Be a **COLLABORATIVE LEARNING LEADER** in PSJA

**Lead the dramatic shifts that build teaching effectiveness and improve student achievement**

Improve teacher practice
Be a lifelong learner role model
Create a more positive learning environment

**What are we looking for?**

All leaders in PSJA are expected to embody the four broad categories of The Spirit of PSJA

<table>
<thead>
<tr>
<th>Positive Engagement</th>
<th>Student-centered Excellence</th>
<th>Joint Empowerment</th>
<th>Adaptive Innovation</th>
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</thead>
<tbody>
<tr>
<td>Welcomes staff, students, parents, and community as honored members at the district table</td>
<td>Holds vision and expectations for success for all students and all staff</td>
<td>Develops and empowers individuals and teams for effective action</td>
<td>Maintains district at the forefront of educational service providers</td>
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</tbody>
</table>

Excellent candidates for Collaborative Learning Leader should demonstrate strength in these six characteristics:

- **Builds relationships**
  Builds positive, trusting relationships through frequent interactions which demonstrate care and interest in the well-being of all stakeholders

- **Exhibits professionalism**
  Exhibits awareness and reflection to manage emotions and engage in continuous personal growth

- **Establishes shared vision**
  Develops and communicates a clear vision for the future with deep buy-in from all stakeholders

- **Implements plan**
  Works with all stakeholders to implement vision by establishing goal, monitoring progress, and providing resources

- **Builds capacity**
  Provides opportunities for growth to ensure all staff build capacity to support district goals

- **Manages change**
  Demonstrates courage, initiative, and perseverance in bringing about meaningful change to support the shared vision

Learn more about The Spirit of PSJA and view full rubric on the PSJA HR webpage
How do I become a COLLABORATIVE LEARNING LEADER in PSJA?

In order to sustain our consistently high expectations across all campuses, PSJA employs a pool process for selecting all campus leaders. Applicants first undergo a district selection process to be approved to be a collaborative learning leader in PSJA. Principals may then interview and select from any candidate in the pool. Applicants may remain in the pool for up to 18 months before being re-evaluated. The collaborative learning leader pool will open twice each year:

<table>
<thead>
<tr>
<th>February</th>
<th>Applications reviewed</th>
<th>Interview process</th>
<th>Information sessions</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>Middle 2 weeks of month</td>
<td>Last week of month, first of March</td>
<td>Wednesday before posting</td>
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<tr>
<td>July</td>
<td>Middle 2 weeks of month</td>
<td>Last week of month, first of August</td>
<td>Wednesday before posting</td>
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Please watch PSJA’s HR webpage for exact dates

The Application Process

Initial Interest
- Candidates attend information session regarding the pool
- Candidates express interest in a general AP position on the PSJA HR Website
- HR screens applicants to ensure candidates meet baseline requirements (e.g., certification, years of experience, resume, supervisor approval)

Written application
- Candidates who meet screen criteria will complete a written application
- Applicants will be assessed on Spirit of PSJA leadership and technical skills through short answers and scenario-based questions
- Selection committee will move candidates who meet criteria on to Round II

Group activity and individual interview
- Selection committee invites candidates to group activity and individual interview
- All candidates respond to a simulated challenge in a group setting
- Candidates will interview with a small panel to assess them on Spirit of PSJA leadership and technical skills

Pool selection and Campus matching
- Selection committee reviews all candidate materials and determines which applicants may enter the selection pool
- Principals review candidates in selection pool, invite desired candidates to campus-specific interviews, and extend position offers

Want to help select our new CLLs? Join the selection committee!
Applications open in June for the coming year. Check PSJA’s HR webpage for more details.

PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT