



Master Principal—New Principal Support (NPS)

The New York City Department of Education (DOE) seeks experienced DOE principals who can demonstrate sustained success in driving student achievement growth, for principal positions in schools throughout the city.

Led by Chancellor Carmen Fariña, DOE is committed to creating a system of 1,700+ high-performing schools.

In addition to their duties as principals of their current school, a Master Principal—NPS will take on significant responsibilities related to sharing, dissemination, and modeling of best practices through a structured and planned set of activities/programs for first year principals.

The Master Principal—NPS will be required to conduct on-site visits with their new principals and provide information and guidance as requested before and after the visits, to host inter-visitations at their home school for their new principals, and to share best practices with NPS colleagues. Master Principals will also develop and lead professional development for new principals and NPS coaches outside of their school during the regular work day and up to six times a year after normal school hours. It is understood this effort will necessitate additional work beyond their regular work responsibilities and Master Principals will fulfill these responsibilities according to a schedule to be approved by the Chancellor or the Chancellor's designee without additional compensation beyond the differential set forth herein.

Master Principals – NPS will be supported in their work by the Executive Director for Advanced Leadership (OOL) and Senior Director of New Principal Support. This support may take the form of on-site visitations, one-on-one check-ins, monthly NPS team meetings to share successes and problems of practice in the coaching relationship, and monthly professional development sessions for all coaches and Master Principals—the professional development sessions will be grounded in the NPS coaching curriculum along with content and strategies from research-based, frameworks for the coaching relationship.

Master Principals—NPS will be selected by the appropriate Superintendent and the Office of Leadership, subject to approval by the Chancellor or the Chancellor's designee. The position of Master Principal – NPS is a one year position, subject to possible renewal each year, at the discretion of the Chancellor. At all times, matters of legal or regulatory consequence will be brought to the immediate attention of the Superintendent, and the Executive Director or Senior Director of the NPS team. Any principal selected to be a Master Principal– NPS for the next school year may be removed at any time from their position as Master Principal by the Chancellor.

Master Principals—NPS will receive additional compensation in the amount of \$25,000 annually, above the applicable Principal salary, for the term of the agreement, in accordance with the collective bargaining agreement.

Individuals interested in becoming a Master Principal may apply to be considered by following the instructions below. As part of your cover letter, please explain why you should be considered for a Master Principal—NPS position. Describe any experience related to sharing, dissemination, and modeling of best practices.

ELIGIBILITY CRITERIA

Applicants must possess a valid New York State certificate in School Administration/Supervision (SAS), School District Administration (SDA), or in School Building Leadership (SBL).

Applicants must currently be employed by the DOE as a principal.

Preferred

- At least five years experience as a successful NYCDOE school principal
- Respected, highly skilled instructional leader with broad experience as an educator across roles and student populations; general education, English Language Learners (ELL), and special education.
- Experience in improving outcomes for all students.
- Experience in supporting adult learning and leadership development.
- Commitment to outcome-based accountability, data-driven decision-making, differentiated instruction, and continuous adult learning as drivers of improved student outcomes.

UNION AFFILIATION

Principals and Assistant principals are covered by the Council of Supervisors and Administrators (CSA). Information regarding members' benefits and union coverage can be obtained by visiting the CSA web site at www.csa-nyc.org.

AN EQUAL OPPORTUNITY EMPLOYER

It is the policy of the Department of Education of the City of New York to provide educational and employment opportunities without regard to race, color, religion, creed, national origin, alienage and citizenship status, age, marital status, disability, prior record of arrest or conviction (except as provided by law), sexual orientation, gender (sex), and to maintain an environment free of discriminatory harassment, including sexual harassment, or retaliation as required by civil rights law. Inquiries regarding compliance with this equal opportunity policy may be directed to: Office of Equal Opportunity, 65 Court Street, Room 1101, Brooklyn, New York 11201, or visit the OEO website at <http://schools.nyc.gov/Offices/GeneralCounsel/Investigative/OEO/default.htm>.

APPLICATION PROCESS:

Current DOE principals may apply for consideration for a Master Principal—NPS position by following the instructions below.

1. Go to the online application system at <https://nyc.teacherssupportnetwork.com/HomePrincipal.do?CareerPath=PRN>

2. If you are already a registered user in the system, log in using your existing login credentials. If not, click on the “Register Now” button and follow the registration process to create an account.
3. Before you are able to access the Master Principal—NPS application you must complete the School Leader / Supervisory Candidate Profile.
4. Once you have completed this profile, click on the “Search All Positions” button in the left-hand navigation pane.
5. In the search options, select Position Type = Supervisor (DO NOT select Principal).
6. Next to the Master Principal—NPS posting, click on the “Apply” button.
7. The Master Principal—NPS application is only one page. Follow the instructions on the application page very carefully before submitting the application. Once an application is submitted it cannot be edited or deleted.
8. As part of your cover letter, please explain why you should be considered for a Master Principal—NPS position. Describe any experience related to sharing, dissemination, and modeling of best practices for new and/or experienced principals.