

HCPS Courses for School Leaders

Course Title	Description	Competencies Addressed	Target Audience	Total Hours
<i>Powerful Partnerships Developing Your AP</i>	This course is a session for principals to connect AP survey results and written goals to actual practices at and within your school site. The book "Powerful Partnerships-The Handbook for Principals Mentoring Assistant Principals" by Gary Bloom and Martin Koretz will be used as a resource guide to assist you in developing and leading your AP(s) to grow as school leaders beyond their job descriptions. Attendees are asked to bring the AP survey data and a copy of their AP goals to this training.	Managing and Developing People	Principals	4 hrs.
<i>Visible Learning</i>	How do you know when you walk into a classroom that students are truly, authentically engaged in learning? Are students merely entertained? Are students merely compliant? In this session on "Visible Learning", you will examine the 24 OPERATING PRINCIPLES identified by Jon Hattie and the verbal behaviors that accompany them to help transform the classrooms within your school to classrooms where EVERYONE is listening to each other and contributing to each other's thinking.	Instructional Expertise	Principals, Assistant Principals, District Staff	3 hrs.
<i>Implementing PLCs that Result in Student Learning</i>	Implementing PLCs That Result in Student Learning" will closely examine the three big rocks of Professional Learning Communities and the PLC best practices needed for sustained and substantial school improvement that will develop the ability of each member to increase student learning. To take PLCs to the next level and promote PLC growth, strategies and tools for principals to provide PLC feedback and principal monitoring of PLCs will also be covered in this 6-hour session. (Principals enrolled in Year 2 of PIP should not attend).	Managing and Developing People	Principals and Assistant Principals	6 hrs.
<i>Designing Job-Embedded Professional Development for Teachers</i>	Are you struggling with creating effective next steps for teachers' EET observations? Do you desire a closer look at job embedded professional development for your staff? Then join us for this training on how to use your current resources to create instructional growth opportunities. One outcome of this training will be a plan of action to capitalize on the expertise within your building.	Managing and Developing People	Principals and Assistant Principals	4 hrs.
<i>Data Diving for Elementary APs and Principals</i>	There are some problems that require immediate corrective action but there are many that need a new systematic way to improve outcomes. Participants will learn to build capacity to engage in a new way of work for solving problems using data and root cause analysis.	Achievement Focus and Results Orientation Problem Solving and Strategic Change Management	Elementary Principals and Assistant Principals	6 hrs

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<i>Learning Walks that Improve Instruction</i>	Teachers Observing Teachers - OH MY! Learning Walks help educators look closely at what is happening in classrooms in a systematic, purposeful and focused way to examine, reflect and refine on their instructional practices. During the first three-hour session, you will examine a variety of learning walk tools, as well as hear from principals in Hillsborough County and how they have transformed the climate and culture of their school, as well as transformed their professional development for teachers through Learning Walks. The second session will allow participants to participate in an actual Learning Walk at a Hillsborough County School site.	Managing and Developing People Instructional Expertise	Principals, Assistant Principals	6 hrs.
<i>Effectively Marketing Your School</i>	What are you messaging? This three hour course is designed for participants to take a critical look at how they are marketing their school initiatives for optimal support from their stakeholders (students, parents, faculty, staff and the community). Participants will have the opportunity to examine effective marketing techniques, work collaboratively to develop a marketing plan and leverage positive aspects of their school for increased student achievement. (This training is also being offered to participants in AP/IP Year 2).	Achievement Focus and Results Orientation	Principals and Assistant Principals	3 hrs.
<i>Leadership on the Line...Staying Alive Through the Dangers of Leading (Book Study)</i>	For all its passion and promise, for all its excitement and rewards, leading is risky, dangerous work. Why? Because real leadership-the kind that surfaces conflict, challenges long-held beliefs,, and demands a new way of doing things-causes pain. Participants in this book study, will read Heifitz and Linsky's <u>Leadership on the Line</u> , and will engage in conversations as we learn from the authors how best to put ourselves on the line, respond effectively to risks, and live to celebrate our efforts. Conversations will lead to the implementation of proven strategies that have been demonstrated by prominent leaders who have survived and thrived amidst the dangers of leading.	Achievement Focus and Results Orientation Culture and Relationship Building	Principals, Assistant Principals and District Staff	4 hrs.
<i>Data Diving for Secondary APs and Principals</i>	There are some problems that require immediate corrective action but there are many that need a new systematic way to improve outcomes. Participants will learn to build capacity to engage in a new way of work for solving problems using data and root cause analysis.	Achievement Focus and Results Orientation Problem Solving and Strategic Change Management	Secondary Principals and Assistant Principals	6 hrs
<i>"The Principal Three Keys to Maximizing Impact" by Michael Fullen</i>	What should principals do to maximize student achievement? Through the work of Michael Fullen, learn about the key roles administrators must play in order to have the biggest impact on student learning. You will develop specific strategies to become a learning leader, a district and systems player and an agent for change. This book study will inspire, motivate and provide you with tools to strengthen your leadership role.	Achievement Focus and Results Orientation	Principals	6 hours

