



WHAT IS THE PRINCIPAL PATHWAY RESIDENCY?

The Principal Pathway Residency exists to build a bench of high-performing leaders who serve to fulfill the YES Prep mission and vision as a potential Principal, for both elementary and secondary schools. The Residency is a 1-2 year paid position that offers individualized development and coaching under the guidance of a campus Lead Principal and the YES Prep Leadership Development team.

Residents are developed through a cohort model that focuses on connecting data, relationships, ideas, and people. They implement campus vision through management of the leadership team in partnership with the Lead Principal at their assigned campus.

Residents learn by doing and creating a portfolio of resources that can be used once promoted into the Principal role. Additionally, the Resident cohort participates in a deep study of literature on equity, leadership, and instruction throughout the residency that grounds them in the work they do to ensure we increase student achievement.

Residents have an abundance of professional learning activities including a summer induction, midyear intersession, frequent coaching sessions, site visits, and experiential learning opportunities.

Requirements:

- Bachelor's Degree from an accredited four-year educational institution
- At least 2-3 years of experience as teacher of record
- At least 2 years in a Dean/Manager role within a K-12 setting
- At least 1 year in a director-level or Assistant Principal role with demonstrated performance at a high level by June 2022 (preferred)
- Has a track record of consistent high-performance in the leadership roles they have held
- Demonstrated people management experience—directly managing an individual or full team(s)
- Must be willing to go to any assigned YES Prep campus in the greater Houston area

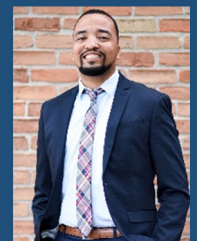
"The residency prepared me for my principal role by allowing time to focus on areas of growth as a leader. I was able to shadow strong principals who gave me the opportunity and safe space to make mistakes. The coaching experience throughout the residency has been fundamental to how I am coaching and developing my current team."

Cintia Arenas, Principal of YES Prep Gulfton Secondary



"I significantly contribute the success of my school and my ability to make this job sustainable to the YES Prep Residency program. To have an opportunity to get the "at-bats" to be a Principal in a lower stakes environment is invaluable. You must take advantage, push for your own growth and grow comfortable in your own Principal skin. Know why you lead and how you will lead. These two critical actions are part of the program and you are worked with intensely to ensure you can name those things unapologetically in the pursuit of equity for our students and staff."

Tony Castillo, Principal of YES Prep Fifth Ward Secondary



Please visit the [Principal Pathway webpage \(www.yesprep.org/join-our-team/principal-pathway\)](http://www.yesprep.org/join-our-team/principal-pathway) for all updates. Additionally, recordings to the two information sessions held in October/November can be found linked there, too.

We run a very selective process in November/December 2021 for director-level/Assistant Principal candidates that applied by our first deadline of November 8th. If we still have spots for future rounds, we will consider additional applicants at that time, typically in January/February 2022. Any applications submitted after November 8, 2021 will be considered at that time. The start date for the Resident Principal role is July 2022.

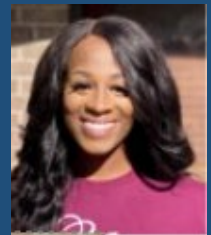
External candidates: Please visit the [YES Prep website \(www.yesprep.org\)](http://www.yesprep.org) to learn more about the role, review the full job description, and to apply.

Internal candidates: If interested in being considered, please first inform your manager and/or Principal of your intent to apply. Then, using the internal link, which can be found on the Munis Employee Self Service, please apply. See instructions below.

- If not on a YP campus, first log into VPN.
- [Login to ESS](#) or yesprep.munisselfservice.com/login.aspx.
- Click on "Employment Opportunities" at the bottom of the list on the left-side toolbar.
(Again, you must first be on VPN if not on a campus.)

"As a leader in education, we have an innate desire to develop our craft and improve student outcomes, but often lack the resource of time. The Residency prioritizes intentional professional growth through differentiated opportunities, practice, and mentorship. As I found YES Prep Airline Elementary, I've never felt more prepared to lead a team from the ground up, even through a pandemic. The program has equipped me with the skills, development, and relationships to do such. Because of the Residency, I confidently lean in and embrace the climb of tackling educational inequities in Houston."

Cynovia Hall, Principal of YES Prep Airline Elementary



"The residency gave me the time and space to build context. Every school is different but understanding the thinking behind the strategy of the systems and processes on a given campus is invaluable. Additionally, the residency allowed me the time and space to learn—let me be clear, by failing. Through reflecting on what didn't work and what I could change next time, I learned skills that I am using every single day."

Emily Ryans, Principal of YES Prep Southeast Secondary



"The biggest takeaway from my time in the Residency program was to put the people before the work. Doing this, has allowed me to form authentic relationships with my staff which has led to great outcomes for students and our school community."

Andrea Citchen, Principal of YES Prep Southside Elementary

