

# Future Leaders Academy

## Course of Study

The Future Leaders Academy involves a comprehensive course of study designed to give aspiring school leaders all the tools needed to become effective and high-performing assistant principals.

The six-month program includes:

- Introduction to the role of an assistant principal
- Ten sessions focused on the five core competencies
- Shadowing with a high-performing school leaders
- Ongoing mentoring and support from participants' principals and assistant principals

Participants learn about the roles and responsibilities of assistant principals, including how to effectively communicate with students, staff and parents; strategies and methods for managing conflict; and professionalism and ethical leadership.

Throughout the six months, teachers attend 10 sessions to delve deeper into the responsibilities of assistant principals. With an emphasis on instructional leadership, as well as technical and operational support, aspiring leaders are given all the tools needed to successfully transition to an assistant principalship.



### GOAL SETTING

At the onset of the Future Leaders Academy, each participant is assessed on their competency performance from the selection interview process and learns about their strengths, as well as identified areas for growth and improvement. Participants set goals to achieve during the course of the program and refer to them throughout the six months to benchmark progress.



### JOB-EMBEDDED LEARNING ACTIVITIES

An important part of the Future Leaders Academy is the opportunity to complete job-embedded, hands-on learning activities related to the content of each session. Developed to give participants a real sense of what the day-to-day job of an assistant principal will entail, these activities include, but are not limited to:

Collecting and reviewing data from an area related to student learning that needs to be analyzed and forming an action plan.

Completing walk-throughs with administrators to discuss the instructional practices observed using the competency rubric.

Reviewing the school safety plan and leading a school safety drill.

Describing their school culture and one strategy that could be implemented to improve that school culture.

Attending a Multi-Tiered Systems of Support (MTSS) meeting, writing a summary of meeting outcomes and sharing them with the person responsible for MTSS or the principal at their school.



## SHADOWING PROCESS

Participants engage in shadowing with their school leaders. The shadowing process not only enables aspiring school leaders to step out of the classroom and see the skills they have been taught in action, but also gives them a broader picture of what school administration is really like. The participants reflect on their thoughts and observations of the assistant principal applying the core competencies in action.



## ONGOING MENTORING

Throughout the Future Leaders Academy, participants receive ongoing mentoring from the principals and assistant principals at their current schools. They work with them to ensure they are accomplishing the goals they set at the beginning of the program.

At the conclusion of the Future Leaders Academy, participants share how they progressed and achieved their goals and also share supporting materials that demonstrate their experiences with their fellow graduates.



## EXIT INTERVIEW

To complete the Future Leaders Academy, teachers must successfully complete an exit interview and a 30 Day Entry Plan, based off of the five core competencies and. Participants are evaluated by a panel on their demonstration of an elevated level of leadership practice and performance in the core competencies from when they first entered the program.

If I had to choose just one of the many great activities and topics that I benefited most from during the Future Leaders Academy, it would be reading the book *Winning with People*. It explains how important it is to build relationships at work and away from work, and it helps you to identify your personality traits and characteristics so you can interact in positive ways with all the different types of people you will meet. Overall, the Future Leaders Academy was immensely beneficial. The topics were concrete and useful for everyday practice, and the roundtable discussions were especially helpful. The program was enriching as well as empowering.”

**MELISSA CRAIG**

*Assistant Principal*

*Metropolitan Ministries Partnership School #0123*

The knowledge and professional development gained through the Future Leaders Academy has been invaluable. I especially appreciated the focus on leadership and vision. As I am now an assistant principal, I often remind myself of these ideals. Overall, when I reflect on the experience, I realize that when I started the program, I aspired to be an administrator, and after completing it, I was inspired to be an administrator.”

**THERESA SEITS, ED.D.**

*Assistant Principal  
Bellamy Elementary School*



## BECOMING AN ASSISTANT PRINCIPAL

Upon successful graduation from the Future Leaders Academy, teachers are eligible to enter the assistant principal applicant pool, where they are eligible to be appointed for up to five years. The District’s goal is to place at least 80 percent of graduates into assistant principal vacancies within three years of program completion. Once appointed to a position, they enter the two-year Assistant Principal Induction Program, the next step in the Hillsborough Principal Pipeline.