Principal Talent Management System

Board of Regents Meeting
December 10, 2019

Presentation Outline

- ❑ Background and Purpose of Principal Talent Management System (PTMS)

- ❑ PTMS Process Overview

- ❑ Example Scenario

    - ❑ Log In and Home Screen

    - ❑ Search Pages

    - ❑ Filter Page

    - ❑ Solicitation Process

- ❑ List of Search Criteria

- ❑ Benefits of the System

❖ With the generous support of the Wallace Foundation, the Department and the Regents Research Fund have developed a Principal Talent Management System (PTMS).

❖ **Purpose: To enable district leaders to potentially tap into a larger pool of certified School Building Leaders who have experience and credentials aligned to the school district's needs for a specific building leadership position.**

Superintendent logs in and enters specific criteria

Search generates anonymous list of possible candidates who meet criteria

Email sent to anonymous list of potential candidates, inviting them to inquire about the position if they are interested

Superintendent does NOT see any names from search

A superintendent in a rural high needs district is looking for a high school principal. She is seeking candidates with:
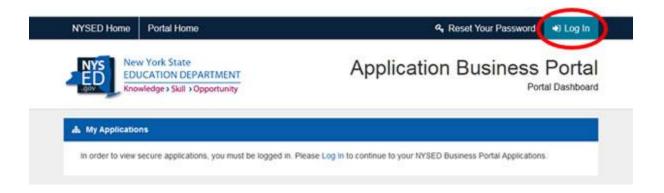
- ✔ a background in mathematics
- ✔ experience with economically disadvantaged students
- ✔ experience in rural setting
- ✔ experience in secondary school
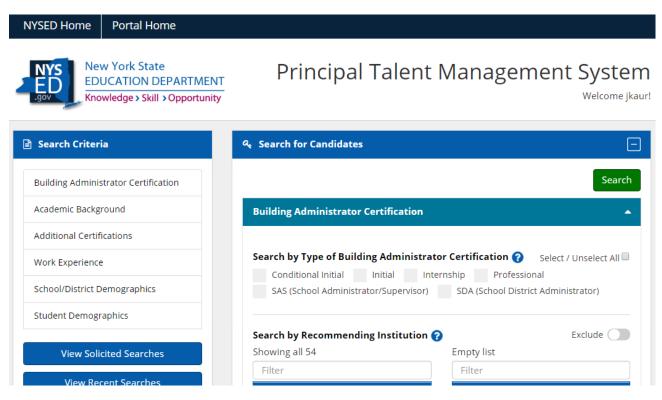
NYSED Log In-Application Business Portal

❑ Superintendent logs into secure NYSED Business Portal (https://portal.nysed.gov/) by clicking on 'Log In' button located at the top right-hand corner.

❑ Superintendent may choose to delegate search permissions to Human Resources director through delegated system (SEDDAS)

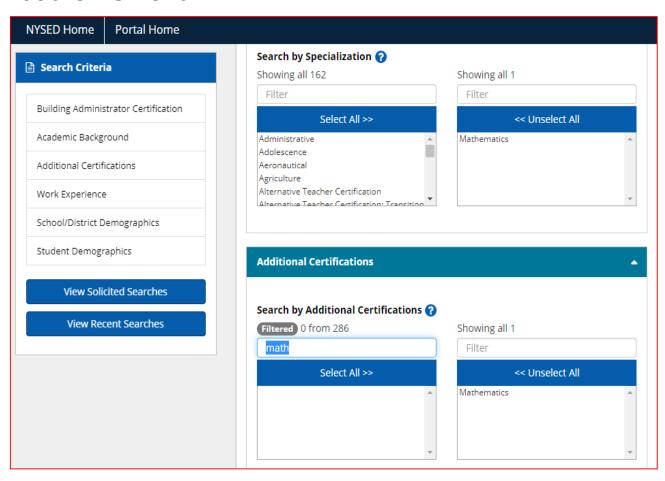# Principal Talent Management System (PTMS) Home Screen

➢ Once logged in, Superintendent is directed to PTMS Home Page, where search parameters are displayed.

