



Regulation of the Chancellor

Number: **C-30**

Subject: **REGULATION GOVERNING THE SELECTION, ASSIGNMENT AND APPOINTMENT OF PRINCIPALS AND ASSISTANT PRINCIPALS**

Category: **PEDAGOGICAL PERSONNEL**

Issued: **August 1, 2019**

SUMMARY OF CHANGES

This Regulation governs the process of selection and appointment of Principals and Assistant Principals. It supersedes Regulation C-30 dated September 21, 2018.

Changes:

- References to the Division of Human Resources have been changed to the Division of Human Capital throughout the regulation.
- A new section setting forth additional requirements for the selection of principals has been added. Specific procedures are set forth for PA/PTA input in the development of selection criteria; school community input in the development of Level I interview questions; and superintendent consultation with the SLT prior to the appointment of a principal. Section XI(C).
- Title for the head of the Division of Human Capital has been updated to Chief Human Capital Officer. Section XII, XIII(M).
- The time limit for completion of the selection process has been changed from three months to six months. Section XIV.

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ABSTRACT

This Regulation governs the process of selection, assignment, and appointment of Principals and Assistant Principals.

I. INTRODUCTION

This Regulation sets forth procedures to be followed in the selection, assignment, and appointment of Principals and Assistant Principals. It is intended to ensure that the supervisory selection process is equitable and based on principles of merit and fitness. Collective bargaining agreements also may contain provisions pertinent to the supervisory selection process. This regulation does not pertain to the filling of vacancies pursuant to lawful excessing and reversion procedures which are governed by provisions of state law and union contract, or to transfers by Community Superintendents or the Chancellor pursuant to state law or collective bargaining agreement.

II. DEFINITION OF VACANCY

For purposes of this Regulation, a vacancy is defined as a position that is newly created or that is unfilled because of the transfer, resignation, retirement, terminal leave, promotion, termination, or death of the incumbent.

III. LICENSURE/QUALIFYING ELIGIBLE LISTS

Only those applicants who are on qualifying supervisory eligible lists based on possession of a Certificate of Eligibility for Supervisory Placement issued by the Division of Human Capital may apply for supervisory positions.

IV. NOTICE OF VACANCY

- A. All vacancies shall be posted on the Department of Education's ("DOE's") website. These postings shall constitute the required notice of vacancy. The Department of Education's Division of Human Capital may conduct additional outreach and place advertisements in newspapers and other media. Advertisements must include the minimum eligibility requirements for the position.
- B. To enable potential candidates to learn of vacancies and have reasonable time to submit applications, vacancies will be posted a minimum of 15 calendar days.

V. FILING PROCEDURES

Candidates must apply for vacancies using the DOE website. An e-mail address is required to apply.

VI. APPLICATIONS

The Division of Human Capital will maintain a list of all applicants for posted positions.

VII. SELECTION CRITERIA FOR PRINCIPALS AND ASSISTANT PRINCIPALS

In addition to meeting minimum eligibility requirements established by law and Chancellor's Regulations, applicants for positions of Principal and Assistant Principal must demonstrate their capacity to lead a school in which all students are on track to graduate from high school ready for college and careers, as measured by current DOE accountability structures. Furthermore, applicants for the position of Principal and Assistant Principal must meet the following educational, managerial, administrative, and pedagogic experience qualifications:

A. Instructional Leadership

1. Supporting implementation of rigorous, engaging and coherent curricula.
2. Ensuring research-based, effective instruction that yields high quality student work.
3. Ensuring that assessment practices are aligned to curricula and inform instruction.

B. School Culture

1. Establishing and maintaining structures for positive learning environment, inclusive culture, and student success.
2. Establishing and supporting a culture of learning that communicates high expectations for all learners.

C. Structures for School Improvement

1. Aligning resources to support school goals and meet student needs.
2. Fostering support for a school-wide theory of action and goals across the school community.
3. Supporting and evaluating teachers through a research-based, common teaching framework.
4. Engaging teacher teams in collaborative practices using the inquiry approach to improve classroom practice.
5. Regularly evaluating school level decisions with a focus on rigorous and engaging curriculum standards.

D. Prior Pedagogic Experience

1. Principals must have at least seven years of prior full-time experience in a pedagogic position¹ to be eligible for selection and appointment.
2. Assistant Principals must have at least five years of prior full-time experience in a pedagogic position² to be eligible for selection and appointment.
3. The Office of Supervisory Support Services will promulgate guidance regarding the prior pedagogic experience requirements for Principals and Assistant Principals.

Candidates must meet educational requirements established by the State Education Department. In addition, candidates' record of performance in comparable positions will be evaluated via methods such as review of resume, review of past performance evaluations, and reference checks.

