



Principal Preparation Program Informational Session

December 17, 2024

Leadership Development

Mrs. Christine Semisch, Director

Mrs. Sara La Rosa, Supervisor



Please Sign-In

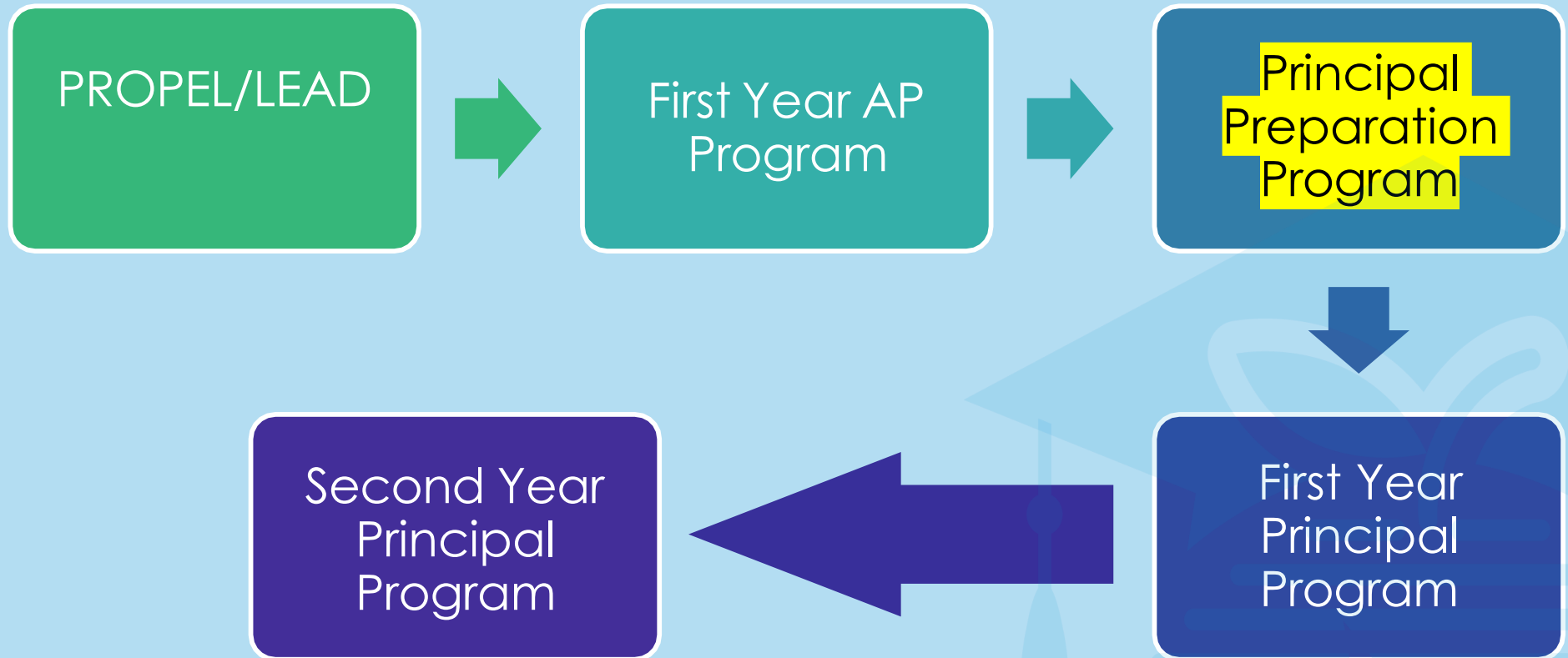
PPP Informational Session Sign-In



AGENDA

- Welcome
- Is the Principal Preparation Program right for you?
- Application Process
- Questions

Principal Preparation Program (PPP)



Principal Preparation Program (PPP)

What is PPP?

- A rigorous one-year leadership development program for high performing assistant principals who want to become principals and attain Level 2 School Principal Certification by the Florida Department of Education (FDOE)
- Focuses on the development and application of skills and knowledge of the Florida Educational Leadership Standards (FELS) and the Broward Assessment for School Administrators (BASA)

Principal Preparation Program (PPP)

What is PPP?