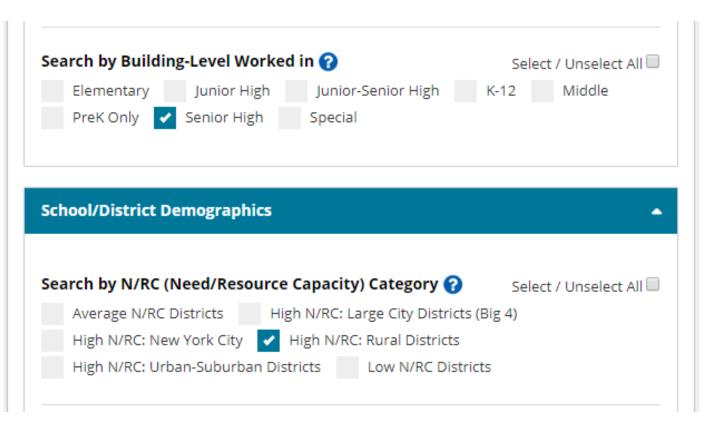➢ Search Criteria list (left side) helps users navigate to desired sections faster.

Search Criteria

- ❑ Superintendent enters search criteria based on needs of the District.

- ❑ In this example, she is looking for candidates with a math background.

Search Criteria

Search by Building-Level Worked in ❓   Select / Unselect All ☐

☐ Elementary   ☐ Junior High   ☐ Junior-Senior High   ☐ K-12   ☐ Middle

☐ PreK Only   ✔ Senior High   ☐ Special

School/District Demographics ▲

Search by N/RC (Need/Resource Capacity) Category ❓   Select / Unselect All ☐

☐ Average N/RC Districts   ☐ High N/RC: Large City Districts (Big 4)

☐ High N/RC: New York City   ✔ High N/RC: Rural Districts

☐ High N/RC: Urban-Suburban Districts   ☐ Low N/RC Districts

Search Criteria

Filter Page

NYSED Home | Portal Home

New York State
EDUCATION DEPARTMENT
Knowledge › Skill › Opportunity

Principal Talent Management System

Welcome ssunder!

🔍 Filter Candidates

Go Back to Edit Search   Apply Selected Filter(s)

Building Administrator Certification

Filter by Type of Building Administrator Certification ❓

Select / Unselect All ☐

✔ Initial (3)   ✔ Others (2)   ✔ Professional (7)

✔ SAS (School Administrator/Supervisor) (2)

✔ SDA (School District Administrator) (6)

📄 Search Results

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Matching Candidates Found

Create Solicitation

❑ The filter page displays the search results.

❑ Superintendent sees how many candidates meet the criteria, <u>but no personally identifiable information</u>.

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Solicitation Process

❑ If Superintendent is satisfied with search results, she can click "Send" and a system-generated email will be sent to the list of candidates, inviting them to visit a link where information about the position is posted.

❑ If a search returns fewer than 10 candidates or more than 200 candidates, an email cannot go out, and the Superintendent will be prompted to broaden or refine the search criteria.

❑ SBL-certified individuals will have the opportunity to opt out of receiving PTMS emails.

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Search Criteria

Users will be able to search using criteria such as:

- **Building Administrator Certification**
- **Academic Background**
- **Additional Certifications**
- **Work Experience**
    - ✔ Number of Years of Experience (Teacher)
    - ✔ Number of Years of Experience (Principal/Assistant Principal)
    - ✔ Number of Years of Experience within a Single Building
    - ✔ Number of Districts Worked In
    - ✔ Subject(s) Taught
    - ✔ Building Level (Elementary, Middle School, High School)

- **School/District Demographics**
    - ✔ N/RC (Need/Resource Capacity) Category
    - ✔ School Accountability Status
- **Student Demographics**
    - ✔ Total School Building Enrollment
    - ✔ % Economically Disadvantaged Students
    - ✔ % Students Receiving Free and Reduced-Price Lunch (FRPL)
    - ✔ % Students with Disabilities
    - ✔ % English Language Learners (ELL)
    - ✔ % Students in Foster Care
    - ✔ % Students with Parent(s) in Armed Forces

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Benefits of the System

- Enables district leaders to identify School Building Leader certified individuals with the experience and credentials that meet the specific needs of their schools.

- Enables Superintendents from all parts of the state to tap into a larger talent pool.

- Enables Superintendents to add/modify criteria in real time to fine-tune the pool.

- Ensures confidentiality, so the names of people in the pool are not revealed to the individual conducting the search.

- Sends a notification to the pool of candidates meeting the search criteria that they have been identified as a potential candidate and, if interested, the candidate may click the link(s) to get further information or apply for the position.

- Makes certified individuals aware of opportunities they would not otherwise have known about.

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Thank You!