VIII. PRINCIPAL CANDIDATE POOL

All new candidates must meet the minimum eligibility requirements established by the State Education Department and must participate in an evaluation by the Office of Leadership aligned with the selection criteria set forth in Section VII above before they may be placed into a pool of candidates eligible to apply for advertised positions (Principal Candidate Pool or Pool). Evaluation results will be maintained by the Office of Leadership and will be available for hiring managers.

Individuals who have fewer than seven years of prior pedagogic experience are eligible to be evaluated for admission to the Principal Candidate Pool, but are not eligible to apply for Principal positions unless they have at least seven years of prior pedagogic experience, as defined in Section VII above.

Principals who were appointed or assigned prior to February 1, 2008, the date the Principal Candidate Pool was established, are eligible for automatic inclusion in the Pool if they received satisfactory annual ratings as an appointed or interim acting principal and meet the minimum eligibility requirements for Principals established by the State Education Department. However, such Principals are not eligible to apply for Principal positions unless they have at least seven years of prior pedagogic experiences as defined

¹ Qualifying prior pedagogic positions for Principals are: classroom teacher, dean, instructional coach, guidance counselor, school social worker, Assistant Principal, teacher assigned, education administrator, and all pedagogic supervisory titles contained in the Collective Bargaining Agreement between the CSA and the DOE.

² Qualifying prior pedagogic positions for Assistant Principals are: classroom teacher, dean, instructional coach, guidance counselor, school social worker, teacher assigned, education administrator, and all pedagogic supervisory titles contained in the Collective Bargaining Agreement between the CSA and the DOE.

in Section VII (D) of this Regulation.

IX. RECRUITMENT

- A. To expand recruitment of Principals, parents and staff may recommend qualified individuals to the Office of Leadership for inclusion in the Principal Candidate Pool. The Office of Leadership will contact the individuals and provide information on the process for applying to the Principal Candidate Pool.
- B. To expand recruitment of Assistant Principals, parents and staff may recommend qualified individuals to Principals for consideration as Assistant Principal candidates.
- C. The Office of Leadership or the Division of Human Capital may notify Pool members of specific opportunities in their areas of expertise.

X. TRANSFERS

- A. Application for Inter-District Transfer to Advertised Vacancy in License Area
The Level I Committee must interview the five most senior supervisors who apply for transfer to an advertised vacancy in the license area in which they are serving. This transfer provision is governed by Article IX-A of the Agreement between the Board of Education and the Council of Supervisors and Administrators (CSA).
- B. Supervisory-Pedagogical Intra-District Transfer Plan
Article IX-C of the Agreement between the Board of Education and CSA permits the establishment of a voluntary pool of supervisors who may be transferred within their districts. Supervisors must have completed probation to be eligible for inclusion in the pool. The pool lasts for a two-year period, and is renewable for additional two-year periods. Supervisors may reject a transfer only once during the two-year period and may opt out of the pool only at the time they reject a transfer. Transfers pursuant to Article IX-C of the Agreement are not subject to the procedures set forth in this regulation.
- C. Transfers of Principals by Superintendents or the Chancellor
Pursuant to State Education Law, in certain circumstances the Chancellor and the Community Superintendent may transfer Principals without a C-30 process.

XI. SELECTION PROCESS

- A. Delegations of Authority
 - 1. The following delegations of authority have been made via memoranda:
 - a. the authority to reject for cause the appointment of all Principals and Assistant Principals made by Community Superintendents;
 - b. the authority to appoint Principals and Assistant Principals of high schools, District 75 schools, and District 79 programs; and

c. the authority to consult with School Leadership Teams prior to the appointment of Principals or Assistant Principals.

B. General Procedures

1. The Borough Field Offices will maintain records of membership on the Level I Committee on a Level I Committee Form for the schools and programs they support (see Attachment No. 1).
2. The appointing authority (Superintendent for Principal positions/Principal for Assistant Principal positions) shall serve as the "Hiring Manager".³
3. The selection process for positions under the jurisdiction of community school districts consists of two steps: Level I and Level II. For Principal positions, the appointment is made by the Community Superintendent as set forth more fully below. For Assistant Principal positions, the selection and appointment are made by the Principal.
4. The selection process for high school positions consists of two steps: Level I and Level II. For Principal positions, the selection and appointment are made by the High School Superintendent. For Assistant Principal positions, the final selection and appointment are made by the Principal.
5. The selection process for District 75 positions consists of two steps: Level I and Level II. For Principal positions, the selection and appointment are made by the District 75 Superintendent. For Assistant Principal positions, the selection and appointment are made by the Principal.
6. The selection process for District 79 positions consists of two steps: Level I and Level II. For Principal positions, the selection and appointment are made by the District 79 Superintendent. For Assistant Principal positions, the selection and appointment are made by the Principal.
7. The Hiring Manager should form the Level I Committee within 30 days of the date the Hiring Manager receives the list of eligible applicants, and sets the date for interviews. The constituent groups on the School Leadership Team shall select their representatives for the Level I Committee. However, if parents from the School Leadership Team are not available to serve on the Level I Committee, the Chairperson of the Level I Committee shall offer the officers of the school's Parent Association the opportunity to serve. If parents from the School Leadership Team and Parent Association officers are not available to serve, then the Hiring Manager will authorize the President of the Parent Association to identify alternative methods to designate parents to serve on the Committee, subject to the approval of the Hiring Manager. The

³Community Superintendents who do not delegate to Principals the authority to appoint Assistant Principals shall serve as the hiring manager for Assistant Principals.

