



DPS Principal Selection Process

Overview of the Process

Utilizing the expectations of the DPS School Leadership framework, the Lead in Denver team will recruit and screen all candidates interested in school leadership positions. Those that are successful will enter a Highly Qualified Pool. Members of the Highly Qualified Pool will then move forward to the school-based processes where they will be interviewed and eventually hired.

Benefit for our Schools

Capacity at the school level is reserved for candidates who have successfully demonstrated competencies aligned to the DPS framework. For example, the Advisory Principal Selection Committee will not need to spend any time reviewing the resumes or candidates who lack basic eligibility for the principalship (such as licensure). The Advisory Committee can then focus on finding someone who aligns with their specific job description.

Recruitment and Marketing

We utilize the internet, job fairs, conferences, and educational events to attract external talent. We also partner with existing organizations who already have access to candidates interested in leadership opportunities to attract them specifically to DPS. We market school-specific openings in our principal application, the Lead in Denver website, as well as local and national internet sites.

Application and Selection

- All candidates apply through a single DPS principal application
- Candidates are screened using a series of protocols aligned to the DPS School Leadership Framework. These activities include activities such as reviewing a data set about a school and providing analysis along with a strategic plan; and observing a portion of a lesson, completing an analysis, and engaging in a role play conversation.
- Activities are used to gather evidence around the specific indicators in the School Leadership Framework, as well as competencies identified as critical to successfully lead in DPS.
 - Culture and Equity Leadership; Instructional Leadership; Strategic Leadership; Community Leadership; Human Resources Leadership; and Organizational Leadership
 - Strategic planning; communication skills; evidence of self-reflection and continuous growth; and the ability to build relationships.

Determining who is interviewed by the Advisory Principal Selection Committee

- Only candidates who are successful during our screening process are entered into the Highly Qualified Pool, and therefore are eligible for interview
- Lead in Denver would connect directly with the Instructional Superintendent/Deputy Instructional Superintendent:
 - Share the information for all candidates who specify your school
 - Provide candidates to consider who appear to have experience and interest aligned to your needs, even if they haven't specified your school
- Instructional Superintendents/Deputies also have the ability to review all members of the Highly Qualified Pool to bring additional candidates forward