



## Purpose

New Principal Institute (NPI) provides professional development and support to first-year principals regarding technical skillsets for leading schools. The aim of the institute is to support, develop and retain school leaders who will achieve the vision and mission of Cypress-Fairbanks ISD.

## Benefits

NPI provides novice principals with a structured, systemic induction experience during their first year. The institute centers around developing skills in guiding the everyday operations of a school. New principals gain confidence in leading people and managing processes, resulting in more time to focus on the "main thing." They walk away with a better understanding of district provided resources and support, as well as greater confidence for leading schools.

## Program Design

NPI provides in-depth learning on a variety of topics from each district department that will better prepare and inform a newly seated principal. New principals are provided with a principal coach, as well as a mentor. The principal coach (retired principal for the district) is assigned for a time span of three years. The mentor (an experience CFISD principal) is assigned for one year.

## Expectations

Attendance at each planned monthly meeting is expected by both the novice principal and his/her mentor principal.

## Selection

NPI serves as an element of onboarding for new CFISD principals. Once a new principal is selected, they are automatically enrolled in the institute.

## Monthly Focus

**September –**  
Business & Financial Services

**October –**  
Human Resources

**November –**  
Police Department/Security; Internal Audit; Legal Services

**December –**  
Professional Learning; Guidance & Counseling; Health Services

**January –**  
Facilities, Construction; and Support Services

**February –**  
School Improvement & Accountability

**March –**  
Communications; Community Relations; and Chief of Staff

**April –**  
School Leadership