Hiring Manager may waive the minimum number requirement at any time. Upon receipt of applications, the Hiring Manager shall conduct a preliminary review of all applicants from the pool of eligible candidates. The Hiring Manager shall review the applications submitted, and may consult with other DOE employees. The Hiring Manager will identify 3-5 candidates for evaluation by the Level I Committee and may conduct interviews. If a minimum of 3 candidates cannot be identified, the position may be reposted on the DOE website.

8. The Level I Committee interviews the candidates submitted by the hiring manager. Attachment No. 2, "Proper Interviewing Techniques," must be consulted for guidance on appropriate interviewing techniques. A copy of this Regulation along with Attachment No. 2 should be made available to all committee members at least one week prior to the orientation and pre-interview meeting of the committee.
 9. After interviews have been completed, the Level I Committee, as a whole, must discuss the merits of each applicant interviewed and each member must complete rating sheets for all candidates. The Chairperson of the Level I Committee must submit the rating sheets to the Hiring Manager along with any other information/recommendations the Level I Committee wishes to submit regarding applicants interviewed. The Level I Committee shall complete its review, including rating candidates, within 60 days of the date the Committee was formed by the Hiring Manager.
 10. The Hiring Manager shall consider the application materials, along with ratings, evaluations, and any recommendations submitted by the Level I Committee, and also may consider the applicant's results on the Principal Candidate Pool evaluation when determining which candidates to interview at Level II.
 11. If the Hiring Manager evaluates the candidates and determines that no selection can be made, a request may be made to re-advertise the position, and it will be reposted on the DOE website.
- C. Additional Requirements for the Selection of Principals
1. Development of Selection Criteria

To maximize parental participation in the development of selection criteria for the selection of principals, at least seven calendar days prior to Level I interviews, the SLT shall communicate with the school's PA/PTA to seek input on any selection criteria the PA/PTA believes are important for the position of school principal and shall submit such criteria to the Chair of the Level I Committee. The Level I Committee will discuss any recommendations received from the PA/PTA and determine whether to include them. To be

considered, such selection criteria must be consistent with the qualifications set forth in Section VII above and the job posting, and must be job-related.

2. Development of Level I Questions

In developing interview questions, the Level I Committee shall develop job-related questions that consider the needs of the school and school community. At least seven calendar days prior to Level I interviews, the Level I Committee may seek input on such questions from the school community, including students who attend the school and parents of students who attend the school. Any input must be submitted to the Chair of the Level I Committee. The Level I Committee will discuss any recommendations regarding interview questions and will determine whether to include them. To be considered, interview questions must be job-related.

3. Superintendent's Consultation/Appointment of Principal

- a. Prior to the appointment of a principal, the superintendent must consult with members of the SLT. Such consultation shall include a discussion of information submitted to the superintendent by the Level I Committee, subject to any applicable confidentiality requirements. SLT members shall have up to seven calendar days following the consultation to submit written comments to the superintendent and/or relevant Executive Superintendent, and may submit oral comments during the consultation meeting.
- b. The superintendent must consider all comments and feedback from the SLT consultation and must provide the SLT with a written response indicating the superintendent's decision regarding appointment of the candidate within seven calendar days of receiving any comments or feedback.
- c. Within a reasonable time period, the superintendent/designee shall provide written notice to the SLT of the final decision on appointment prior to the appointment being announced to the general school community. The SLT may inform the Chancellor or designee of any concerns within 14 calendar days of the notification. The Chancellor or designee must respond within 14 calendar days of receiving any concerns from the SLT.

D. Level I Committee for Community School District Positions

1. Principal Positions

- One supervisor from the school or another school in the same community district, but if none is available, a supervisor from a school in the same borough;

- Two UFT members;
 - One school support staff member represented by D.C. 37, Local 372;
 - Four to seven parents;
 - One designee of Superintendent (chairperson);
 - One designee of intermediary organization, as appropriate⁴.
2. Assistant Principal Positions
- One supervisor from the school or another school within the same community district, but if none is available, a supervisor from a school in the same borough;
 - Two UFT members;
 - One school support staff member represented by D.C. 37, Local 372;
 - Four to seven parents;
 - One designee of the Superintendent;
 - One designee of intermediary organization, as appropriate (see footnote 4, p. 5);
 - Principal (chairperson).⁵

The Level I Committee must interview and evaluate the candidates submitted to it by the Hiring Manager.

