

# Principal Induction Program

## PROGRAM PURPOSE:

To build the capacity of first- and second-year principals as effective instructional leaders who are able to positively impact teaching, student learning, school culture and working conditions.

The **Principal Induction Program (PIP)** is the final stage in the journey toward school leadership in Hillsborough County Public Schools. After completing the Future Leaders Academy, the Assistant Principal Induction Program, and the Preparing New Principals program, candidates are eligible to become a principal. Upon appointment as a principal, participants immediately enter the two-year Principal Induction Program.

The Principal Induction Program involves *job-embedded, real-world learning activities* and places a heavy emphasis on *weekly collaboration with highly trained principal coaches* who have high levels of experience and success as principals and are now solely dedicated to coaching. In conjunction with the other three Principal Pipeline programs, the Principal Induction Program is aligned to state leadership standards and District principal competencies.



## 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 work with my principal coach was the single most impactful professional development experience of my career. Each session was tailored to my needs, and I left each time with strategies to impact my practice the next day. It also provided a seasoned colleague I could confide in and trust to give me honest feedback based on my own reflections.”

**ANTHONY JONES**  
Principal  
Walker Middle Magnet



## THE PRINCIPAL INDUCTION PROGRAM INCLUDES:

A two-day New Principal Institute covering the Entry and Transition session

Eleven additional professional learning sessions

Afterschool key topic sessions

Professional development courses

Ongoing coaching from a District-trained, experienced principal coach



## ONGOING COACHING

At this stage in the Hillsborough Principal Pipeline, coaching and mentoring are familiar support systems for new principals. From starting as a teacher in the Future Leaders Academy through the transition to school leader, they have benefited from an ongoing support system and regular coaching. During the Principal Induction Program, new principals meet weekly in Year One and biweekly in Year Two with certified coaches to support their continued growth toward becoming effective school leaders. These coaches are fully released principals, who are experienced and highly trained with a proven track record for success.