

# Assistant Principal Induction Program

## Mentoring

At this stage of the Hillsborough Principal Pipeline, mentoring plays a big role in the development of aspiring school leaders. Hillsborough County Public Schools is embracing, investing in and deploying programs that ensure all school leadership have the support they need throughout their journey.

During the Assistant Principal Induction Program, participants are assigned an experienced assistant principal mentor. These mentors have a proven track record for success, along with a minimum of three years of experience in the assistant principal role. Assistant principals receive regular contact from their mentor along with face to face collaboration with mentors and peers..

Mentors serve as a thought partner and help develop plans and solutions for accomplishing progress in order to make a difference for teachers, students and the community. These mentor relationships are built upon trust and confidence. Mentors also assist as a professional development collaborator and confidante.

Mentors participate in an extensive training program in order to serve the specialized needs of the new assistant principals and increase their knowledge of how to support their mentees.

### Mentor Training Sessions

Introduction to Mentoring/Mentor	Collaboration
Meet-Up	Work-Life Integration
Storytelling	Developing Strategic Mindset
Personal Branding	Career Mapping
Prioritizing	Negotiating
Communication	Mentor Transitions

Along with their biweekly mentoring sessions, assistant principals also receive daily mentoring from their school principal who is also working to help them achieve their leadership goals.

For the past two years, I have participated in the Assistant Principal Induction Program and have worked with my mentor, a veteran assistant principal who guided me through the process. This mentorship helped me tremendously and gave me the opportunity to learn from her experience, and it also provided a valuable resource at hand whenever I needed it. The communication with my mentor has continued throughout the program; she is always willing to lend her advice and evaluate my progress. Overall, it has been a very valuable and rewarding experience."

**PABLO GALLEGO**  
Assistant Principal  
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