Principal Selection Process

Meigs Middle Magnet School

March 2023

METRO NASHVILLE PUBLIC SCHOOLS

Our Goal: *EVERY STUDENT KNOWN*

It is essential that the selection of a new principal involves *input* from all stakeholders (families, staff, and students)

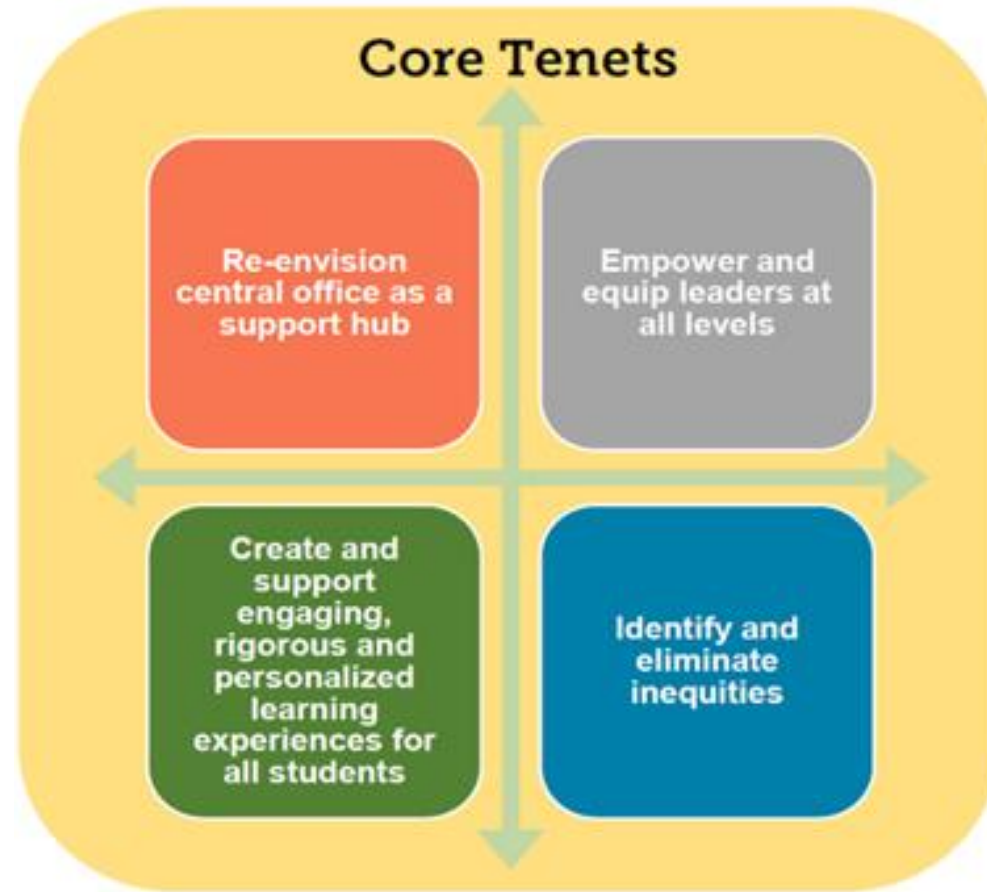The best principal for the job must match the **_values_** and **_needs_** of the school community

