

# Assistant Principal Induction Program

## PROGRAM PURPOSE:

To successfully prepare assistant principals for their assigned tasks and responsibilities and more important, to develop them to be school leaders who are able to positively impact and improve school culture and working conditions as well as student and teacher learning and performance.

The **Assistant Principal Induction Program (APIP)** is the second formal step along the Hillsborough Principal Pipeline (HPP), which is designed to help identify, recruit and train future school leaders in Hillsborough County.

After completing the Future Leaders Academy, which is the first step in HPP, candidates are eligible to become an assistant principal. Upon appointment as an assistant principal, participants immediately enter the two-year Assistant Principal Induction Program.

The Assistant Principal Induction Program involves *job-embedded, real-world learning activities* and places a heavy emphasis on *collaboration with a highly trained assistant principal mentor* who has proven experience and success as an assistant principal. In conjunction with the other HPP programs, the Assistant Principal Induction Program is aligned to state leadership standards and District principal competencies.

Upon entering the program, participants meet with their school's principal to write two competency-based goals that serve to focus their growth for the upcoming school year. The induction program provides development in both leadership and technical skills with the overall goal of developing leaders who can positively impact and improve student learning.



## ASSISTANT PRINCIPAL INDUCTION PROGRAM CORE COMPETENCIES

Achievement Focus and Results Orientation

Instructional Expertise

Managing and Developing People

Culture and Relationship Building

Problem Solving and Strategic Change Management

The Assistant Principal Induction Program provided a rich knowledge base and support system for new administrators to be successful on every level of instructional leadership. The mentorship provided through this program is an invaluable piece of the equation for cultivating strong and productive instructional leaders.”

**LESHEA SERRANO**

*Assistant Principal for Student Affairs  
Howard W. Blake High School*



## THE ASSISTANT PRINCIPAL INDUCTION PROGRAM INCLUDES:

Two-year Course of Study

Mentoring from a trained assistant principal mentor



## MENTORING

Assistant Principal Induction Program participants are assigned an experienced assistant principal mentor. Mentoring and coaching both play a vital role throughout the entire HPP program.

As part of Assistant Principal Induction Program, mentors assigned to new assistant principals have a proven track record for success, along with three or more years of experience in an assistant principal role. Assistant principals have regular contact with their mentor and participate in collaborative coaching sessions. Mentors serve as a thought partner and help their mentees develop the best solutions and plans for accomplishing work and making a difference for teachers, students and the community.

Once completing the Assistant Principal Induction Program, and serving for one additional year as an assistant principal, aspiring leaders are eligible to apply for the Preparing New Principals program, the next step along the pipeline.

Mentoring has been a key part of making the Assistant Principal Induction Program successful. Mentors provide additional off-campus support for new administrators who are transitioning from the classroom and are essential resources for new administrators in assisting with questions about procedures, goal setting and career planning. With a phone call, email, or text, new administrators always know there is an experienced mentor who they can contact to assist with their requests.”

**SHEA GRAFF**

*Assistant Principal for Student Affairs  
Freedom High School*