



## Aspiring Assistant Principals Academy Assistant Principal Readiness Program 2022 - 2023

The **Aspiring Leadership Academy** is a cohort model designed to develop and guide aspiring assistant principals in acquiring the knowledge and understanding of the leadership skills needed to effectively lead a campus and ensure excellent, equitable outcomes for all scholars. Candidates will participate in a self-guided study program with job-embedded experiences centered around skills and knowledge related to leading at the elementary, middle, and/or senior high school level in Spring ISD.

As part of the Spring ISD Five-Year Strategic Plan, our district will continue to grow and develop our staff for future campus leadership positions. Objectives for the Aspiring Leadership Academy are to:

1. Build capacity of individuals who aspire to become APs to increase the strength of the bench to assume vacant AP roles.
2. Build transparency in what the district is looking for in future APs.

### **Qualifications**

#### **Required**

- ☐ Interest in becoming an assistant principal
- ☐ Recommendation from current administrator or supervisor (see the link below)
- ☐ Three years experience as a classroom teacher
- ☐ Proficient or above rating on T-TESS/evaluation in every domain

#### **Preferred**

- ☐ Three years of leadership experience

#### **SPECIAL KNOWLEDGE/SKILLS:**

Interested individuals who embody the following attributes:

- ☐ Self-motivated
- ☐ Takes Initiative
- ☐ Strategic Thinker
- ☐ Strong Organizational, Communication, and Interpersonal Skills
- ☐ Prioritizes Tasks / Responsibilities
- ☐ Data-Driven
- ☐ Intrinsic / Extrinsic Motivation
- ☐ Good Motivational Skills with Students and Teachers
- ☐ Ability to Work Well with Others
- ☐ Ability to Exhibit Flexibility



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### **Ineligible Criteria:**

Individuals who exhibit the following behaviors will be considered ineligible for the upcoming school year:

- Need improvement on one or more T-TESS/evaluation domain
- History of parent, student, or performance concerns

### **Important Note**

This program is for campus, central office, and all department staff with an interest in becoming an assistant principal. Selection into the program does not guarantee promotion to an assistant principal role. The program will involve opportunities to understand the role of an assistant principal and the process to apply.

### **Program Benefits**

- Though promotion is not guaranteed, this program will provide learning experiences designed to increase participants' awareness of the required skill set to serve as assistant principals.
- Candidates accepted into the program will also be provided job-embedded experiences to better equip them with priority skills needed to assume the role of assistant principal.
- Ongoing discussions and collaboration during the program with other aspiring APs and administrators.

### **Program Structure**

- Participants will be expected to commit to completing self-paced modules (off-contract hours).
- Up to two off-campus professional development opportunities (during contract hours) over the course of the program
- Monthly campus support and service activities

### **Application Process**

- Submit an [Aspiring Leadership Academy Interest Survey](#)
  - Upload current resume
  - Answer questions based on the Leadership Definition behaviors
- Ensure your administrator, supervisor or assistant superintendent completes a [Recommendation Form](#)
  - Recommendations based on the Leadership Definition behaviors
- Both forms are due by November 11, 2022
- Committee will review the applications and select participants
- All candidates will be notified if they are selected for **Aspiring Leadership Academy** by November 18, 2022.
- Contact Tiffany Weston, [tiffanyw@springisd.org](mailto:tiffanyw@springisd.org), for more information.