

# PRINCIPAL

## HILLSBOROUGH

# PIPELINE

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## FUTURE LEADERS ACADEMY

*To provide high-quality training programs to talented, aspiring Assistant 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 becoming a Principal in Hillsborough County Public Schools and includes:**

- An introduction to the role of an Assistant Principal
- Ten sessions focused on the eight leadership standards
- Ongoing mentoring and support from participants' Principals and Assistant Principals

**Aspiring leaders must apply for and be accepted into the program.**

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 arming them with educational leadership coursework, and real-world experience and training.

Future Leaders Academy participants engage in professional learning courses which include both leadership and technical training aligned with state and district leadership standards. It 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 Leadership Standards :**

- Professional and Ethical Norms
- Vision and Mission
- Operations and School Management
- Student Learning and Continuous School Improvement
- Learning Environment
- Professional Capacity and Learning
- Building Leadership Expertise
- Meaningful Family and Community Engagement



### Shadowing Process

This important component includes eight hours of shadowing with school leaders. This process is designed to enable future school leaders to step out of the classroom and observe skills in action. It provides a broader picture of what school administration looks like in a typical day. Participants experience job-embedded activities and use competency-based reflections to capture thoughts and observations.

### Ongoing Mentoring

Participants reflect on their standards- based performance, learn about their strengths, identify areas for growth and improvement, 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 FLA, teachers are eligible to become Assistant Principals. Once they are appointed to an Assistant Principal position, they enter the one-year Assistant Principal Induction Program which is step two in the Pipeline.



## APPLICATION AND SELECTION PROCESS

### Applying to Future Leaders Academy:

To apply to the Future Leaders Academy applicants must:

- Hold an Educational Leadership, Administration, or Administration and Supervision, Florida State Certification
- Have three years of effective teaching experience
- Attend a district-facilitated information session

### Applying to Future Leaders Academy:

The Future Leaders Academy was developed as the first step along the journey to becoming a school leader in Hillsborough County Public Schools.

When selecting candidates for the Future Leaders Academy, eight overall areas of school leadership standards are considered: Professional and Ethical Norms, Vision and Mission, Operations and School Management, Student Learning and Continuous School Improvement, Learning Environment, Professional Capacity and Learning, Building Leadership Expertise, Meaningful Family and Community Engagement.

During the Administrative Selection Screening, candidates participate in a 60-minute screening with the District Selection Team. The screening activities provide each candidate with the opportunity to demonstrate each of the eight leadership standards.

Candidates must be able to demonstrate and exemplify achievement in the eight leadership standards through their application, evaluation forms, in-person interviews and their references.

### Future Leaders Academy Timeline

<i>Attend a District-facilitated information session</i> to discuss standards , program requirements and the application process	Fall and Spring
<i>Applications are due</i> , including essays, yearly evaluation data and two standard- based references	Fall and Spring
<i>Administrative Selection Screening</i> dates that consist of role play scenarios and standard - based questions	Fall and Spring
The Future Leaders Academy <i>Launches</i>	Fall and Spring
The Future Leaders Academy participants <i>graduate</i>	Fall and Spring

## COURSE OF STUDY

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The Future Leaders Academy involves a comprehensive course of study designed to give aspiring school leaders all of 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 eight leadership standards
- Shadowing with a high-performing school leader
- 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 ten 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, participants are assessed on leadership standard performance from the selection interview process. They learn 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. These activities are developed to give participants an authentic sense of what the day-to-day job of an Assistant Principal will entail.

## COURSE OF STUDY

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### Shadowing Process

Participants engage in shadowing with school leaders and are assigned an Assistant Principal mentor. The shadowing process enables aspiring school leaders to step out of the classroom and observe the skills they have been taught during course sessions, which also provides participants a broader picture of school administration. The participants reflect on their thoughts and observations and discuss their reflection with the Assistant Principal Mentor.

### Ongoing Mentoring

Throughout the Future Leaders Academy, participants receive ongoing mentoring from the Principals, Assistant Principals, and an Assistant Principal mentor. These experienced leaders 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. They will have the opportunity to continue their relationship with their Assistant Principal mentor after they have been appointed as an Assistant Principal at a school.

### Exit Requirements

To complete the Future Leaders Academy, teachers must successfully complete a 30-Day Entry Plan, job-embedded activities and portfolio, based on the eight leadership standards.

### Becoming an Assistant Principal

Upon successful graduation from the Future Leaders Academy, teachers enter the Assistant Principal applicant pool, where they are eligible to be appointed for up to five years. Once appointed to a position, they enter the one-year Assistant Principal Induction Program, the next step in the Hillsborough Principal Pipeline.

*"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 Clark, Assistant Principal Folsom Elementary