



DIVISION OF TEACHING AND LEARNING

Yonkers Leadership Academy (Yonkers Aspiring Principals Program)

Selection Criteria

A. Two-part application

Part I: Background

- Demographics – current Yonkers Public Schools Teacher or Administrator
- Experience – at least 5 years K-12 teaching
- Certification – currently certified or certified by June 2018 (SBL or SDL)
- Letters of recommendation – one from a current supervisor and one additional letter

Part II: Essays

- 100-word essay describing a leadership experience
- 400-word essay discussing how to resolve conflict and adjust approach in the future

Applicants who did not meet any of the above background criteria were not invited for an interview.

Essays of the applicants who did meet all of the above background criteria were scored by three current leaders (2 central office leaders and 1 principal) using a rubric. Applicants who did not meet the minimum average score for essays were not invited for an interview.

B. Two-part interview

Part I: Group Interview Activity

- Applicants participated in a group interview focused on demonstrating leadership when facing a situation typical of an administrator in Yonkers Public Schools

Part II: Individual Interview Activity

- Utilizing a video, conduct a mock teacher observation and post-observation conference
- On demand writing prompts



All of the above interview tasks (group and individual) were scored by three current leaders (2 central office leaders and 1 principal) using a rubric. Applicants who did not meet the minimum average score for all interview tasks were not invited to the academy.

C. Academy Expectations

- Daily on-demand reading assignments with group discussions
- Additional teacher observations
- Role plays – parent meeting, faculty professional meetings, equity simulations
- Group assignments – Meet the Principal, State of the School (Data and Instructional Initiatives), Budget

D. Residency Expectations

- Develop a residency action project using an inquiry cycle based on one of the three District priority areas: Instruction/Leadership; Systems, Structure, and Inquiry; Equity and Restorative Practices
- Attend monthly professional development addressing additional content found in the competencies
- Apply learning at the mentor's school or receive support from the mentor at the host site