



Principal Search

Charlottesville High School



February 1, 2024



Strategic Plan Goals

Priority 2: Provide a Culture of Safety, Wellness, and Belonging

- CCS will foster a strong sense of community.
- CCS will promote a safe and positive learning environment.

Priority 3: Support our Staff

- CCS will recruit and retain licensed and properly endorsed staff.



Why Good Leadership Matters?

“The impact of an effective principal is greater and broader than previously stated,” a new research synthesis from The Wallace Foundation reveals, “with positive impacts on learning and attendance, and teacher satisfaction and retention.” Principals matter, the report concludes.

Why investing in school leadership matters. (Newleaders.org, March 2021)

“Our chief want is someone who will inspire us to be what we know we could be.”
Ralph Waldo Emerson



Applicants for CHS Principal by the Numbers

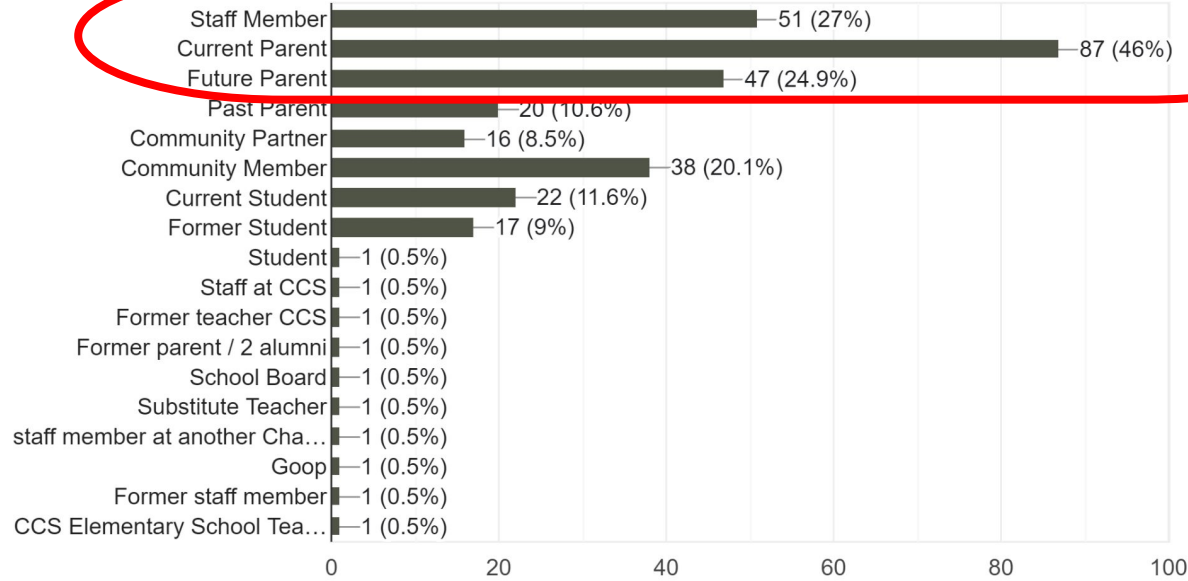
43	Total Applicants
17	In-State Applicants
26	Out-of-State Applicants
22	Current Principal or Principal Experience
9	Current Assistant or Associate Principal
12	Other Roles



Principal Survey Respondents

What is your connection to CHS (choose all that apply):

189 responses



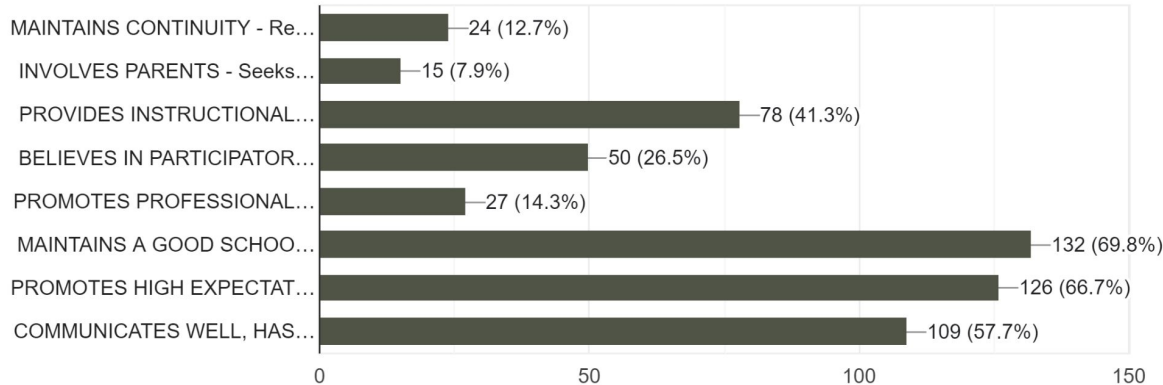
189
Responses
as of 1/31/2024



Top Three Leadership Skills

Please select your top three principal leadership skills. (They are all important, but try to determine order of importance.)

189 responses



Top Three Leadership Skills

1. Maintains a good school climate
2. Promotes high expectations
3. Communicates well, has strong interpersonal skills



Background, Knowledge, & Experience

It is important for the new principal to possess the following qualities in their background, knowledge, and experience. These are all the areas marked as extremely important to the respondents.

- Successful high school level administrative experience (principal, assistant principal, etc). (112)
- Experience working with culturally diverse populations. (116)
- Experience in hiring, evaluation, and development of staff. (77)
- A strong understanding of the unique strengths and challenges of this school. (116)



Themes for Interview Questions

Based on the feedback from the respondents, here are the top 10 themes from the suggested interview questions:

1. Student Engagement and Attendance
2. Cultural Change
3. Behavioral Expectations and Discipline
4. Community Building
5. Arts in Education
6. Leadership and Fit
7. Communication and Transparency
8. Safety and Security
9. Equity and Inclusion
10. Professional Relationships and Staff Retention



The Process

January - February	Applicants will be screened to ensure their qualifications are aligned with the desires of CCS. Successful applicants will be scheduled for an interview.
February - March	The first and second round of interviews will be facilitated with a diverse stakeholder group.
March 29th	The successful applicant will be announced.





Questions

