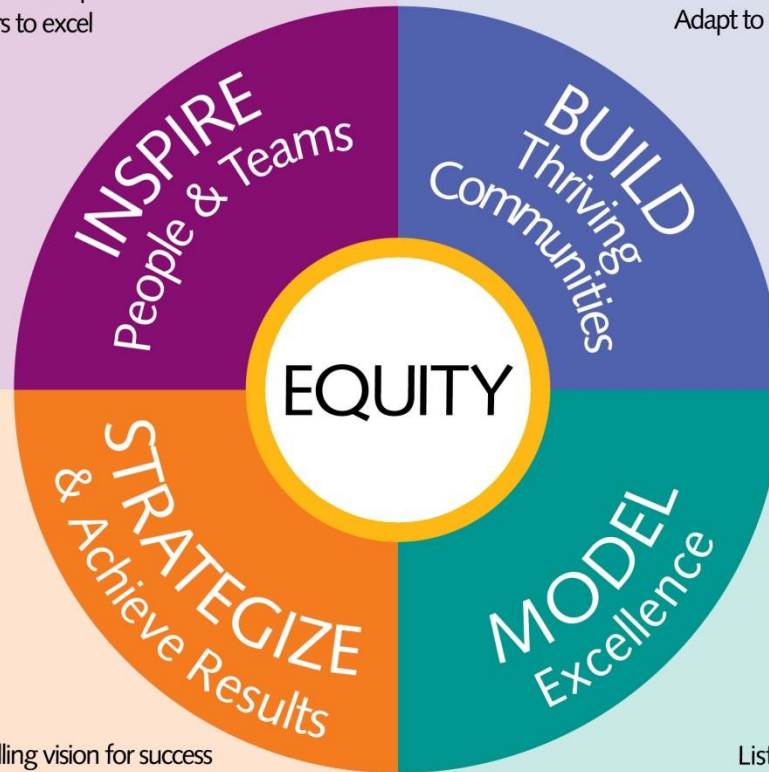
Dates	Event	Description
January 30	Application opens internally	Application open to internal MPS staff; all eligible candidates invited to compete for pool
February 6	Application opens externally	Application open; all eligible candidates invited to compete for pool
March 10	Priority Application Deadline	Candidates who apply after this date will be considered based on hiring needs, in order of application date
Early April	Selection for specific roles begins	Candidates from the pool will be notified as they are invited to participate in interviews

Leadership Blueprint



Set and maintain a high bar for performance
Communicate with honesty and transparency
Cultivate talent
Respond to performance differences
Build trusting relationships
Empower others to excel

Integrate cultural understanding into practice
Construct inclusive spaces
Welcome everyone with respect
Nurture community connections
Pursue authentic engagement
Adapt to the needs of others



Define a compelling vision for success
Set ambitious goals
Allocate time and resources purposefully
Craft and execute effective plans
Influence others' attitudes and actions
Innovate and take smart risks

Listen to understand
Persist through challenges
Ground decisions in integrity
Practice continuous learning
Leverage your own and others' expertise
Commit, follow through, and own outcomes



INSPIRE People and Teams



- Set and maintain a high bar for performance
- Communicate with honesty and transparency
- Cultivate talent
- Respond to performance differences
- Build trusting relationships
- Empower others to excel



STRATEGIZE & Achieve Results



- Define a compelling vision for success
- Set ambitious goals
- Allocate time and resources purposefully
- Craft and execute effective plans
- Influence others' attitudes and actions
- Innovate and take smart risks



BUILD Thriving Communities



- Integrate cultural understanding into practice
- Construct inclusive spaces
- Welcome everyone with respect
- Nurture community connections
- Pursue authentic engagement
- Adapt to the needs of others



MODEL Excellence



- Listen to understand
- Persist through challenges
- Ground decisions in integrity
- Practice continuous learning
- Leverage your own and others' expertise
- Commit, follow through, and own outcomes



Tips!

Resume Update

- Emphasize your achievements/results
- Let go of the one-page constraint
- Make it skimmable
- Curate! Highlight your proudest accomplishments and most challenging responsibilities



Tips!

Written Assignment

- Answer all questions directly and fully
- Prioritize the most urgent issue(s)
- Proofread
- Take a break and then re-read before submitting



Tips!

Teacher Observation

- Answer all questions directly and fully
- Focus on communicating your perspective and recommendations
- Propose the ideas that you think will have the greatest positive impact on student learning



Tips!

Role Play

- Consider:
 - What 2-3 key messages do you want your subject to hear/take away?
 - How will you know if they've heard and understood these messages?



Tips!

Interviews

- Rest and be your best
- Be confident! Step into the interview as if you already have the job.
- Prepare examples and share them eagerly
- When responding to scenarios – explain WHY
- Take your time
- Be authentic
- Be curious – ask questions!



Questions? Contact Me

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