

Atlanta Public Schools Principal Selection Process

Burgess-Peterson Academy May/June 2015

Initial Steps

The Search Begins

- Advertise for principal vacancy both locally and nationally
- Post BPA principal vacancy May 20
- Review possible internal candidates such as assistant principals and other possible candidates recommended by Associate Superintendent and/or C&I personnel

BPA vacancy published via;

- Top School Jobs/Ed Weekly- Career Site
- Council of Great City Schools
- Teach Georgia
- National Association of Elementary School Principals
- Facebook
- LinkedIn
- Twitter
- Simply Hired

Tier 1: HR Screening

- APS' Director of Leadership Talent will review resumes, applications, and supporting documentation to identify qualified candidates
- Qualified Candidates will participate in digital interview with *HireVue*
- Identified candidates will be vetted (*educational background, student achievement data, work history, etc.*)

Tier 2: District Interviews

- Panel interview – Associate Superintendent and Cluster Principal along with HR Personnel
- Scheduled for June 4th at Central Office
- Top Six candidates from this tier will have the opportunity to interview with the community panel at Tier 3

BPA Stakeholder Input

- Associate Superintendent establishes meeting dates for stakeholder information sessions, to include meetings with staff and community members; May 20, 2015
- Survey posted on the school website for additional stakeholder input (**paper version in main office**)
 - APS Homepage, -Select a School, -Burgess-Peterson, -Take the New Principal Survey
 - Survey closes Monday, June 1, comprised of 3 questions;
 - 1) What's working well?
 - 2) What Not working well?
 - 3) What Characteristics are most important for the new principal?
- Associate Superintendent summarizes feedback and develops list of potential interview questions



Talk Up APS

Today's Date

Wednesday, February 18, 2015

SEARCH

HOME

SCHOOLS

DEPARTMENTS

PARENTS & STUDENTS

INSIDE APS

COMMUNITY

CALENDARS

BOARD OF EDUCATION



Are you ready for the Georgia Milestones?

APS students will take a new test this spring.
The Georgia Milestones replaces the CRCT, EOCT
and Writing Assessment for grades 3-8 and high school.

[Click here to learn more.](#)



Quick Links

- ▶ @ATLSUPER BLOG
- ▶ School Calendars
- ▶ Strategic Plan
- ▶ Georgia Milestones
- ▶ Cluster Planning
- ▶ Charter System
- ▶ Stakeholder Advisory Committees
- ▶ Georgia Parent Survey
- ▶ Newsroom
- ▶ Media & Photo Gallery
- ▶ Student Registration
- ▶ Pre-K Registration
- ▶ Bus Routes
- ▶ School Zone Locator
- ▶ List of APS Schools
- ▶ Who To Call
- ▶ Pacing Calendars
- ▶ Budget Information
- ▶ Breakfast & Lunch Menus
- ▶ Charter Schools
- ▶ Board of Education

MISSION

With a caring culture of trust and collaboration, every student will graduate ready for college and career.

VISION

A high-performing school district where students love to learn, educators inspire, families engage and the community trusts the system.

BPA Stakeholder Panel Selection Guide (Tier 3)

- Local School Council chairperson or their designee
- PTA president or their designee
- One Principal from within the Cluster
- Current and Future BPA TOTY
- Associate Superintendent for Elementary Schools
- Classified school employee (custodian, secretary . . .)
- Other Active Community member - (*SEACS, CINS, SNAPPS, etc.*)

Panel should be comprised of a fair representation among stakeholders

Tier 3: BPA Stakeholder Interview

- Six finalists from Tier 2 will interview with the Stakeholder Panel
- Tier 3 for BPA will be held Thursday, June 11th at East Region Office (David's office)
- Associate Superintendent and Strategic Director will work with panel to identify candidate questions and orient panel re: roles, responsibilities, and selection process
- Stakeholder panel members will identify top three candidates and document strengths and areas to probe for candidates

Tier 4: Final Selection

- Candidate assessment data is compiled and presented to Superintendent for final interviews and selection
- Dr. Carstarphen is scheduled to interview the three BPA finalists the week of June 15
- Recommendation will be made to the Board of Education for consideration and approval
- New Principal's contract will begin July 1, 2015