

Principal Selection Process

- The TTIPS Texas Turnaround Leadership Academy includes an innovative approach to the recruitment, selection, and development of principals uniquely competent to serve in the role of principal on a turnaround campus.
- The process is multi-phased and builds on the work of Public Impact and its research on consistent cross-sector findings of turnaround leader actions (2007). The study conducted by Public Impact identifies 10 turnaround leader competencies in four clusters that identify the talents, traits, and propensity for action most associated with successful turnaround leaders.

The screening and selection process consists of three distinct phases:

1. Screening - Applicants submit a resumé and participate in both a telephone interview and an online process to assess their prior experience relative to school turnaround and their capacity to lead turnaround work based on the evidence of two critical turnaround leader competencies (achievement and impact/influence).*

**Without a high level of competence in these two areas, a candidate is very unlikely to be successful taking the actions of successful turnaround leaders.*

2. Competency Assessment - Candidates successfully completing the screening phase will move to a Behavior Event Interview (BEI). The BEI process uncovers the presence or absence of the leadership actions that support each of the 10 competencies. These actions have been identified as consistent actions taken by leaders in successful turnarounds across all sectors.

3. Selection - Prospective candidates will be ranked into three levels. The results will be reviewed with the LEA superintendent and other staff as appropriate. All staffing recommendations will be made in consultation with the superintendent and his/her designated staff.

Additionally, the process is differentiated for principals currently serving on campuses identified for participation in the Academy versus prospective principals.