SBISD Principal Selection Process *2023-2024*

Thank you for your interest in becoming a school leader in Spring Branch ISD. Our five Core Values affirm who we are, what we stand for, how we treat each other, our priorities and the guiding principles we live by as members of the Spring Branch ISD family. We are looking for candidates who will embody those core values.

In preparation for anticipated vacancies, SBISD will maintain a pool of potential candidates who have successfully completed the SBISD Principal Selection Process. When vacancies occur, active members of the SBISD Talent Pool for Principals will be notified.

- Applicants aspiring to be principals must follow the steps listed below to be considered for the talent pool for principals.

In order to become a member of the talent pool for principals, applicants must complete the following steps. An applicant must successfully pass each step before being invited to move on to the next step.

The four steps are as follows:

Step 1: **Online Application**-An online application must be completed. Your resume and letter of interest must be uploaded to the application. *If you have questions about the application process, please contact Jennifer Maynard at Jennifer.maynard@springbranchisd.com or call (713) 251-2359.*

Step 2: **Paper Screen**-During this phase of the application process, resumes and letters of interest will be screened for certain criteria. For specific information about requirements for the letter of interest and resume, click **HERE**.

Step 3: **Online/Video Screener**-Once an applicant has successfully met the requirements of the paper screening, he/she will be required to complete an *Online/Video Screener*. If the applicant meets the requirements to move forward, he/she will enter the talent pool for principals.

Step 4: **Face-to-Face Interview**-Face-to-Face Interviews will be by invitation only. Being a member of the talent pool for principals does not guarantee an interview. More information will be provided if you are invited to participate.

Principal Talent Pool Consideration

Requirements	Internal Applicants	External Applicants
Complete Application File in AppliTrack	X	X
Master's Degree from Accredited University	X	X
Texas Standard Principal/Mid-Management Certification or Proof of Eligibility for Probationary Certificate	X	X
*Current Instructional Leadership Development (ILD) **or** Instructional Leadership Training (ILT) **or** Advancing Educational Leadership (AEL)	X	X
*Current T-TESS Certification	X	X
Minimum three (3) years of teaching experience	X	X
Minimum three (3) years of experience in an administrative role	X	X
Two (2) references from individuals who have supervised your work	X	X

*Current certification in ILD, ILT, AEL, and T-TESS required at the time of hire or the ability to obtain such certification in the first 60 days of employment based on availability of courses.

We reserve the right to conduct an executive search should our process not lead us to the best candidate.

To begin/continue the online application process, [click here](#).