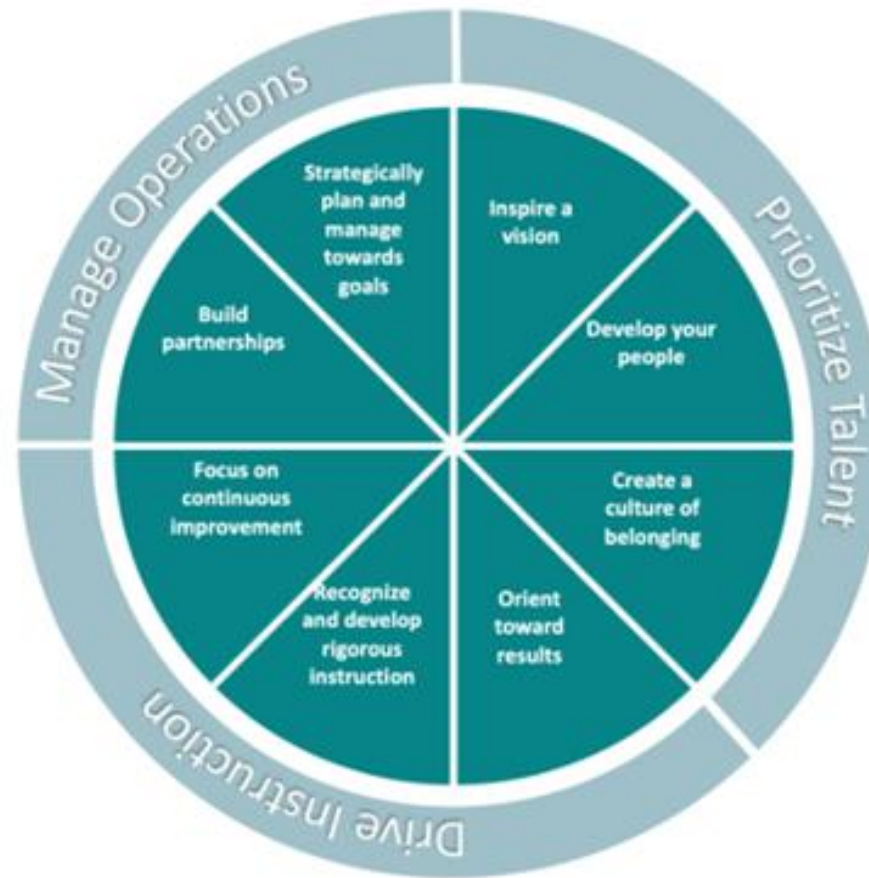METRO NASHVILLE PUBLIC SCHOOLS

Our Goal: *EVERY STUDENT KNOWN*

We must hire a principal who will work **collaboratively** to create a positive school environment for students, staff and families

Our job is to appoint a principal who will lead with **equity** and establish the conditions that result in **achievement** for all students

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Beliefs and Values

Core Tenets

- Re-envision central office as a support hub
- Empower and equip leaders at all levels
- Create and support engaging, rigorous and personalized learning experiences for all students
- Identify and eliminate inequities

Leadership Framework

Process Overview

ENGAGE ANALYZE INTERVIEW

1. ENGAGEMENT of stakeholders to garner feedback of needs and values.

2. ANALYSIS of candidate information and data

3. INTERVIEW the best candidates for the job with a rigorous 2 step process.

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Interview Panel

PANEL MAKE-UP

- **Approximately 12 Participants**
- **School Level Participants (up to 7 members) may include:**
  - Certificated staff member(s)
  - Support staff member(s)
  - Parents (may include PTO/PTA leadership)
  - Community/business partner
  - Student Leader (High School only)

Note: Panel DOES NOT select the principal, but provides valuable insight into the selection of the principal by the Director of Schools

Principal Appointment

- Following the final interview, the Director of Schools will select the principal.

- Faculty, parents and students will be notified of the decision.

- The Board of Education will be notified of the decision and the new principal will be recognized at the next Board meeting.

- Informal meet and greets arranged with school and PTO/PTA before the start of school – meeting parents, staff, and students (those meetings will be facilitated by the Chief of Schools and Academics and Executive Directors).

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Questions?

Thank You!

Access the School Leadership Survey online:

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English:
Competencies & Problem of Practice: bit.ly/principaltraits

Spanish:
Competencies & Problem of Practice: http://bit.ly/POPSPANISH

Arabic:
Competencies & Problem of Practice: http://bit.ly/POPARABIC