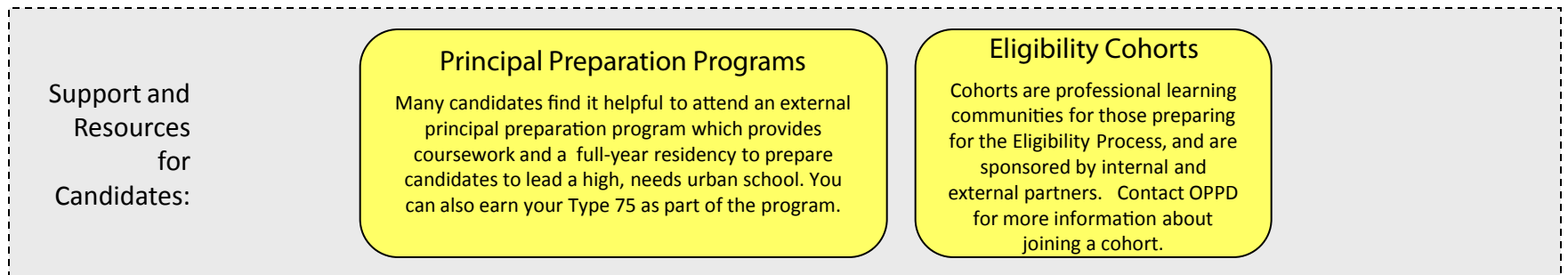
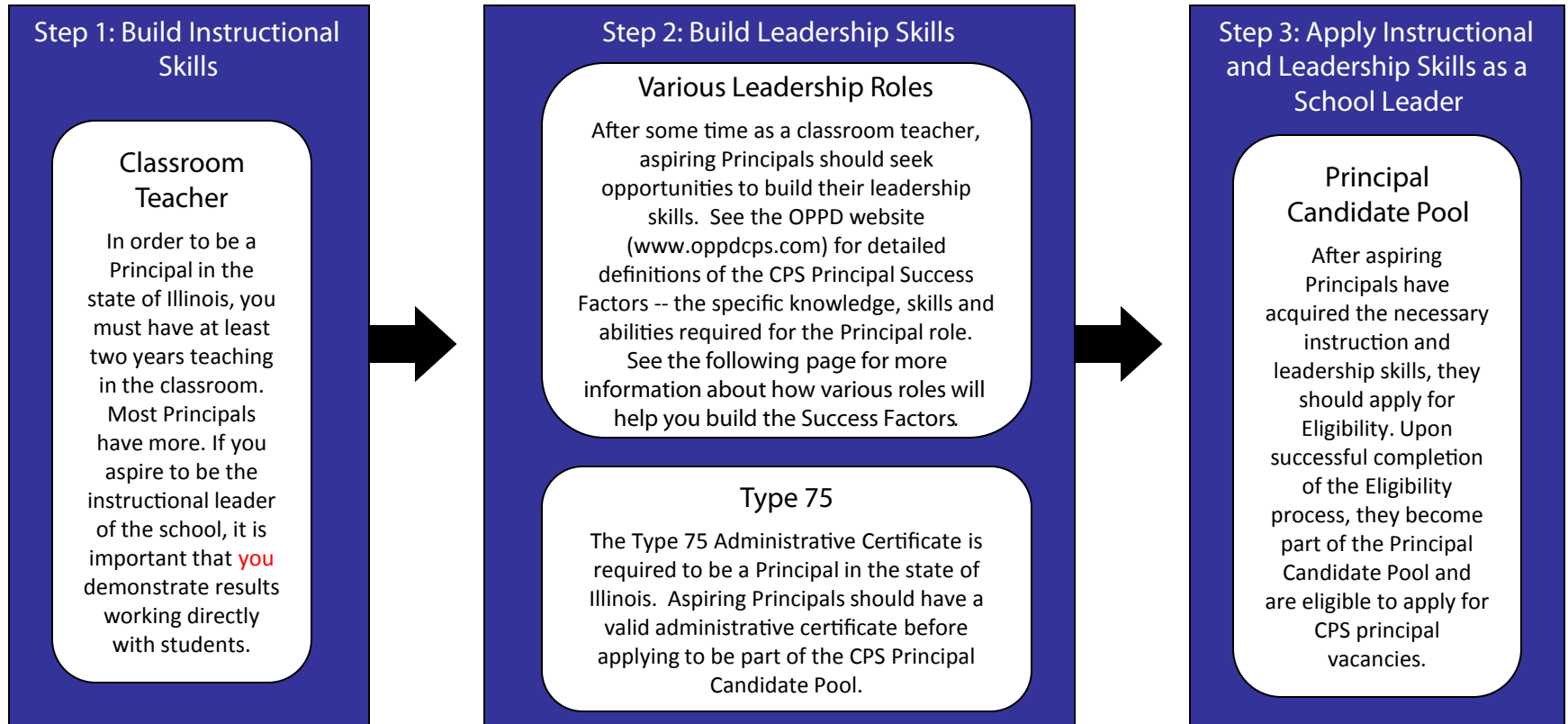