E. Level II and Appointment Process for Community School District Positions⁶

1. At Level II, the Hiring Manager shall consider the ratings, evaluations, and recommendations submitted by the Level I Committee, and also may consider the applicant's results on the Principal Candidate Pool evaluation. In addition, the hiring manager may interview the candidates and/or utilize other

⁴ An intermediary organization is an organization that serves as the lead partner (such as a university, youth development agency, non-profit or other educational organization) in the development and ongoing support of new schools or small learning communities, as recognized by the Office of School Design and Charter Partnerships. The intermediary organization may delegate its seat to a local community-based organization (known as CBO partner) that maintains an ongoing working relationship with an individual school. Questions regarding intermediary organizations should be directed to the Office of School Design and Charter Partnerships.

⁵ Community Superintendents who do not delegate to Principals the authority to appoint Assistant Principals shall serve as the chairperson.

⁶ For additional requirements governing selection of principals, refer to Section XI.C

professional evaluation techniques other than written tests.

2. Prior to the appointment of a Principal, the Superintendent must consult with members of the School Leadership Team. Prior to the appointment of an Assistant Principal, the Principal must consult with members of the School Leadership Team.⁷ The Division of Human Capital will establish procedures and timeframes for such consultations.
 3. Assistant Principal and Principal appointments are subject to rejection for cause by the Chancellor or the Chancellor's designee.
- F. Level I Committee for High School, District 75, and District 79 Positions
1. Principal Positions
 - One supervisor from the school or another school in the same borough;
 - Two UFT members;
 - One school support staff member represented by D.C. 37, Local 372;
 - Four to seven parents;
 - One to two students (for high schools only);
 - One designee of the Superintendent (chairperson);
 - One designee of intermediary organization, as appropriate (see footnote 4, p. 5).
 2. Assistant Principal Positions
 - One supervisor from the school or another school in the same borough;
 - Two UFT members;
 - One school support staff member represented by D.C. 37, Local 372;
 - Four to seven parents;
 - One to two students (for high schools only);
 - One designee of the Superintendent;
 - One designee of intermediary organization, as appropriate (see footnote 4, p. 5);
 - Principal (chairperson).

The Level I Committee must interview and evaluate the candidates submitted to it

⁷ Community Superintendents who do not delegate to Principals the authority to appoint Assistant Principals must consult with the School Leadership Team prior to the appointment of an Assistant Principal.

by Hiring Manager.

G. Level II and Appointment Process for High School, District 75, and District 79 Positions⁸

1. At Level II, the Hiring Manager shall consider the ratings, evaluations, and recommendations submitted by the Level I Committee, and also may consider the applicant's results on the Principal Candidate Pool evaluation. In addition, the hiring manager may interview candidates and/or utilize other professional evaluation techniques other than written tests prior to making an appointment.
2. Prior to the appointment of a Principal, the high school, District 75, or District 79 Superintendent, as appropriate, must consult with the members of the School Leadership Team. Prior to the appointment of an Assistant Principal, the high school, District 75, or District 79 Principal, as appropriate, must consult with the members of the School Leadership Team. The Division of Human Capital will establish procedures and timeframes for such consultations.

H. Executive Principal Selection Process

1. Eligibility Criteria

In addition to the criteria set forth in Section VII of this Regulation, candidates for Executive Principal also must meet the following selection criteria:

- a. a minimum of three years of experience as Principal of an established school or four years of experience as a founding Principal of a new school; and
- b. a sustained record of significant, broad-based increases in student achievement, as shown by progress report metrics (for current NYC Principals) as well as other quantitative indicia of student achievement growth (for all applicants).

2. Application Process

An Executive Principal posting will be on the DOE's website throughout the year. Applicants for Executive Principal positions should submit their résumés via the DOE's website. Applications will be reviewed and evaluated by the Division of Human Capital and the Division of Academics, Performance and Support for evidence that they meet eligibility criteria. Only applicants determined to be qualified by the Division of Human Capital will be eligible for Executive Principal positions.

⁸ For additional requirements governing selection of principals, refer to Section XI.C.

3. Level I for Executive Principal

- a. The hiring manager will identify a minimum of two qualified candidates to participate in Level I interviews, and may conduct interviews. If there is only one applicant for the position who has been reviewed and deemed qualified by the Division of Human Capital, the hiring manager may proceed with that candidate.
- b. The composition of the Level I Committee for Executive Principal positions is:
 - One supervisor from the school or another school in the same community district (for community district positions), or a supervisor from another school in the same borough (for high school positions);
 - Members of the School Leadership Team, except the Principal;
 - One designee of the Superintendent (chairperson);
 - One designee of intermediary organization, as appropriate (see footnote 4, p. 5).

