Accelerate Hillsborough Educators
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

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<tr>
<th>Engaging Students in Learning</th>
<th>Managing the Classroom</th>
<th>Organizing the Classroom</th>
<th>Planning for Instruction</th>
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<td><strong>Support you by:</strong></td>
<td><strong>Collaborate around:</strong></td>
<td><strong>Meet to:</strong></td>
<td><strong>Provide support:</strong></td>
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<td>Observing instruction and</td>
<td>Establishing standards</td>
<td>Arrange physical space</td>
<td>Planning lessons and</td>
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<td>providing feedback</td>
<td>for student behavior</td>
<td>Create systems for</td>
<td>units</td>
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<td>Co-teaching lessons</td>
<td>Co-planning routines/</td>
<td>organization</td>
<td>Differentiating for</td>
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<td>Modeling lessons</td>
<td>procedures</td>
<td>Strategically choose</td>
<td>diverse learning needs</td>
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<td>Collecting and sharing</td>
<td>Promoting equity</td>
<td>student resources</td>
<td>Engaging students in</td>
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<tr>
<td>classroom data</td>
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<td>problem solving</td>
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<thead>
<tr>
<th>Understanding Subject Matter</th>
<th>Assessing Student Learning</th>
<th>Assisting with Communication</th>
<th>Planning for Specific Events</th>
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<tr>
<td><strong>Work with you to:</strong></td>
<td><strong>Assist with:</strong></td>
<td>**Support effective</td>
<td><strong>Can help you plan for:</strong></td>
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<tr>
<td>Connect with veteran</td>
<td>Designing differentiated</td>
<td>communication with:**</td>
<td>Parent conferences</td>
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<td>colleagues</td>
<td>assessments</td>
<td>Parents</td>
<td>Field trips</td>
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<tr>
<td>Identify concepts and themes</td>
<td>Analyzing of student work</td>
<td>School administration</td>
<td>School programs</td>
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<tr>
<td>Organize curriculum</td>
<td>Developing grading systems</td>
<td>Colleagues</td>
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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

Hillsborough Principal Pipeline

1. Future Leaders Academy
   - During the 12-week program, aspiring middle-level leaders are paired with two mentors to discuss their goals and become a strong teacher and principal.

2. Assistant Principal Induction Program
   - This program is created for aspiring assistant principals and focuses on the five core competencies over a one-year period.

3. Preparing New Principals Program
   - After one year, an assistant principal can apply for an eight-week program focused on leadership development and school support.

4. Principal Induction Program
   - The final stage of the pipeline provides a principal with an experienced mentor and developmental assistants to increase their effectiveness as leaders during their first year.

The aspiring leader has now fully transitioned into becoming a leader and principal in Hillsborough County!
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

Presenter Contact Information:
Sue Burkett, Chief of Schools, Admin., Leadership Development
susan.burkett@hcps.net

Teresa Campbell, Director of Leadership Development
teresa.campbell@hcps.net (813) 272-4748