

# Future Leaders Academy

## PROGRAM PURPOSE:

To provide high-quality training programs to talented, aspiring principals by using effective pre-service training and on-the-job evaluation and support.

The **Future Leaders Academy (FLA)** is the first step in the journey to become a principal in Hillsborough County Public Schools. Aspiring leaders must apply for and be accepted into the program. To be eligible, candidates must have an Educational Leadership Certification and three years of effective teaching experience.

This six-month program is designed to prepare teachers to be successful assistant principals by not only arming them with *educational leadership coursework*, but also going beyond that and providing them with *real-world experience and training*.

Future Leaders Academy participants engage in professional development courses that include both leadership and technical training that is aligned with state leadership standards and District leadership competencies. The program is designed to prepare future school leaders to successfully manage their time in order to effectively serve as *instructional leaders*, *managers of human capital* and *organizational/systems leaders*.



## FUTURE LEADERS ACADEMY CORE COMPETENCIES

Achievement Focus and Results Orientation

Instructional Expertise

Managing and Developing People

Culture and Relationship Building

Problem Solving and Strategic Change Management

I was thankful to be a part of the Future Leaders Academy and Hillsborough Principal Pipeline programs provided by the District because I received practical, first-hand knowledge from an experienced team of educators. Their depth and breadth of knowledge was inexhaustible as it related to performing the everyday tasks necessary to increase academic performance, and how to perform under pressure when those outlier scenarios occur.

In particular, a great benefit of the program was being teamed with an experienced mentor who was always 'on call.' The mentor can be a great sounding board to reflect with, a shoulder for support and a person to contact at the last minute when you are assigned the impossible task that needs to be completed yesterday."

**WILLIAM D. THOMAS** *Assistant  
Principal of Student Affairs Turkey  
Creek Middle School*



## THE FUTURE LEADERS ACADEMY INCLUDES:

Introduction to the role of an assistant principal

Ten sessions focused on the five core competencies

Ongoing mentoring and support from participants' principals and assistant principals



## SHADOWING PROCESS

An important part of the Future Leaders Academy is the shadowing program. This includes eight hours of shadowing with your school leaders. The process is designed to enable future school leaders to step out of the classroom and observe the skills they have been taught in action, it also gives them a broader picture of what school administration really looks like in a typical school day. The participants use a competency-based reflection form to capture their thoughts and observations of the assistant principal applying the core competencies in action.

The opportunity to shadow through the Future Leaders Academy has proven to be an invaluable experience. Viewing a different school has allowed me to consider educational elements through a new lens – instructional strategies, classroom management and procedures, student interventions, discipline, classroom pop-ins and the normal day-to-day operations that I wouldn't have seen otherwise. The experience has enabled me to toggle between my perspectives as a classroom teacher and now through an administrative viewpoint, which continues to assist me in my current position as an assistant principal.”

**KATHY WEBB**

*Assistant Principal of Student Affairs  
Shields Middle School*



## ONGOING MENTORING

Upon entering the Future Leaders Academy, each participant reflects 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.

Upon successful graduation from the Future Leaders Academy, teachers are eligible to become assistant principals. Once they are appointed to an assistant principal position, they enter the two-year Assistant Principal Induction Program, the next step in the Hillsborough Principal Pipeline.