



Hillsborough County  
PUBLIC SCHOOLS  
Preparing Students for Life

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# Accelerate Hillsborough Educators

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PUBLIC SCHOOLS  
Preparing Students for Life

# HCP S By the Numbers

## Hillsborough County Public Schools

- Over 200,000 students
- Approximately 15,000 teachers
- Approximately 250 school sites

## 2023-24 Instructors:

- 488 New teachers (No experience)
- 402 Teachers new to district

## 2022-23 Leaders:

- 90 first-year assistant principals
- 50 first-year principals (20% new)

## 2023-24 Leaders (since July):

- 66 first-year assistant principals
- 26 first-year principals

# Educator Supports

## **New Educator Induction Program (TIP)**

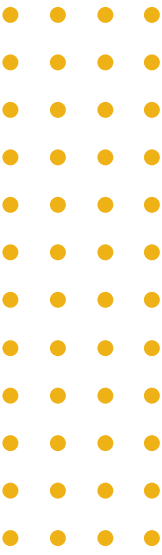
- Teachers with less than one year of teaching experience

## **New Educator Onboarding Program (TOP)**

- Teachers with at least one year of teaching experience

## **AND**

- Professional Certificate





# New Teacher Induction

- Assigned a fully-released new teacher mentor
- Teachers will receive a minimum of 90 minutes bi-weekly mentoring
- Mentoring and training aligned to Florida Educator Accomplished Practices
- Induction networks
- Ongoing site-based resources





## Some Things Beginning Teachers Can Expect From A HCPS Mentor

Engaging Students in Learning	Managing the Classroom	Organizing the Classroom	Planning for Instruction
<i>Support you by:</i> <ul style="list-style-type: none"> <li>• Observing instruction and providing feedback</li> <li>• Co-teaching lessons</li> <li>• Modeling lessons</li> <li>• Collecting and sharing classroom data</li> </ul>	<i>Collaborate around:</i> <ul style="list-style-type: none"> <li>• Establishing standards for student behavior</li> <li>• Co-planning routines/procedures</li> <li>• Promoting equity</li> </ul>	<i>Meet to:</i> <ul style="list-style-type: none"> <li>• Arrange physical space</li> <li>• Create systems for organization</li> <li>• Strategically choose student resources</li> </ul>	<i>Provide support:</i> <ul style="list-style-type: none"> <li>• Planning lessons and units</li> <li>• Differentiating for diverse learning needs</li> <li>• Engaging students in problem solving</li> </ul>

Understanding Subject Matter	Assessing Student Learning	Assisting with Communication	Planning for Specific Events
<i>Work with you to:</i> <ul style="list-style-type: none"> <li>• Connect with veteran colleagues</li> <li>• Identify concepts and themes</li> <li>• Organize curriculum</li> </ul>	<i>Assist with:</i> <ul style="list-style-type: none"> <li>• Designing differentiated assessments</li> <li>• Analyzing of student work</li> <li>• Developing grading systems</li> </ul>	<i>Support effective communication with:</i> <ul style="list-style-type: none"> <li>• Parents</li> <li>• School administration</li> <li>• Colleagues</li> </ul>	<i>Can help you plan for:</i> <ul style="list-style-type: none"> <li>• Parent conferences</li> <li>• Field trips</li> <li>• School programs</li> </ul>

