

### **The program description mentioned “Leadership Foundations.” What does that mean?**

The Hall County School District Leadership Foundations are the essential elements that every leader in the district should possess. Every HCSD leader exemplifies certain foundational practices in alignment with the district’s mission of character, competency, and rigor for all. There are also values and dispositions exemplified by all Hall County leaders that support our foundational philosophies of continuous improvement and leading by example. These attributes include caring, passion for students, relationship building, integrity, and being collaborative as well as innovative. A representative group of HCSD school and district leaders developed this group of characteristics based on the district’s vision, mission, and goals.

### **The application requires Recommendation Forms. Can any administrator complete this form?**

One of the Recommendation Forms should be completed by your current supervisor, which could be a principal or assistant principal if the candidate works in an instructional capacity, but may not be a school administrator if the candidate works in another department. The current supervisor will select one of the candidate’s colleagues to complete the second recommendation. The third recommendation may be completed by any person of the candidate’s choosing who is familiar with some aspect of the candidate’s leadership.

### **What does “previous or current leadership experiences” mean?**

All HCSD employees who aspire to future administrative or supervisory roles are eligible to apply to the Growing Administrative Leaders Program. A formal leadership role in the district, however, is not required to apply. Candidates who can demonstrate previous or current leadership experiences are eligible. These experiences may include, but are not limited to the following: lead teacher, scout leader, community event organizer, MTSS leader, cafeteria manager, support services leader, committee chair, eLearning specialist, etc. If you are unsure whether your experience meets the criteria, please contact David Moody, Executive Director of Leadership Development ([david.moody@hallco.org](mailto:david.moody@hallco.org)).

### **How are candidates selected to participate in the program?**

The HCSD Growing Administrative Leaders Program utilizes a rigorous multi-step process to select participants. A selection panel reviews all of the applications and uses a rubric to score written responses. Two readers review each written response and, if the scores differ by more than one point, a third reader scores the essay. The two highest scores are used in the candidate’s overall score. Based on the scores from the written response and the recommendations, candidates are chosen to move to the next phase of the process, which is a face-to-face interview with participation in a performance task or submission of a video. For this phase of the process a specialized rubric for scoring is used. These scores are combined with the scores from the first phase to reach a total score for each candidate. Based on the size of the cohort, candidates with the highest scores are accepted into the program.

### **If I am accepted and complete the HCSD Growing Administrative Leaders Program will I be guaranteed a promotion?**

The Growing Administrative Leaders Program is not only designed for potential assistant principals, but also for additional future leadership positions such as cafeteria managers, learning facilitators, principals, and district office personnel. Anyone who completes the program must still complete the formal selection process to be considered for a formal leadership position. Although no one is guaranteed a position, our hope is that program participants will be very well prepared and will stand out in the selection process.