Preparing New Principals Program

PROGRAM PURPOSE: To recruit, hire and develop school principals who are able to impact and improve teaching and learning in schools, and lead them to success

The Preparing New Principals (PNP) program is the third program along the journey to becoming a principal in Hillsborough County Public Schools. After completing the Future Leaders Academy, the Assistant Principal Induction Program, and serving for one additional year as an assistant principal, aspiring leaders are eligible to apply for the Preparing New Principals program.

Over the course of two years, assistant principals are prepared and trained on how to create positive school culture and working conditions for teachers, as well as how to positively impact teacher and student performance. The program involves job-embedded, real-world learning activities that are aligned to state leadership standards and District principal competencies and is designed to prepare leaders to successfully manage their time in order to effectively serve as instructional leaders, managers of human capital and organizational/systems leaders.

PREPARING NEW PRINCIPALS PROGRAM CORE COMPETENCIES

- Achievement Focus and Results Orientation
- Instructional Expertise
- Managing and Developing People
- Culture and Relationship Building
- Problem Solving and Strategic Change Management

The Preparing New Principals program offered me an opportunity to gain fundamental skills and knowledge necessary to become a high school principal. What I have gained, however, has been so much more. This program has given me all the things that I was hoping to get in graduate school, but did not. It has been an incredible mix of self-discovery, introspection, practicality, networking and real-world usefulness. It has moved past theory and philosophy, to preparation and planning that will allow me to step directly into the role of a principal, with a plan, when my training is complete. It has been, without question, the best training, coaching and preparation I have ever had or could have ever hoped for. I know that other districts do not offer this type of comprehensive training, and I feel fortunate to be a part of it.”

GARY BRADY
Assistant Principal for Magnet (IB) Curriculum
Robinson High School

PREPARING NEW PRINCIPALS PROGRAM INCLUDES:

Twelve half-day Saturday sessions with a core focus on instructional leadership, human capital management and organizational/systems leadership along with job-centered, hands-on activities

- Key topic sessions that address the support functions of a principal, such as budgeting and operations
- Four required courses that span the five core competencies
- Daily mentoring by their current school principal
- Monthly coaching during Year Two from a District-trained, experienced principal coach
- Principal Entry Planning exit activity
The core of what the Preparing New Principals program training imparts upon aspiring principals is the opportunity to complete job-centered, hands-on learning activities.

Developed to give participants a real sense of what the day-to-day job of a principal will entail, these activities include, but are not limited to:

- Creating a schoolwide Professional Development Plan
- Pulling together a hiring team to design interview questions and rubrics
- Facilitating one of the monthly leadership team meetings at their school, including creating the agenda, leading the meeting and conducting follow-up

MENTORING AND COACHING

As an integral focus of the Preparing New Principals program, participants are mentored on a daily basis by their school principal to provide ongoing support and feedback of hands-on activities during both years. In Year Two, participants meet monthly with a District-trained, experienced principal coach who supports their development of a Principal Entry Plan and facilitates the participant to shadow a high-performing principal in a different school. This principal coaching continues through Year Two and beyond, as assistant principals transition to the role of principal and enter the Principal Induction Program.

In 2012, the Preparing New Principals program was selected to join The George W. Bush Institute’s Alliance to Reform Education Leadership (AREL) Network. The Network is a first-of-its-kind Professional Learning Community of principal preparation programs. Members are able to come together to share best practices and learnings, and network in an environment where programs have the sole focus to graduate highly effective leaders for the nation’s schools and children and will serve as a blueprint for how principals can be effectively trained to positively impact teaching and learning on a daily basis.”

DElia Gadson-YarBrough
Principal
Anderson Elementary

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Upon completion and successful exit of the Preparing New Principals program, assistant principals are eligible to enter the principal applicant pool for Hillsborough County Public Schools, where they are eligible for school placement for up to five years. Once selected and upon transition into the role of principal, individuals immediately begin the Principal Induction Program, the final step to becoming a principal in Hillsborough County.

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