Building a Career to the Principalship in the Chicago Public Schools

There is no single career path to the principalship at the Chicago Public Schools. If you aspire to be a principal, you should choose roles and experiences that help you acquire the Principal Competencies & Success Factors – the knowledge, skills, and abilities required for success in the Principal role. The diagram below shows how aspiring principals should think about the career path to the principalship.



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There is no single career path to the principalship at the Chicago Public Schools. If you aspire to be a principal, you should **seek out** roles and experiences that help you acquire the CPS Principal Competencies & Success Factors – the knowledge, skills, and abilities required for success in the Principal role. Below are some example roles that will help aspiring **principals** develop the Competencies & Success Factors **necessary for success**. This is a suggested list only, and is not exhaustive of all roles that will help someone prepare for the principalship.

Develop and articulate belief system through voice and actions	Engage and develop faculty	Assess the quality of classroom instruction	Facilitate and motivate change	Balance management
<p>Success Factors*:</p> <ul style="list-style-type: none"> • Strategic Thinking • Service Leadership • Impact & Influence 	<p>Success Factors*:</p> <ul style="list-style-type: none"> • Team Leadership • Developing Others 	<p>Success Factors*:</p> <ul style="list-style-type: none"> • Instructional Leadership • Accountability 	<p>Success Factors*:</p> <ul style="list-style-type: none"> • Driving for Results • Leading and Managing Change • Building and Maintaining Collaborative Relationships 	<p>Success Factors*:</p> <ul style="list-style-type: none"> • Operational Excellence • Planning and Organizing
<p>Potential Roles:</p> <ul style="list-style-type: none"> • Assistant Principal • SIPAA Team Lead • Resident through a Principal Preparation Program <p>Example Experience:</p> <ul style="list-style-type: none"> • Identify a pressing issue at the school and engage others in creating and implementing a plan to resolve it. Measure outcomes of success throughout the project. 	<p>Potential Roles:</p> <ul style="list-style-type: none"> • Assistant Principal • Literacy , Math, Science, Reading or Data Coach • Mentor through REAL, TAP, Golden or other programs • Mentor Coordinator • Cooperating Teacher • PD Specialist / Coach <p>Example Experience:</p> <ul style="list-style-type: none"> • Counsel or mentor a struggling teacher. Work with this person to create an development plan with measurable outcomes. 	<p>Potential Roles:</p> <ul style="list-style-type: none"> • Assistant Principal • Gifted / IB • Literacy Technology • Coordinator for curriculum, instruction, bilingual or PD programs • Curriculum Specialist , Chair or Facilitator <p>Example Experience:</p> <ul style="list-style-type: none"> • Assess multiple teachers and discuss what you see with the principal to develop your skills in assessing instruction and developing actions for school wide improvement. 	<p>Potential Roles:</p> <ul style="list-style-type: none"> • Assistant Principal • SIPAA Team Lead • Grade Level Chair • Department Chair • Counselor / Case Manager <p>Example Experience:</p> <ul style="list-style-type: none"> • Engage with a team to set performance goals and measure progress toward an improved student outcome during the year. Pursue mid-course corrections and engage multiple stakeholders to help meet the stated goals. 	<p>Potential Roles:</p> <ul style="list-style-type: none"> • Assistant Principal • Teacher Hiring Committee • After-school Coordinator • Dean • Budget Team • Management Support Director • Peer Review Coordinator • Grants Team Manager • Committee Chair • LSC Representative • Union Delegate <p>Example Experience:</p> <ul style="list-style-type: none"> • Request time during the day to support the principal with an operational function in managing the school.

Click [here](#) for definitions of the [CPS Principal Competencies & Success Factors](#).

Click [here](#) to download the [Preparing for the Principalship Development Guide](#) which provides additional suggested experiences and development activities.