

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

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

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

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