



Hillsborough County
PUBLIC SCHOOLS
Preparing Students for Life

ASSISTANT PRINCIPAL INDUCTION PROGRAM (APIP)

PRINCIPAL HILLSBOROUGH PIPELINE

After beginning the Future Leaders Academy (FLA), candidates become eligible for Assistant Principal appointment. Upon selection, they immediately enter the one-year Assistant Principal Induction Program (APIP), featuring job-embedded, real-world leadership development. Aligned to the Florida Educational Leadership Standards (FELS), the program prepares leaders to be effective instructional leaders, talent developers, and drivers of organizational systems.

Assistant Principals Participate in:

- **One-Year Course of Study:** Professional learning sessions focused on leadership and technical skills.
- **Mentoring:** An experienced Assistant Principal serves as an informal thought partner, providing guidance, resources, and tools in a peer-to-peer relationship.
- **Shadowing:** APIP participants shadow a peer Assistant Principal for a day to gain practical insights into the role.



Program Impact

"The Assistant Principal Induction Program (APIP) has been instrumental in my professional growth during my first year in leadership. Designed to offer both real-time support and structured coursework, the program has strengthened my administrative pedagogy and decision-making skills while fostering collaboration with fellow first-year assistant principals."

Alexis Holman
K-8 Assistant Principal



"Starting out as an Assistant Principal can feel overwhelming, but the APIP program grounded me. The practical coursework and the relationship built between my mentor and me gave me the tools and the reassurance I needed to lead with confidence from day one."

Eugene Freeman
Middle School Assistant Principal

