

# Preparing New Principals Program

## PROGRAM PURPOSE:

To recruit, hire and develop school principals who are able to impact and improve teaching and learning in schools, and lead them to success

The **Preparing New Principals (PNP)** program is the third program along the journey to becoming a principal in Hillsborough County Public Schools. After completing the Future Leaders Academy, 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.

Over the course of two years, assistant principals are prepared and trained on how to create positive school culture and working conditions for teachers, as well as how to positively impact teacher and student performance. The program involves *job-embedded, real-world learning activities* that are aligned to state leadership standards and District principal competencies and is *designed to prepare leaders* to successfully manage their time in order to effectively serve as *instructional leaders, managers of human capital and organizational/systems leaders*.



## PREPARING NEW PRINCIPALS 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 Preparing New Principals program offered me an opportunity to gain fundamental skills and knowledge necessary to become a high school principal. What I have gained, however, has been so much more. This program has given me all the things that I was hoping to get in graduate school, but did not. It has been an incredible mix of self-discovery, introspection, practicality, networking and real-world usefulness. It has moved past theory and philosophy, to preparation and planning that will allow me to step directly into the role of a principal, with a plan, when my training is complete. It has been, without question, the best training, coaching and preparation I have ever had or could have ever hoped for. I know that other districts do not offer this type of comprehensive training, and I feel fortunate to be a part of it."

**GARY BRADY**

*Assistant Principal for Magnet (IB) Curriculum  
Robinson High School*



## PREPARING NEW PRINCIPALS PROGRAM INCLUDES:

Twelve half-day Saturday sessions with a core focus on instructional leadership, human capital management and organizational/systems leadership along with job-centered, hands-on activities

Key topic sessions that address the support functions of a principal, such as budgeting and operations

Four required courses that span the five core competencies

Daily mentoring by their current school principal

Monthly coaching during Year Two from a District-trained, experienced principal coach

Principal Entry Planning exit activity

## THE CORE OF WHAT THE PREPARING NEW PRINCIPALS PROGRAM TRAINING IMPARTS UPON ASPIRING PRINCIPALS IS THE OPPORTUNITY TO COMPLETE JOB-CENTERED, HANDS-ON LEARNING ACTIVITIES.

Developed to give participants a real sense of what the day-to-day job of a principal will entail, these activities include, but are not limited to:

- Creating a schoolwide Professional Development Plan
- Pulling together a hiring team to design interview questions and rubrics
- Facilitating one of the monthly leadership team meetings at their school, including creating the agenda, leading the meeting and conducting follow-up



### MENTORING AND COACHING

As an integral focus of the Preparing New Principals program, participants are mentored on a daily basis by their school principal to provide ongoing support and feedback of hands-on activities during both years. In Year Two, participants meet monthly with a District-trained, experienced principal coach who supports their development of a Principal Entry Plan and facilitates the participant to shadow a high-performing principal in a different school. This principal coaching continues through Year Two and beyond, as assistant principals transition to the role of principal and enter the Principal Induction Program.

Working with my principal coach during Year Two provided me with a variety of valuable resources and support as I prepared for my transition into the principal role. I received timely feedback throughout the entry planning process that enabled me to turn my leadership vision into a reality and positively impact teaching and learning on a daily basis."

**DELIA GADSON-YARBROUGH**  
Principal  
Anderson Elementary

Being a part of the Preparing New Principals program has given me significant in-depth knowledge that not only is researched-based, but is presented by those who have learned from experience. All of the job-embedded, real-world learning activities the Preparing New Principals program offers ensures that I grow as an instructional leader who can lead a school."

**DENISE SAVINO**  
Assistant Principal for Curriculum  
Riverview High School



### NATIONAL EXCELLENCE AND DISTINCTION

In 2012, the Preparing New Principals program was selected to join **The George W. Bush Institute's Alliance to Reform Education Leadership (AREL) Network**. The Network is a first-of-its-kind Professional Learning Community of principal preparation programs. Members are able to come together to *share best practices and learnings*, and network in an environment where programs have the sole focus to *graduate highly effective leaders for the nation's schools and children* and will serve as a blueprint for how principals can be effectively trained to *positively impact student achievement* across the nation. The Network has grown to include more than 25 programs in a number of different states, as well as the District of Columbia. The Network is comprised of universities, nonprofit organizations, nontraditional school leader preparation programs, school districts and statewide efforts.

Upon completion and successful exit of the Preparing New Principals program, assistant principals are eligible to enter the principal applicant pool for Hillsborough County Public Schools, where they are eligible for school placement for up to five years. Once selected and upon transition into the role of principal, individuals immediately begin the Principal Induction Program, the final step to becoming a principal in Hillsborough County.