

# Hillsborough County Public Schools

- 8<sup>th</sup> largest school district in the nation - 205,000 students
- Largest employer in Hillsborough County - 27,000 employees
- 142 elementary, 43 middle, 27 high schools, 3 K-8, 4 career centers, 47 charter schools
- 62% of students economically disadvantaged
- Includes dense urban core, farmland, and suburban



# Supporting & Developing Future Leaders

The Hillsborough Principal Pipeline consists of four integrated components:



# Coaching and Mentoring in the Pipeline Programs

## AP Induction

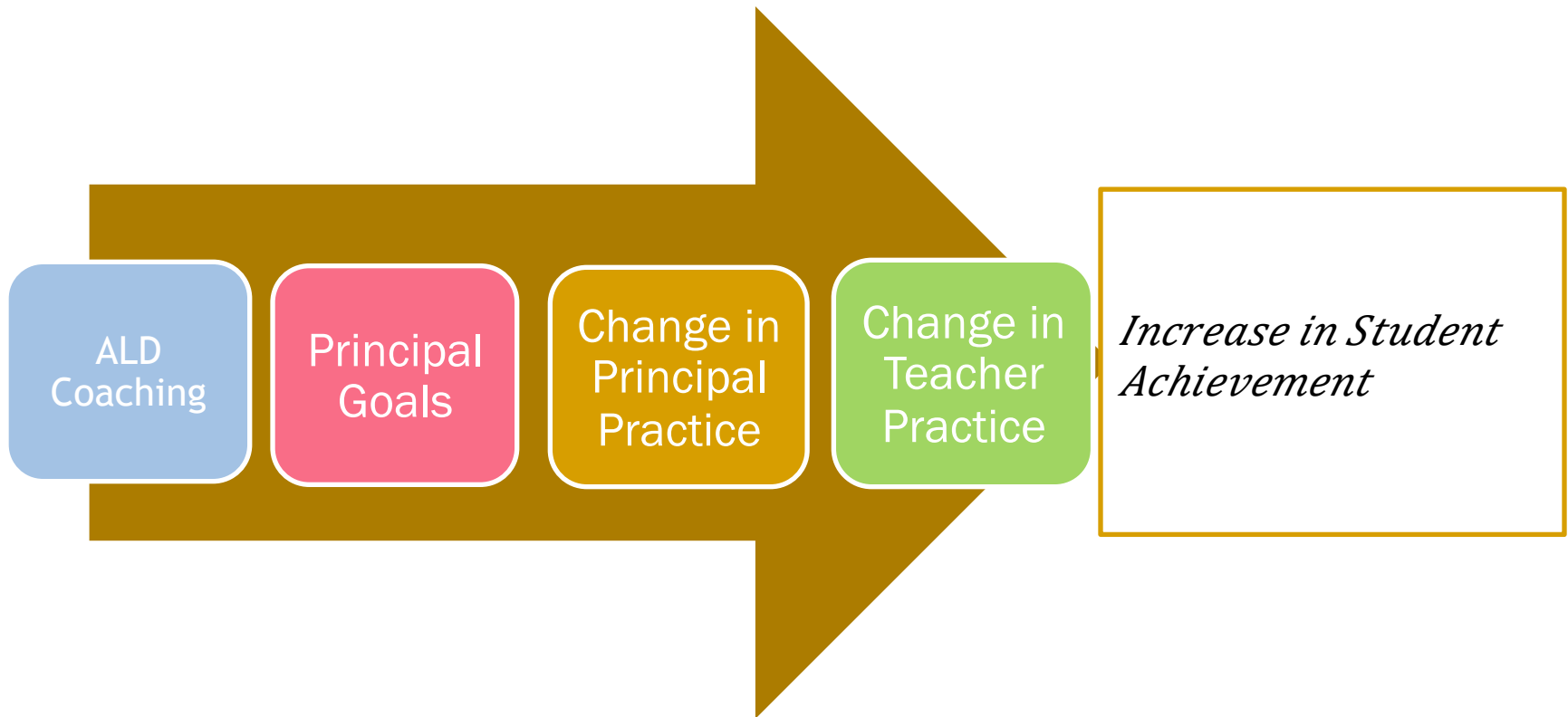
- Successful and experienced APs serve as mentors in addition to their AP role.
- Trained through 10 training modules.
- Mentors meet monthly for 90 minutes with new Assistant Principals for the first 2 years.
- They shadow one another as part of mentoring sessions.

## Principal Induction

- Successful and experienced principals serve as coaches and are released from their principal positions and coach full time.
- Year 1 Principals- weekly visits by Principal Coach for 90 minutes based on Principal goals.
- Year 2 Principals- bi-weekly visits by Principal Coach for 90 minutes based on Principal goals.

# Coaching and Professional Development Post-Induction Program

## ALD (Principal Supervisor) Theory of Action



## School Leader Goal Setting and Professional Learning Plan

School Leader: \_\_\_\_\_ Direct Supervisor: \_\_\_\_\_ School Year: \_\_\_\_\_

Initial Goal Setting Meeting Date (July/Aug) \_\_\_\_\_ Mid-Year Review (Dec/Jan) \_\_\_\_\_ Final Review (May/June) \_\_\_\_\_

Leadership Domain	Leadership Competencies	
Instructional Leadership	Achievement Focus and Results Orientation	Instructional Expertise
Human Capital Management	Managing and Developing People	
Organizational/Systems Leadership	Culture and Relationship Building	Problem Solving and Strategic Change Management

School Improvement Goal(s): \_\_\_\_\_

#1 Leadership Competency and Element of Focus:	Plan of Action / Action Steps implemented to meet goal:	
<p>Current State / Baseline Data or Anecdotal Information:</p>    <p>Desired Outcome / Goal:</p>	Specific Actions	Timeline
<p>Professional Development and Other Supports Needed to Meet Leader Competency Goal:</p>		

Targeted Support Provided by Principal or ALD: \_\_\_\_\_

# On the Job Support for Principals

SAM Training  
120 principals  
currently trained

School Leaders  
Network (TIF4  
Principals &  
members of  
leadership team)

Instructional  
Leadership Teams  
and Florida  
Standards training  
for all principals

General courses  
related to school  
(offered every fall,  
spring and summer)

Job-embedded  
coaching (for all  
principals through  
coach or ALD)

Brown Bag Sessions  
(Available to all  
aspiring and current  
principals –  
operational topics)

TELL Inquiry Action  
Study Teams  
(Volunteer teams  
each year)

Power Institute (TIF3  
Principals and  
members of  
leadership team)

Principal Institute in  
June (with key notes  
and break-out  
collaborative  
sessions)

Principal PLC in  
areas based on  
goals and learning  
plans

ED.S in School Turn  
Around for principals  
moving to high-  
needs schools