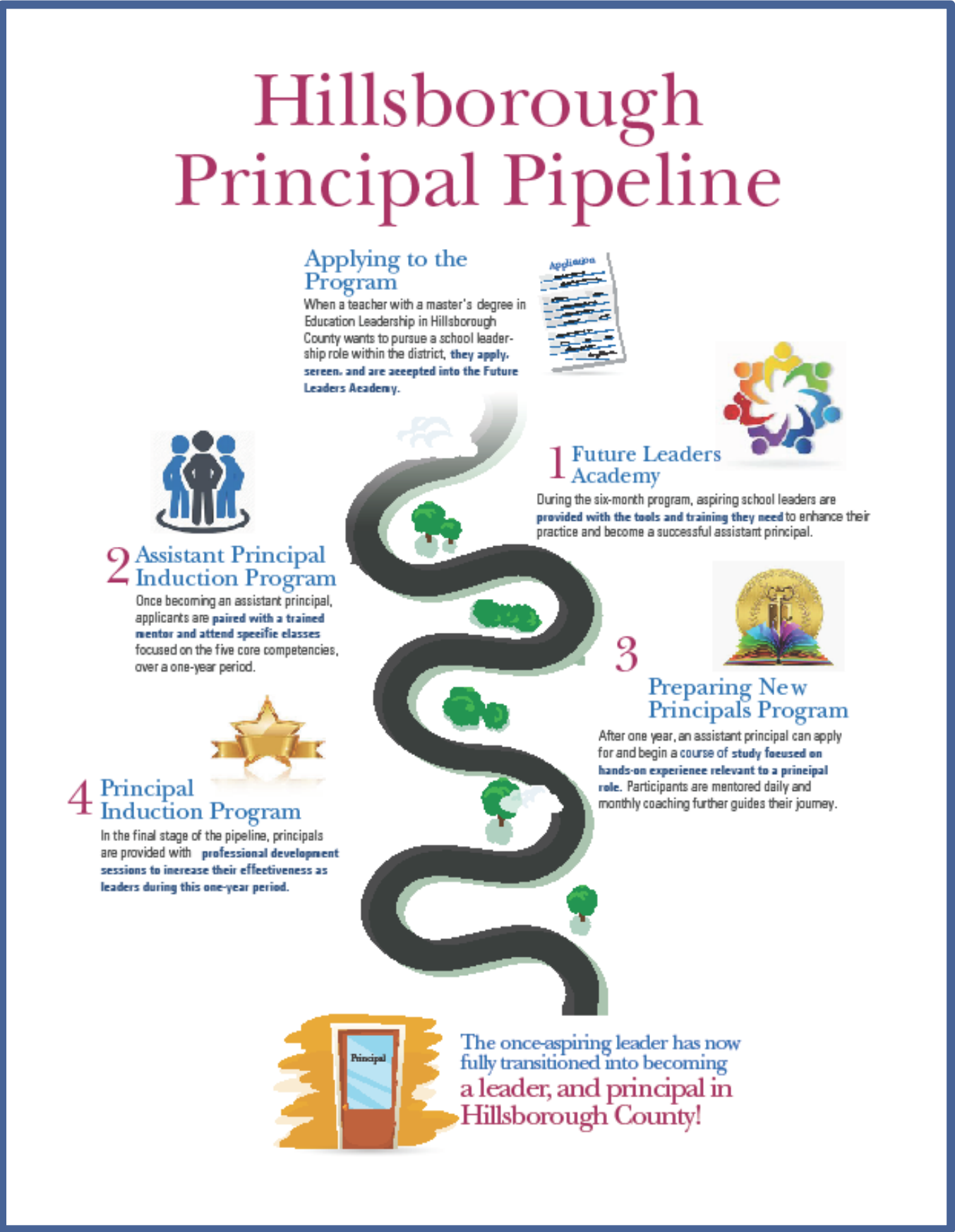
# Teacher Induction Program Outcomes

- **95%** of new teachers valued their relationship with their mentor
- **93%** of teachers felt that working with their mentor provided them with a repertoire of teaching strategies that better prepared instruction for student success
- **91%** of teachers agreed that the Teacher Induction Program satisfied their need for the development of teaching strategies





# Current HCPS Leadership Pipeline



**PRINCIPAL**  
**HILLSBOROUGH**  
**PIPELINE**



# New Assistant Principal Supports From Leadership Development

- Assigned a veteran Assistant Principal mentor by Principal Supervisor
- Coaching visits offered bi-weekly by a veteran Assistant Principal
- 7 Pipeline courses aligned to leadership standards
- 6 differentiated extended learning opportunities provided for hands-on operational learning (ex.- Progress Monitoring, Report Cards, etc.)
- Operational PLCs held 15 times yearly on a variety of management topics
- 48 stand alone professional learning courses offered throughout year tied to leadership standards







# New Principal Supports From Leadership Development

- Formal bi-weekly coaching visits by full-release trained former principals (actions include goal-setting, progress monitoring, etc.)
- Principal Supervisors assign a veteran principal mentor for non-evaluative support
- Pipeline coursework aligned to leadership standards
- Transformation Network new principals (“Network Newbies”) provided 8 site-based PLCs for leaders at our high-needs schools
- Operational PLCs held 15 times yearly on a variety of management topics
- 48 stand alone professional learning courses offered throughout year



# Leadership Outcome Data Examples

- Anonymous leadership survey example- 100% agreement: “I am a more effective leader now than I was at the beginning of the year because of the support and professional learning opportunities I have received from Leadership Development.”
- District Strategic Plan Goal 3: Increasing leaders of color in Pipeline Programs: 23-24 principal pre-service program includes 48% leaders of color (target is 38%)
- 100% of all leaders in Pipeline Programs are evaluated as Highly Effective and Effective





# THANK YOU



*HCPS Professional Learning*



*HCPS Leadership Development*



## Presenter Contact Information:

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