

# COMMUNITY ENGAGEMENT IN THE SCHOOL LEADER SELECTION PROCESS



## STAKEHOLDER FORUMS:

As TPS begins its principal candidate sourcing and initial screening process, we will also begin the engagement process with each school community to determine the characteristics they'd most like to see in the next school leader. The chief of schools and instructional leadership director (ILD) will convene school stakeholder groups (staff members, parents/community members and secondary students) to identify the characteristics that would be necessary to successfully lead that specific school context. The leadership characteristics will be considered throughout the selection process.



## INFORMAL MEETING:

Once we have determined which candidates have the capacity to lead a school, the chief of schools and ILD will select from among that group the 1 - 3 candidates who seem to be best suited for each school. The ILD will facilitate an informal meeting with each of those selected (not an interview) and school stakeholder representatives. The ILD will gather written and verbal feedback from the representatives regarding the candidates' strengths and/or opportunities for support. Those representatives will be selected from the following stakeholder groups:

1. TEACHERS (2)
2. SUPPORT STAFF MEMBERS (2)
3. STUDENTS (1; SECONDARY ONLY)
4. PARENTS (1; PTA PRESIDENT OR DISTRICT SELECTS AN INVOLVED PARENT IF NO PTA EXISTS)



## TRANSITION TEAM:

After the superintendent has announced the final selection of the school principal, the ILD and principal will convene a transition team to support ongoing planning for school improvement, engagement and supports. The transition team will advise and support the principal in developing an entry/improvement plan for the school, a draft of which will be delivered to the ILD and chief of schools by the first day of school. The transition team will consist of one representative of the following groups:

1. TEACHERS (1)
2. SUPPORT STAFF MEMBERS (1)
3. PARENTS (1)
4. ALUMNI (1)
5. SCHOOL FOUNDATION (1)
6. STUDENTS (1; SECONDARY ONLY)