- An eligibility requirement for the principal position application process in BCPS
- Reviewed and rated by the FDOE yearly
- 14-month program with entry, mid-year, and exit criteria

Minimum Qualifications for PPP

- Master's degree (or higher) and certification in Educational Leadership
- FDOE certificate in good standing
- Completed a minimum of 3 years as an assistant principal by June 30, 2025

Minimum Qualifications for PPP

- Received three overall “Highly Effective” or “Effective” performance evaluations as indicated below:
 - 2022 – 2023 evaluation is required
 - 2023 – 2024 evaluation is required
 - One additional evaluation from last five years
 - 2024 – 2025 evaluation is required once received
- Documentation of completion of the First Year Assistant Principal Program (FYAP)
- Recommendation of current Principal and Teaching and Learning Director via BCPS Central

Principal Preparation Program Highlights

- Required summer school field experience with tasks to be completed during the entire summer school session
- Completion of 360 Assessment and Growth Plan
- Year-long Instructional School Improvement Leadership Project to include root cause analysis, data collection, and action plan implementation
- Monthly cohort sessions and activities with peers and mentors

Principal Preparation Program Highlights

- Professional Learning Team (PLT) meetings to include site-based principal, mentor principal, director and PPP coordinator (minimum of 3 per year)
- Professional readings and current research
- Instructional Round facilitation
- Completion of Coaching Leaders to Attain Student Success (CLASS) training
- Specialized professional learning by district personnel
- Outside coursework to enhance skills in interaction management, instructional leadership practices, school management, budget and other current district initiatives

Site Principal Expectations

- Completion of CLASS training (with field visit) and coaching plan
- Provide Intern Principal school-wide opportunities and full release for summer field experience
- Accommodate learning opportunities during school-time as necessary
- Provide budget mentorship and job-embedded experiences

Site Principal Expectations

- Complete 360 Assessment and support school-wide completion of survey
- Assist in identifying and providing leadership coaching in areas of growth ***
- **Principals must also sign electronically** recommending the applicant and agreeing to provide them the opportunities required to successfully complete the PPP Program

BCPS Central

*****All applications for PPP 2025– 2026 must be submitted via the Leadership Application Module in BCPS Central by Friday, January 17, 2025*****

Review one-pager on uploading through BCPS Central

If you have any questions, please reach out to Mrs. Sara La Rosa

Application Process

- Phase I: Application, Evaluations, FDOE and FYAP Certificate, Resume, Principal Leadership Profile
- Phase II: Real-Time Performance Task Profile XT Assessment
- Phase III: Presentation and Interview
- Phase IV: Notification of Cohort Selection by March 2025

Phase 1: Documentation

PPP Application BCPS Central

Include all information requested by the deadline:

Friday, January 17, 2025

- The application must be approved by your current Teaching and Learning Director and the site Principal
- Site Principals should be aware that they are agreeing to allow you the opportunities required for the program

Phase 1: Resume

Experiential resume aligned to the new **Florida Educational Leadership Standards (FELS)** describing leadership roles and experiences

- Impact within last three years
- Implementation of current initiatives
- Evidence of your accomplishments and impact on student achievement
- Experiences in all eight of the new Florida Educational Leadership Standards (FELS)

FLORIDA EDUCATIONAL LEADERSHIP STANDARDS

1

Professional and Ethical Norms

Effective educational leaders act ethically and according to professional norms to promote the academic success and well-being of all students.

2

Vision and Mission

Effective educational leaders collaborate with parents, students and other stakeholders to develop, promote and enact a shared vision, mission and core values to promote the academic success and well-being of all students.

3

School Operations, Management and Safety

Effective educational leaders manage school operations and resources to cultivate a safe school environment and promote the academic success and well-being of all students.

4

Student Learning and Continuous School Improvement

Effective educational leaders enable continuous improvement to promote the academic success and well-being of all students.

