



Hillsborough County
PUBLIC SCHOOLS
Preparing Students for Life

Accelerate Hillsborough Educators





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

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

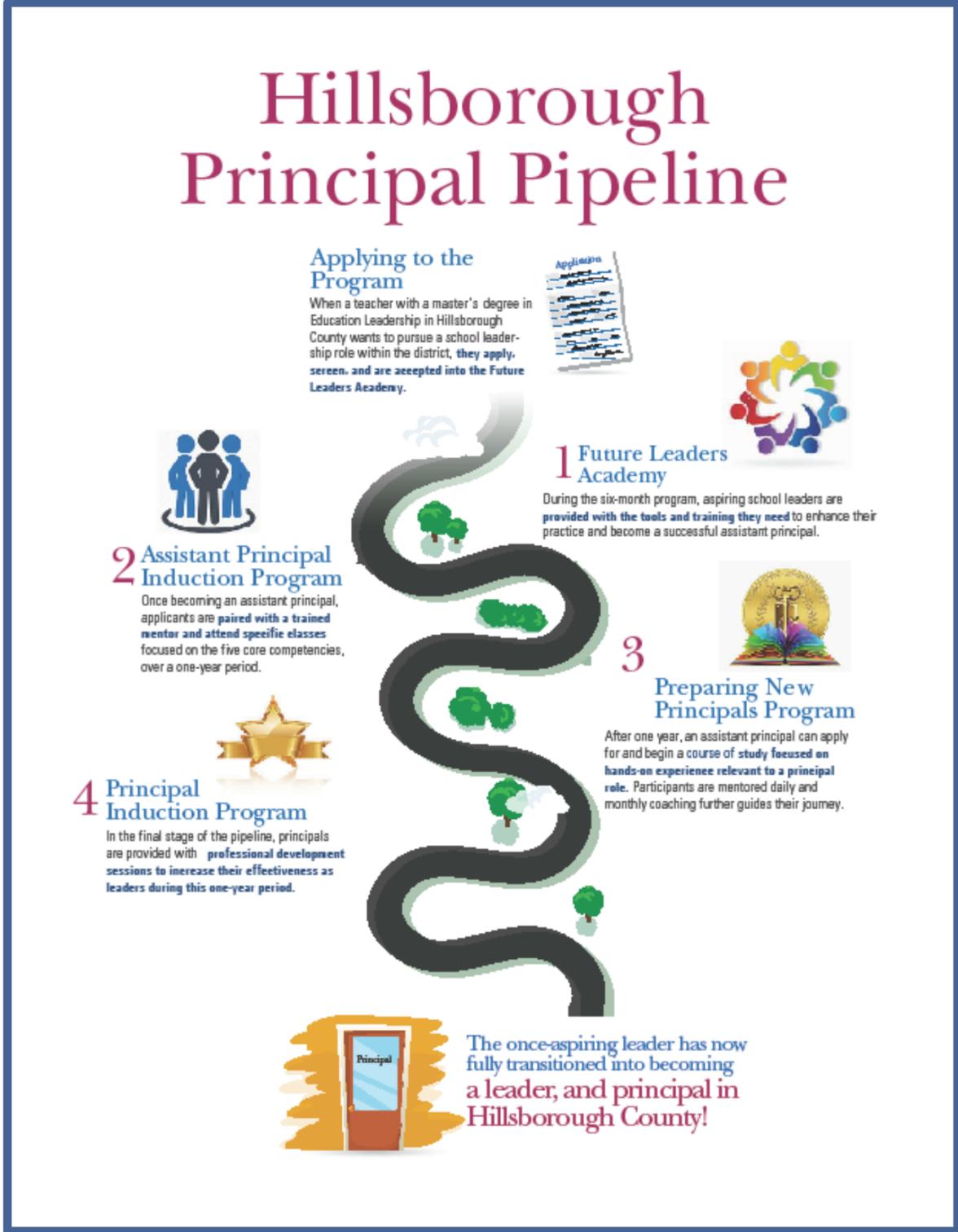
Teacher Induction

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



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