



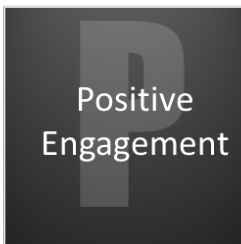
# Be an ASSISTANT in PSJA PRINCIPAL

*Use your leadership qualities, determination, confidence, and strong decision-making abilities*

Use your leadership talent, determination and confidence to support student success. Demonstrate your passion for learning and helping others.

## What are we looking for?

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



**Welcomes staff, students, parents, and community as honored members at the district table**

**Holds vision and expectations for success for all students and all staff**

**Develops and empowers individuals and teams for effective action**

**Maintains district at the forefront of educational service providers**

*In particular, excellent candidates for Assistant Principal 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

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

**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

**Models ethics**  
Exemplifies the values and priorities of the district through consistent actions and service to stakeholders

**Expects results**  
Pursues exceptional results for all students by holding self and others accountable and driving for continuous improvement

*Learn more about The Spirit of PSJA and view full rubric on the PSJA HR webpage*

# ASSISTANT in PSJA?

## How do I become an PRINCIPAL

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 an assistant principal 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 assistant principal pool will open twice each year:

|                 | <b>Applications reviewed</b> | <b>Interview process</b> | <b>Information sessions</b> |
|-----------------|------------------------------|--------------------------|-----------------------------|
| <b>April</b>    | Middle 2 weeks of month      | Last two weeks of month  | Wednesday before posting    |
| <b>December</b> | First two week of month      | Last two weeks of month  | Friday before posting       |

*Please check PSJA's HR webpage for exact dates*

