Preparing New Principals Program Application and Selection Process



APPLYING TO PREPARING NEW PRINCIPALS PROGRAM

The following criteria must be met in order to apply to the Preparing New Principals program:

- Serve as a current assistant principal in Hillsborough County.
- 2. Successfully complete the Future Leaders Academy and the Assistant Principal Induction Program.
- 3. Upon completion of the Assistant Principal Induction Program, serve one additional year as an assistant principal and demonstrate successful performance based on the assistant principal evaluation.



PREPARING NEW PRINCIPALS PROGRAM SELECTION

The Preparing New Principals program was developed to ensure that there is always a pool of qualified, trained instructional leaders to fill principal vacancies as they occur in Hillsborough County Public Schools. When selecting candidates for Preparing New Principals, five overall areas of school leader competencies are considered: **Achievement Focus and Results Orientation**; **Instructional Expertise**; **Managing and Developing People**; **Culture and Relationship Building**; and **Problem Solving and Strategic Change Management**.

Candidates must be able to demonstrate and exemplify achievement in these five core competency areas through their application, evaluation forms and in-person interviews.



FALL/WINTER

Attend a *District-facilitated information session* to discuss competencies, program requirements and the application process.



LATE WINTER

Applications are due, including the Assistant Principal Evaluation Summary, two reference forms and answers to essay questions.



SPRING

In-person interviews
take place. Participate
in a 120-minute inperson selection activity
that includes interview
questions as well as two or
three performance tasks/
scenarios followed by a
20-minute interview with
Area Leadership Directors.



LATE SPRING

Candidates are announced at a Hillsborough County Public Schools Board meeting.



FALL

The program launche at the start of the school year.