4. Level II for Executive Principal

The hiring manager should consider the ratings, evaluations, and recommendations submitted by the Level I Committee and may interview the candidates and/or utilize other professional evaluation techniques other than written tests.

5. Appointment process for Executive Principal

- a. Prior to the appointment of an Executive Principal, the Superintendent must consult with members of the School Leadership Team.
- b. Executive Principal appointments in community district schools are subject to rejection for cause by Chancellor or the Chancellor's designee.

I. Confidentiality of C-30 Process/Required Certification Forms

All matters concerning applicants, interviewing, selection of candidates, and the deliberations and recommendations of the Level I Committee are of a highly confidential nature. Information concerning applicants that was learned outside of the selection process shall not be revealed during the selection process. Information concerning applicants shall not be revealed except as may be required by law or Regulation. All Level I Committee members must sign the Agreement of Confidentiality/Certification Form (see Attachment No. 3).

A person who is a close relative or member of the household of any applicant interviewed for a position may not serve on the Level I Committee for that position. In addition, by executing the Agreement of Confidentiality/Certification Form,

committee members affirm that they have reviewed the list of candidates selected for interview, that there is no impediment to their serving on the committee in a fair and unbiased manner, and that to the best of their knowledge, they are not the subject of an investigation by the Office of Special Investigations, Office of Personnel Investigation, the Special Commissioner of Investigation, the Office of Equal Opportunity, or any law enforcement or other agency.

Members of the School Leadership Team also must sign an Agreement of Confidentiality Form (see Attachment No. 4).

J. Staff Involvement

1. General

- a. Staff members may not serve on Level I Committees or participate in the selection of faculty who will serve on the Level I Committee for specific positions for which they are applicants.
- b. UFT, CSA, and DC 37 staff members on the School Leadership Team who are full-time employees of the school and have received annual satisfactory ratings for the prior three years are eligible to serve on Level I Committees. Staff who are the subject of an investigation by the Office of Special Investigations, the Office of Personnel Investigations, the Special Commissioner of Investigation, the Office of Equal Opportunity, or any law enforcement or other agency, or who are suspended or the subject of disciplinary proceedings, are ineligible to serve.

2. UFT Representation

- a. The two UFT representatives must be from the school's School Leadership Team. The UFT Chapter Chair is not a required member of the Level I Committee. However, if such representatives are not available, the UFT may designate other UFT representatives from the school at which the vacancy exists to serve on the Level I Committee.
- b. Substitutes may not serve on Level I Committees.
- c. If no designee is appointed after 15 calendar days of the request for participation, the committee may move forward with the Level I interview process without UFT representation.

3. School Support Staff Representation

- a. The DC 37, Local 372 representative must be from the school's School Leadership Team.⁹ However, if there is no representative on the School Leadership Team, the DC 37 District Chair shall designate another

⁹ Parent Coordinators are not eligible to serve on the School Leadership Team in the school at which they are employed.

representative from the school at which the vacancy exists.

- b. If no designee is appointed after 15 calendar days of the request for participation, the committee may move forward with the Level I interview process without DC 37 representation.

4. Supervisory Representation

- a. The CSA shall designate supervisors to serve on Level I Committees.
- b. Only properly selected supervisors who are appointed in their positions are eligible to serve on Level I Committees. Interim-acting supervisors are ineligible to serve on Level I Committees.
- c. If no designee is appointed after 15 calendar days of the request for participation, the committee may move forward with the Level I interview process without CSA representation.

K. Parent Involvement

- 1. All parent representatives must be parents, guardians, or persons in parental relation to children currently attending a public school where the vacancy occurs and must be members of the School Leadership Team. However, if parents from the School Leadership Team are not available to serve on the Level I Committee, the Chairperson of the Level I Committee shall offer the officers of the school's Parent Association the opportunity to serve. If parents from the School Leadership Team and Parent Association officers are not available to serve, then the appointing Superintendent (or Principal for Assistant Principal positions) will authorize the President of the Parent Association to identify alternative methods to designate parents to serve on the Committee, subject to the approval of the Hiring Manager. The Hiring Manager may waive the minimum number requirement at any time.
- 2. Parents may not serve on a Level I Committee if they are the subject of an investigation by the Office of Special Investigations, the Office of Personnel Investigations, the Special Commissioner of Investigation, the Office of Equal Opportunity, the Office for Family and Community Engagement, or any law enforcement or other agency.
- 3. Parents may not serve on a Level I Committee in any school in which they are employed. Parents who are employed in other schools are eligible to serve on Level I Committees unless the parent's immediate supervisor is a candidate for the position.