5

Learning Environment

Effective educational leaders cultivate a caring, rigorous and supportive school community that promotes the academic success and well-being of all students.

6

Recruitment and Professional Learning

Effective educational leaders build the collective and individual professional capacity of school personnel by creating support systems and offering professional learning to promote the academic success and well-being of all students.

7

Building Leadership Expertise

Effective educational leaders cultivate, support and develop other school leaders to promote the academic success and well-being of all students.

8

Meaningful Parent, Family and Community Engagement

Effective educational leaders utilize multiple means of reciprocal communication to build relationships and collaborate with parents, families and other stakeholders to promote the academic success and well-being of all students.

FLORIDA EDUCATIONAL LEADERSHIP STANDARDS

Standard 2: Vision and Mission

Effective educational leaders collaborate with parents, students and other stakeholders to develop, communicate and enact a shared vision, mission and core values to promote the academic success and well-being of all students.

Assistant principals:	School principals:
a) Assist and support the alignment of the school vision and mission with district initiatives, State Board of Education priorities and current educational policies.	a) Collaborate with district and school leaders in the alignment of the school vision and mission with district initiatives, State Board of Education priorities and current educational policies.
b) Collaborate in the collection, analysis and utilization of student academic data to help drive decisions that support effective and rigorous classroom instruction focused on the academic development of all students.	b) Collaborate with members of the school and community using academic data to develop and promote a vision focused on successful learning and the academic development of all students.
c) Collaborate, support and model the development and implementation of a shared educational vision, mission and core values within the school community to promote the academic success and well-being of all students.	c) Collaborate to develop, implement and model a shared educational vision, mission and core values within the school community to promote the academic success and well-being of all students.
d) Assist and support the development and implementation of systems to achieve the vision and mission of the school—reflecting and adjusting when applicable.	d) Strategically develop and implement systems to achieve the vision and mission of the school—reflecting and adjusting when applicable.
e) Recognize individuals for contributions toward the school vision and mission.	e) Recognize individuals for contributions toward the school vision and mission.

Within Each Experiential Bullet Include...

- What YOU specifically did
- Who it impacted
- Results/evidence of impact
- Include current District initiatives
 - (i.e. strategic plan) and diversity of experiences
- Spell out acronyms the first time you use them
- Include Data, Data, Data! – connect your role to results/impact
- Your school data cannot stand alone – include your specific leadership actions

Continued Resume Tips

- Document experiences under appropriate standard
- Begin each bullet with a strong verb
- Use a variety of strong verbs
- Have someone review before submitting:
 - Spelling
 - Omitted words
 - Link to results
 - Grammar
 - Spacing
 - Verb tense
 - Ease of understanding
 - Consistent font style and size

Phase 1: Principal Leadership Profile

- Principals of qualified candidates receive and complete a rating form (Principal Leadership Profile) based on the new **Florida Educational Leadership Standards** and email it to Sara La Rosa by the identified deadline
- Resume score, and rating form will be evaluated to determine advancement to Phase II



Phase II: Process

Those who are qualified to enter the Phase II Process will:

- Complete the Profile XT assessment (sent via email)
- Complete a real-time performance task

Phase III – Interview Process

Qualified candidates will be invited to participate and complete the following:

- Conduct an Instructional Leadership presentation
- Participate in an interview with a panel including Principals, Teaching and Learning Directors, and Leadership Development Department Team

Phase IV: Program Selection

- Candidates will be notified of program status
- Candidates will be assigned summer school placement
- Candidates will be required to participate in all summer school calls and be the lead for the admin team
- All program requirements will be discussed at the first PPP monthly meeting (April/May 2025)
- Principal and Teaching and Learning Director will also receive notification of your placement into the program

Principal Preparation Program

Application documents deadline:

Friday, January 17, 2024



Let's do this....

**“Every job is a
self-portrait
of the person
who did it.
Autograph
your work with
excellence.”**



**Deputy Superintendent
Teaching & Learning,
Dr. Angela R. Fulton**

