

2007-2008 New Leaders Selection Criteria

The New Leaders for New Schools selection process is evidence-based. The selection criteria outlined below serve as the basis for all admissions decisions.

BELIEFS AND ORIENTATION

- ***Belief and Urgency that All Students will Excel Academically***
Demonstrate the belief that every student, regardless of background, can excel academically • Demonstrate a sense of urgency to achieve dramatic gains in student learning and close the achievement gap • Hold self and other adults accountable for ensuring high academic achievement for every student
- ***Personal Responsibility and Relentless Drive***
Hold self personally accountable for outcomes and results • Demonstrate relentless drive and determination to achieve outcomes and results • Exhibit willingness to engage in difficult conversations and make hard decisions • Exhibit resilience to overcome setbacks and remain constructive despite resistance or failure • Demonstrate integrity by acting in a manner that reflects stated values and beliefs • Demonstrate a commitment to urban school leadership and management
- ***Results Orientation***
Have a track record of achieving goals and results • Demonstrate and maintain a focus on goals and results • Demonstrate resourcefulness to achieve goals and results • Demonstrate willingness and ability to adjust strategies and practices in order to reach goals

TEACHING AND LEARNING

- ***Knowledge of Teaching and Learning***
Demonstrate ability to drive dramatic improvements in academic achievement for all students • Provide evidence of linking daily, unit and year-long plans to desired student learning outcomes • Understand and use a variety of instructional strategies to meet students' diverse learning needs • Articulate student learning outcomes as a key driver of instructional practice • Assess student learning and use data to guide and modify instruction • Provide clear feedback to students and guide students in assessing their own learning • Demonstrate the ability to distinguish among poor, mediocre, solid and outstanding teaching

STRATEGIC MANAGEMENT

- ***Problem Solving***
Identify, analyze and prioritize complex problems and key issues • Analyze and diagnose complex issues • Develop a strategic plan with concrete outcomes • Develop effective solutions • Demonstrate ability to evaluate results • Demonstrate ability to make data-driven decisions
- ***Project Management to Deliver Results***
Articulate a clear vision and goals • Prioritize and organize strategies effectively to reach goals • Multi-task and balance detailed steps with the big picture to ensure successful project completion • Delegate decision-making and authority in an effective manner
- ***Team Building***
Mobilize adults to take action towards common goals • Develop clear direction and shared purpose that guides and unifies the team • Read group dynamics accurately and maximize individual strengths • Engage and empower others to take responsibility to achieve results • Make clear decisions while considering diverse perspectives to reach the best solutions

PERSONAL QUALITIES

- ***Communication and Listening***
Clearly articulate point of view, ideas and rationale • Possess written and verbal skills to communicate in a clear and concise manner that will be understood by intended audiences • Demonstrate poise, confidence and professionalism in diverse situations • Actively listen to and engage with others
- ***Interpersonal Skills***
Successfully build relationships • Value different perspectives and treat every person with respect • Relate to adults and students with empathy and understanding • Diffuse anger and find common ground to move people toward solutions • Exhibit confidence and competence, including when under pressure
- ***Self-Awareness and Commitment to Ongoing Learning***
Accurately identify technical and interpersonal strengths and areas for development • Reflect on experiences to grow and develop • Seek feedback and take action to develop personally and professionally • Demonstrate humility and willingness to continually improve • Demonstrate awareness of impact on and perception by others • Commit to the growth and development of other adults

Note these selection criteria were in use during the 2007-08 program year and are now being revised.