L. Student Involvement (High Schools Only)

All student representatives must be students currently attending the high school at which the vacancy exists and must be on the School Leadership Team. They must be at all times students in good standing.

XII. INTERIM-ACTING ASSIGNMENTS

Hiring Managers should anticipate, post, and complete the selection process by the time a vacancy actually occurs. If this is not possible, an interim-acting supervisor may be assigned temporarily by the Hiring Manager, in accordance with procedures promulgated by the Chief Human Capital Officer of the Division of Human Capital. The process used to place a supervisor in an interim-acting assignment is not to be used as a substitute for the interview and selection process outlined in the Regulation.

Interim-acting supervisors must possess the appropriate state certification and meet any experience requirements for the position, including the prior pedagogic experience requirements set forth in Section VII (D) above. In addition, interim-acting Principals must be in the Principal Candidate Pool, except in exigent circumstances, when the Chancellor or the Chancellor's designee may authorize assignment of an interim-acting Principal prior to completion of an evaluation for the Principal Candidate Pool. Parent Associations should be notified concerning the person assigned on an interim-acting basis.

Hiring Managers must notify the Division of Human Capital of all interim-acting assignments prior to the effective date of the assignment.

XIII. GENERAL PROCEDURES FOR IMPLEMENTATION OF THE C-30 PROCESS

- A. Interviews must not be scheduled during periods when applicants or committee members are unavailable because of religious observance.
- B. Except for Executive Principal interviews, Level I interviews must be conducted after school hours.
- C. Written records must be kept of interviews, attendance at meetings, and ratings.
- D. Interviews may be scheduled during the summer provided that all committee members and those applicants to be interviewed are available.
- E. Resumes must be maintained in a secure location to ensure confidentiality.
- F. During a pre-interview meeting to be held immediately preceding the candidates' interviews, the Level I Committee must decide on specific questions to be asked during the interviews. Each candidate must be asked the same questions in the same order. It is suggested that at least 4 or 5 questions that yield evidence of the selection criteria set forth in Section VII be asked. Follow-up questions may be asked, and need not be established in advance, but they must relate to the candidate responses given and not be leading questions which give hints about the appropriate answer to the question. The same approximate amount of time should be allowed for each interview. Committee members should determine acceptable key answers at the time they set the questions.
- G. Reasonable notification must be given to the committee members and to applicants regarding the date, time, and place of meetings.

- H. A standardized rating sheet must be utilized by all Level I Committee members during each Level I process.
- I. No alternate committee members are authorized to serve once the selection process has begun. No substitution of representatives is permitted.
- J. Where a Level I Committee meeting has been scheduled with reasonable notification provided to committee members, the Level I Committee may proceed with its work even if a member(s) of the committee is absent.
- K. References indicated on applications of candidates may be checked only by the Hiring Manager or the Division of Human Capital.
- L. The Division of Human Capital shall provide technical assistance and interpretation on the implementation of this regulation. In its discretion, the Division of Human Capital may assign an observer to the committee to ensure that the selection process comports with the regulation and is fair and equitable. No other observers are permitted.
- M. The Chancellor reserves the right to waive this Regulation or any portion(s) thereof if the Chancellor determines it to be in the best interests of the school system. Requests for waivers from the Chancellor regarding the prior pedagogic experience requirements set forth in Section VII above shall be directed to the Chancellor by submitting such requests to 52 Chambers St., Room 320, New York, NY 10007, Attn: C-30 Waiver Requests. Requests for all other waivers from the Chancellor shall be directed to the Chief Human Capital Officer of the Division of Human Capital, 65 Court St., Room 405, Brooklyn, NY 11201.

XIV. TIME LIMIT FOR COMPLETION OF SELECTION PROCESS

Vacancies should be filled within six months of the date of the posting.

XV. APPOINTMENT AND ASSIGNMENT

The Division of Human Capital must ensure that all candidates' backgrounds and performance levels meet all necessary qualifications and criteria and that the names of candidates recommended for appointment are submitted to the Office of Special Investigations, the Office of the Special Commissioner of Investigation, and the Office of Personnel Investigations for clearance.

XVI. COMPLAINT PROCEDURES

These procedures are not intended to modify or waive any grievance procedures that are part of collective bargaining agreements.

- A. Any complaint concerning the selection process shall be referred to the Chancellor
- B. Time-Frame for Filing Complaints
 - 1. Any complaint concerning the selection process must be filed within 15 days

of the date of the alleged violation or within 15 days of the date that the complainant became aware of the violation.

If the complaint is not filed on time, the complainant must show good cause as to why it was not filed in accordance with the established time-frame.

2. Complaints should be filed in writing with supporting evidence/documentation of the alleged violation.
3. Upon receipt of a complaint, the Chancellor or designee will initiate an appropriate investigation into the matter and issue a ruling in writing within 20 days of the completion of the investigation.