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<i>Creating A High Performing Learning Culture</i>	In high-performance learning cultures, all members of the school community share beliefs about ability and achievement, efficacy and effort, and power and control, and these beliefs are visible in structures in the physical environment, group relationships, and policies and procedures. Concepts such as distributed accountability have real meaning. This course helps participants explore each of these concepts and apply them to their schools, as they learn how to work as a team of leaders to build a high-performance learning culture.	Achievement Focus and Results Orientation Culture and Relationship Building	Principals and Assistant Principals	12 hours
<i>Turn the Ship Around...A True Story of Turning Followers into Leaders (Book Study)</i> Book by David Marquet	“Leadership should mean giving control rather than taking control and creating leaders rather than forging followers.” Participants in this book study will learn how to create a workplace where everyone around you is taking responsibility for their actions, where people are healthier and happier, where everyone is a leader. Learn lessons from David Marquet, an experienced Navy officer who turned the <i>Santa Fe</i> around after being dogged by poor morale and performance.	Culture and Relationship Building	Principals, Assistant Principals and District Staff	3 hrs.
<i>Building Internal Capacity Through the Multiplier Effect</i>	Unlock the potential in your staff to make them even more successful. Come ready to discuss and dig deeper into strategies that will help you “Tap the Genius’s Inside your School”. What could you and your school accomplish if you could mobilize all the energy and intelligence around you? This book study of <i>The Multiplier Effect</i> is a follow up to the summer Principal’s Institute and will show you how to lead like a Multiplier. Multipliers get twice the performance from their team so come learn more on how to do this with your team!	Managing and Developing People Culture and Relationship Building	Principals, Assistant Principals, District Staff	4 hours
<i>Leading for Equity</i>	Learn how your school can be an equalizer of opportunity for all students! This course will provide an overview of equity and examine strategies that have made a difference in schools. You will take an in-depth look at teacher, achievement and programmatic equity. By examining your own school data, you’ll be able to make profound changes at your site. Be a courageous agent for change! This course is intended for district administrators and veteran principals and APs not in PIP or APIP.	Achievement Focus and Results Orientation Culture and Relationship Building	Principals and Assistant Principals	6 hrs.
<i>Fierce Conversations</i>	<i>FIERCE CONVERSATIONS</i> is based on the principles of Susan Scott's best-seller, "Fierce Conversations: Achieving Success at Work & In Life, One Conversation at a Time." This hands-on workshop will introduce principals to transformational ideas and principles that will shift their basic understanding of conversations and the power they hold in leadership, relationships and results.	Managing and Developing People	Principals, Assistant Principals, and District Staff	8 hrs.

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<p><i>Leaders Eat Last: Why Some Teams Pull Together and Others Don't (Book Study)</i> Book by Simon Sinek</p>	<p>“Organizations that create environments in which trust and cooperation thrive vastly out perform their competition. And, not coincidentally, their employees love working there.”</p> <p>In this book study, participants will learn how to create happier and healthier organizations with “truly human” cultures that are intentionally created by great leaders.</p>	<p>Culture and Relationship Building</p>	<p>Principals, Assistant Principals and District Staff</p>	<p>3 hrs.</p>
<p><i>Distributive Leadership – Developing Teacher Leaders</i></p>	<p>You can't do it all alone-. <u>Distributive Leadership :Developing Teacher Leaders</u> is designed to assess your readiness for teacher leadership, assist you in planning for developing teacher leaders, and creating a culture that supports teacher leadership. Working through teacher leadership challenges and building a plan of action to distribute your leadership will also be accomplished during this course. If you are looking for ways to distribute your leadership, then this course is for you!</p>	<p>Managing and Developing People</p>	<p>Principals and Assistant Principals</p>	
<p><i>Leading for Instructional Improvement</i></p>	<p>Educational experts agree that quality teaching is the single most important factor in improving educational outcomes for all students. This course will support school and district leaders in cultivating the expertise of teachers to deliver high quality instruction for all students. Topics will include: Observing classroom practice, responding to observations, orchestrating professional learning, and coaching to improve practice.</p>	<p>Instructional Expertise Managing and Developing People</p>	<p>Principals, Assistant Principals and District Staff</p>	<p>3 hrs.</p>