

# Administrators of Color Matter: How to Strengthen Your Candidacy in Pursuit of Leadership Positions

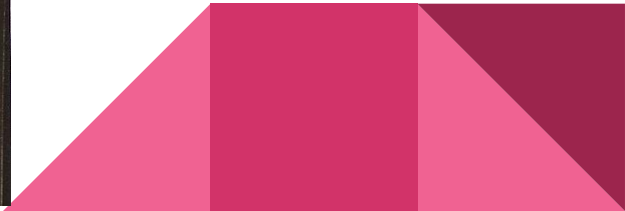
Justin Brandon and Priscilla Morales

# Workshop Outline

- Introduction
- Why become an administrator?
- How do you begin a search?
- How do you prepare yourself and your materials?
- The interview process
- The search committee's perspective
- What do you do once you are hired?
- Closing reflection and questions



Who are WE?



# Why Become an Administrator?

\*In 2014 - 2015, the % of PoC in administrative positions was 11.7%

\*In 2018 - 2019, the % of PoC in administrative positions was 20.5%

\*In 2014 - 2015, the % of PoC in headships was 6%


\*In 2018 - 2019, the % of PoC in headships was 8.9%

→ Show of hands: How many of you have 1 PoC on the senior admin team? 2? All?

*\*From NAIS Facts at a Glance*



# Prompt:

- Why become an administrator?
  - To take a moment to write some thoughts down and then talk with a neighbor(s). Report out.
  - We provide our personal responses.
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# Where Do I Even Begin?

***Before anything else -- Determine if you WANT these positions and which ones will you even consider?***

- ❖ Internal Process
- ❖ External Process
- ❖ Position Listings
- ❖ Search Firms
- ❖ Word of Mouth
  - Build your network!
- ❖ List servs



# How Do I Prepare?

- ❖ External Professional Development
  - Conferences
  - Trainings
  - Workshop presentations
- ❖ Internal Professional Development
  - Committees
  - Accreditation
  - Other school initiatives
- ❖ Shift in mindset
- ❖ Graduate school



# Prompt:

What kind of professional development and educational opportunities would support your candidacy for this/these descriptions?





# What are the Components of an Application?

- ❖ Resume
  - The bones of my candidacy
- ❖ Letter of Interest
  - The skin of my candidacy
- ❖ Educational Philosophy Statement
  - The soul of my candidacy
- ❖ References
  - Those that can speak on my behalf




# Job Description

Qualifications: Minimum qualifications include significant teaching and administrative experience, and a demonstrated commitment to cultural competency work. An advanced degree is highly preferred. Beyond these basic qualifications, the following will be given special consideration in evaluation of applicants for the position:

- A leadership style that derives its authority from joyful, regular, and energetic collaboration with faculty, students and parents
- A passion for student-centered teaching based in positive expectations, empathy, innovation, and optimism
- A belief in learning and leading through questioning and dialogue
- An ability to navigate challenging conversations with compassion and a desire for understanding
- A demonstrated commitment to civic engagement and service learning
- A deep engagement with the ongoing work promoting diversity, equity, inclusion and social justice in all areas of school life.

Please submit your letter of interest, résumé, educational philosophy statement, and application to Brandon Morales, Inc.



# Job Description

What do you think the school is looking for in a candidate?

What key phrases or terms indicate what the school is looking for in a candidate?

What would you highlight in your own materials to show alignment with this description?




# What are the Steps in the Process?


1. Resume Review Round
2. Interview Prep
3. Initial Interview (phone/zoom)
4. Finalist Interview
5. Post Interview



# The Search Committee Perspective

1. What are schools looking for during a search?
  2. How are search committee members selected?
  3. Will they make the decision or a recommendation to the head?
  4. The committee has built a narrative about each candidate before they visit.
  5. The order of finalist visits can be important.
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# What do you do once you have been hired?

1. How do you leave your current school?
  2. How do you enter your new school?
  3. What professional development should you consider?
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# Closing Activity

## Reflections and Questions

Note card prompt:

- What are you looking for in your next position?
  - What area(s) do you need strengthen to become a viable candidate?
  - What can you highlight in your materials to strengthen your candidacy?
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