XVII. PENALTIES FOR INAPPROPRIATE ACTION/MISCONDUCT

- A. There will be strict penalties for any retaliation against committee members or their children by DOE personnel on the basis of their participation or rating on C-30 selection committees.
- B. Anyone who breaches the confidentiality of the C-30 process is subject to removal from the process and may be barred from future service on C-30 committees.
- C. Any perceived attempt to influence committee members involved in supervisory selection committees must be reported immediately to the Office of the Special Commissioner of Investigation for the New York City School District, 80 Maiden Lane – 20th floor, New York, NY 10038.
- D. Any member of a Community or Citywide Education Council who attempts to interfere or become involved in the selection and appointment process of supervisors will be subject to removal from office. This interference must be reported immediately to the Office of the Special Commissioner of Investigation for the New York City School District at the above address.

XVIII. INQUIRIES

Inquiries pertaining to this regulation should be addressed to:

Office of Supervisory Support Services

N.Y.C. Department of Education

65 Court Street – Room 405

Brooklyn, NY 11201

Telephone: 718-935-2822

Fax: 718-935-5214



C-30 LEVEL I COMMITTEE FORM

DISTRICT & SCHOOL: _____ POSITION: _____ VACANCY POSTING DATE: _____

INTERVIEW DATE: _____ INTERVIEW TIME: _____ HIRING MANAGER: _____

PART A CSA REPRESENTATIVE:

For AP positions, the hiring manager requests CSA approval via email to C30@CSA-NYC.ORG. For Principal positions, the C-30 Coordinator requests CSA approval.

1. _____

PART B UFT REPRESENTATIVES:

1. _____ 2. _____

PART C SUPERINTENDENT REPRESENTATIVE:

1. _____

PART D PTA/PA REPRESENTATIVES (MINIMUM OF FOUR):

1. _____ 2. _____

3. _____ 4. _____

5. _____ 6. _____

7. _____ 8. _____

PART E DC 37 REPRESENTATIVE (MAY NOT BE A PARENT COORDINATOR):

1. _____

PART F STUDENT REPRESENTATIVE (HIGH SCHOOL ONLY; MINIMUM OF ONE):

1. _____ 2. _____

PART G INTERMEDIARY ORGANIZATION REPRESENTATIVE (if applicable):

1. _____

CERTIFICATION STATEMENT: This is to confirm that the Level I Committee members listed above were selected in accordance with Chancellor's Regulation C-30.

Name of C-30 Coordinator: _____

Signature of HR Manager: _____ Date: _____

Please sign the completed form and fax to:

Office of Supervisory Support Services - (718) 935-3366
Attn. C-30 Coordinator

PROPER INTERVIEWING TECHNIQUES

Age

- **Do not** ask the candidate's age or birth date.
- **Do not** ask the candidate to produce documents that contains his/her age (e.g., birth certificate, passport, driver's license).

Birth Control

- **Do not** ask the candidate about his/her capacity to reproduce, or advocate any form of birth control or family planning.
- **Do not** ask the candidate whether s/he is planning to have children soon.

Citizenship

- **Do not** ask the candidate of what country s/he is a citizen.
- **Do not** ask the candidate when s/he acquired citizenship in this country.
- **Do not** ask the candidate to produce naturalization papers.
- **You may** ask whether the candidate is a United States citizen or whether s/he has the legal right to remain in the United States.

Classes of Individuals

- **Do not** ask about actual or perceived age, race, religion, creed, color, national origin, alienage, citizenship status, disability, sex, sexual orientation, or marital status.
- **Do not** ask about the candidate's relationship with an individual in any of the above classes.

Criminal Record

- **Do not** ask whether the candidate has been arrested.
- While it is legally permissible to ask whether a candidate has been convicted of a crime or about an arrest that is pending, **do not** ask these questions during the interviews, as they are covered in the fingerprint/background check process.

Disability

- **Do not** ask the candidate if s/he is disabled.
- **Do not** ask the candidate if s/he has been treated for certain diseases, either physical or mental.
- **Do not** ask the candidate whether s/he has had a drug or alcohol problem.

Driver's License

- **Do not** ask the candidate to produce a driver's license.

Education

- **You may** ask the candidate about his/her education (including whether s/he graduated) and which schools s/he attended.
- **Do not** ask dates of attendance or date of graduation.

Foreign Language

- **Do not** ask the candidate what his/her native language is or how s/he acquired the ability to read, write, or speak a language other than English.
- **You may** ask the candidate what languages s/he speaks and writes, if it is relevant to the position.

Marital Status

- **Do not** ask the candidate whether s/he is married, single, divorced, or separated.
- **Do not** ask a female candidate whether she would prefer to be called Ms., Mrs., or Miss.

Miscellaneous

- **Do not** ask for information regarding the candidate's spouse.

