



Hillsborough County
PUBLIC SCHOOLS
Preparing Students for Life

PRINCIPAL INDUCTION PROGRAM (PIP)

PRINCIPAL PIPELINE

After completing the Future Leaders Academy (FLA), Assistant Principal Induction Program (APIP), and beginning the Preparing New Principals (PNP) program, candidates become eligible for Principal appointment. Upon selection, they immediately enter the one-year Principal Induction Program, 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.

PIP Principals Participate in:

- **One-Year Course of Study:** Professional learning sessions focused on leadership and technical skills.
- **Coaching:** A trained Principal Coach engages in a structured, face-to-face coaching partnership to support leadership development.
- **Mentoring:** An experienced principal serves as an informal thought partner, providing guidance, resources, and tools in a peer-to-peer relationship.



Program Impact

"Thanks to the Principal Induction Program, I never felt like I had to carry the weight of leadership alone. The program gave me the support, connection, and encouragement I needed to thrive in my first year as a principal."

Anita Ventura
Elementary School Principal



"The support provided through the Principal Pipeline has been invaluable in helping me understand not only the technical aspects of leadership but also the emotional and interpersonal skills that are critical in guiding a school community and building a culture of care."

Cara von Ancken
K-8 Magnet School Principal

