



## Purpose

The Aspiring Principal Institute (API) is designed to provide readiness skillsets to currently seated campus administrators who aspire to the principalship or district leadership role.

## Benefits

Aspiring principals engage in professional learning alongside a cohort of districtwide peers who are also contemplating next steps in leadership. Participants complete a leadership assessment, gain insight into creating buy-in and consensus, consider the role of feedback, and examine the principal selection process among other relevant topics. Additionally, participants have the chance to expand their network by connecting to CFISD peers and leaders from within and outside the District.

## Program Design

The research- and standards-based curriculum for API serves as a model for building leadership pipelines. To help administrators develop the skills they need to be effective principals, the course is designed with an emphasis on relevant and practical learning that can be put immediately into practice. The learning is complemented by connecting the participant to a mentor principal.

## Expectations

Participants are expected to attend monthly sessions and actively participate in discussions and coursework. Additionally, participants are responsible for developing a presentation centered around John Maxwell's book, *The 360 Leader*, in an assigned group.

## Selection

In April of each school year, applications are shared directly with principals and campus administrators. Submitted applications are reviewed by a committee and scored against a rubric for selection. A strong principal reference is part of the requirement for acceptance.

## The 360° Leader

### Leads Up

Leading up is the process of influencing a leader. This process includes lightening the leader's load by being willing to do what others won't, while knowing when to push forward and when to back off.

### Leads Across

Leaders in the middle of an organization are leaders of leaders. These leaders help peers achieve positive results, let the best idea win, and garner mutual respect. These leaders must develop and maintain credibility, and continually exert influence.

### Leads Down

Leaders at the top who lead down help people realize their potential, become a strong role model, and encourage others to become part of a higher purpose. This involves walking through the halls, transferring the vision, and rewarding for results.