Military Experience

- **Do not** ask the candidate about his/her experience other than in the Armed Forces of the United States or in a State Militia.
- **You may** ask the candidate about his/her military experience in the Armed Forces of the United States or in a State Militia.
- **You may** ask whether the candidate received a dishonorable discharge, but you must indicate that a dishonorable discharge is not an absolute bar to employment.

Name

- **Do not** ask the maiden name of a married woman or of a woman who may be married.
- **Do not** ask the original name of someone whose name has been changed by court order or otherwise.
- **You may** ask whether additional information regarding a candidate's name is required to enable a check of the candidate's work record.
- **You may** ask whether the candidate has worked for the New York City Department of Education under a different name.

National Origin

- **Do not** ask about the candidate's ancestry, lineage, national origin, descent, parentage, or nationality.
- **Do not** ask the candidate about his/her birthplace, or the birthplace of his/her relatives.

Notice in Case of Emergency

- **Do not** ask the candidate for a contact in case of an emergency.

Organizations

- **Do not** ask the candidate to list all clubs and organizations of which s/he is a member.
- **You may** ask whether the candidate is a member of any organization that is relevant to the position.

Photograph

- **Do not** ask the candidate to submit a photograph in order to be considered for the position.

Race/Color

- **Do not** ask any questions about the candidate's race or color.

Relatives

- **Do not** ask the candidate for names, addresses, or ages of relatives not employed by the New York City Department of Education.
- **You may** ask the candidate for names of relatives who are employed by the New York City Department of Education.

Religion

- **Do not** inquire into the candidate's religious denomination or affiliations, parish, church, synagogue, or religious holidays observed.
- **Do not** ask the candidate to forego any religious practice (including any aspect of the candidate's appearance) as a condition for employment with the New York City Department of Education.

Sex

- **Do not** ask the candidate's sex.

Work Experience

- **You may** ask the candidate about his/her work experience.

HUMAN RESOURCES

AGREEMENT OF CONFIDENTIALITY/CERTIFICATION FORM

Position Title	School	District
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Agreement of Confidentiality: I understand that all matters regarding the selection procedure are of a highly confidential nature. By agreeing to serve as a committee member, I accept full responsibility for maintaining complete confidentiality and will not reveal any information concerning applicants to any person either during or after the selection process. Any breach of this agreement will disqualify me from membership on this committee and may disqualify me from participating on future committees.

Certification Statement: In accordance with C-30, no one may serve on a Level I Committee if s/he is a close relative or member of the household of an applicant.

Are you a close relative* or member of the household of any applicant referred for evaluation to the Level I Committee for this position? Yes ___ No ___

Note: If you answered YES, you will be disqualified from serving on this selection committee.

ATTESTATION:

1. I have reviewed the list of applicants referred for evaluation to the Level I Committee.
2. I understand that should any circumstances change regarding my relation to a candidate, I will immediately notify the Chairperson of the Level I Committee and withdraw from the selection process.
3. To the best of my knowledge, there is no impediment to my serving on the Level I Committee in a fair and unbiased manner.
4. I affirm that to the best of my knowledge, I am not the subject of an investigation by the Office of Special Investigations, Office of the Special Commissioner of Investigation for the City of New York City School District, or any law enforcement or other agency.
5. I affirm that I have been rated satisfactorily for the prior three years and am not the subject of any disciplinary proceeding. (For employees only)
6. I hereby certify that my statements contained herein are to the best of my knowledge and belief, true and correct.

WARNING: A person knowingly making false statements or who breaches confidentiality will be disqualified from serving on this Level I Committee and may be disqualified from serving on future committees.

Signature of Committee Member	Date
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(Check Affiliation) CSA ___ UFT ___ Parent ___ DC 37 ___ HS Student ___

*Close relative shall mean a parent, spouse, child, brother, sister, aunt, uncle, niece, nephew, grandparent, grandchild, or the spouse or child of any of them, or a person bearing the same relationship to the employee's spouse.



**NEW YORK CITY DEPARTMENT OF EDUCATION
65 COURT STREET
BROOKLYN, NEW YORK 11201**

**Agreement of Confidentiality
School Leadership Team Consultation**

School Name	Location Code (e.g., K000)	District
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I understand that all matters regarding the C-30 selection procedure are of a highly confidential nature. As a member of the School Leadership Team (SLT), I accept full responsibility for maintaining complete confidentiality and will not reveal any information concerning applicants to any person either during or after the selection process. Any breach of this agreement may disqualify me from participating in future C-30 consultations.

I hereby certify that my statements contained herein are to the best of my knowledge and belief, true and correct.

Name of SLT Member	Signature	Date
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Check Affiliation:

- Principal
- Assistant Principal
- UFT Chapter Leader
- PTA President
- Parent
- Teacher
- Other: _____