

# BROWARD DIRECTOR INTERNSHIP PROGRAM - School Board of Broward County, Florida

## One Year Developmental Program

Participants must submit application, resume, evaluations and complete the application and interview process

Principal Interns participate in a yearlong field experience with District leaders in the Office of School Performance and Accountability or other District departments

All aspects of the program are aligned to the Florida Principal Leadership Standards and/or the National Principal Supervisor Standards

Professional Learning Support	All experiences and learning are aligned to the four domains of the Principal Leadership Standards (FPLS) or the Principal Supervisor Professional Standards		Additional Internships Provided Through the Backfill Process	
<p>Participants receive midyear and end of year feedback from District director mentor, director of leadership development and chief of school performance and accountability</p>	<p style="text-align: center;"><b>FPLS</b></p> <ul style="list-style-type: none"> <li>• Domain 1: Student Achievement</li> <li>• Domain 2: Instructional Leadership</li> <li>• Domain 3: Organizational Leadership</li> <li>• Domain 4: Professional and Ethical Behavior</li> </ul> <p style="text-align: center;"><b>Principal Supervisor Professional Standards</b></p> <p><b>Standard 1</b> - Helping principals grow as instructional leaders</p> <p><b>Standard 2</b> - Coach and support individual principals and engage in effective professional learning strategies to help principals grow as instructional leaders</p> <p><b>Standard 3</b> - Use evidence of principals' effectiveness to determine necessary improvements in principals' practice to foster a positive educational environment that supports the diverse cultural and learning needs of students</p>	<p><b>Standard 4</b> - Engage principals in the formal district principal evaluation process in ways that help them grow as instructional leaders</p> <p><b>Standard 5</b> - Advocate for and inform the coherence of organizational vision, policies and strategies to support schools and student learning</p> <p><b>Standard 6</b> - Assist the district in ensuring the community of schools with which they engage are culturally/socially responsive and have equitable access to resources necessary for the success of each student</p> <p><b>Standard 7</b> - Principal Supervisors engage in their own development and continuous improvement to help principals grow as instructional leaders</p> <p><b>Standard 8</b> - Lead strategic change that continuously elevates the performance of schools and sustains high-quality educational programs and opportunities across the district.</p>	<p><b>School-based Principal positions of Internship Program participants will be filled by qualified Principal Preparation Program graduates after an application and interview process providing a yearlong Principal Internship for the chosen group.</b></p> <p><b>School-based Assistant Principal positions of the Intern Principals will be filled by qualified LEAD or PROPEL graduates after an application and interview process providing a yearlong Assistant Principal Internship for this group.</b></p> <p><b>Instructional positions left open by the Assistant Principal Interns will be filled by qualified instructional staff for the yearlong program.</b></p>	
<p>Program Assessments Principal Interns participate in Behavior Event Interviews to identify areas of strength and areas of growth to focus on during the program</p>				
<p>Principal Intern participants will meet with the Director of Leadership Development to review current literature and research aligned to instructional leadership and impacting school leadership and student achievement</p>				
<p>Embedded within the program are professional readings designed to develop and enhance leadership skills with follow-up activities that support work at school sites</p>	<p>Participants also attend Principal Level meetings and facilitate Instructional Cadre meetings to provide continued learning for school-based leaders.</p>	<p>Members work with an experienced District leader mentor throughout the program for their field experience opportunities</p>		