

## FIRST YEAR ASSISTANT PRINCIPAL PROGRAM (FYAP) - School Board of Broward County, Florida

A one-year induction program supporting newly appointed Assistant Principals

Multiple layers of support for newly appointed Assistant Principals are incorporated in the FYAP Program

Program consists of professional learning opportunities to support the new Assistant Principals within the context of their schools and role

All aspects of the program are aligned to the Florida Educational Leadership Standards

Professional Learning	Seasons of Shared Leadership Areas of focus aligned to the time of school year (season)	Layers of Support	
<p><b>Summer Leadership Week Events and Learning</b></p> <p><b>Professional Learning Team (PLT) meetings with program facilitator, regional director, site principal and AP mentor to monitor progress and provide coaching and feedback</b></p> <p><b>Professional development opportunities facilitated by District staff and seated Principals</b></p> <p><b>Sharing of best practices aligned to current work and initiatives</b></p> <p><b>Participants have input into topics covered in monthly cohort sessions</b></p>	<p><b>Transitioning into the AP role</b></p> <p><b>Learning the school culture</b></p> <p><b>Navigating the AP role</b></p> <p><b>Bringing your Principal's vision to life</b></p> <p><b>The application of tools, skills and strategies learned in developmental programs</b></p> <p><b>Engaging the school team to support student achievement</b></p> <p><b>Working with data to drive decision-making and instruction</b></p> <p><b>Active Listening</b></p> <p><b>Conducting difficult conversations with grace</b></p> <p><b>BASA and Deliberate Practice</b></p>	<p><b>Observing and evaluating teachers and staff (BrIDGES)</b></p> <p><b>Discussion and activities aligned to current leadership research, articles and books</b></p> <p><b>Superintendent's Strategic Plan</b></p> <p><b>Time Management/Prioritizing Tasks</b></p> <p><b>School Marketing/Recruitment</b></p> <p><b>Interaction Management - Resolving Conflict</b></p> <p><b>Making High Quality Decisions</b></p> <p><b>Cultivating and Sustaining Relationships</b></p> <p><b>Evaluating programs and processes within the context of their schools</b></p> <p><b>Reflective Leadership</b></p>	<p><b>Targeted support visits by FYAP Program facilitator from the Department of Leadership Development</b></p> <p><b>Coaching and support from an experienced mentor Assistant Principal who has demonstrated successful results</b></p> <p><b>Level-specific Assistant Principal meetings/other learning sessions aligned to instructional and operational leadership</b></p> <p><b>AP expertise through "APs on call" and open "hot labs"</b></p> <p><b>Open virtual office hours with FYAP Program facilitator</b></p> <p><b>AP Peer "Experts"</b></p>