



LIGHT Leadership Residency

Illuminating innovation.

Mission: To innovate and iterate a best-in-class principal preparation residency program that equips excellent, diverse teachers with the skills, knowledge, experience, and confidence to lead schools in Philadelphia successfully.

Residency Overview: Learning at the intersection of innovation and best practices, residents engage in intensive summer training and ongoing cohort study and site-based rotations to lead in their own school context. Residents leverage Design Thinking and collaborate with their mentor principal, LIGHT leadership coach, and cohort to improve student achievement and engagement at their school. Upon successful completion of the two-year residency and the School Leadership Licensure Exam, residents earn their PA principal certification.

Leading Locally: Because the residency is structured as a partnership between LIGHT Leadership and the prospective resident's school, first year residents become instructional leaders in a context they already know well - their own school! Mentor principals commit to providing teacher leaders 25-50% release time from teaching or counseling in the first year to devote to instructional leadership functions. Upon successful passage as second year resident, schools have the opportunity to retain their residents with the offer of a fully-funded Assistant Principal (or other comparable) leadership role.

Evaluation: All gateway evaluation leading to program passage and successful certification is competency-based, tightly aligned to PA leadership standards, and informed by multiple measures, requiring residents to evidence a comprehensive foundation of the knowledge, skills, performance successes, and dispositions linked to authentic success in a school leadership role. In concert, ongoing formative feedback is dynamic, helpful, specific, and reflective, ensuring optimal growth.

LIGHT Leadership Residency Timeline

Year Zero

Winter	Spring
Application Process	Selection Event

Year One

Summer	Fall	Winter	Spring
Summer Intensive One Courses: The Magnet - Part 1 The Map The Meter The Microscope	Instructional Leadership Residency Field Work and Design Projects		
	Map Rounds and Badging	Meter Rounds and Badging	Microscope Rounds and Badging

Year Two

Summer	Fall	Winter	Spring
Summer Intensive Two Courses: The Magnet -Part 2 The Matrix The Mosaic The Mirror	Principal Residency Field Work and Design Projects		
	Matrix Rounds and Badging	Mosaic Rounds and Badging	Mirror Rounds and Badging School Leadership Licensure Examination Residency Evaluation and Program Certification

Course Credit Hours: Each required course contains 30 seminar hours of instruction divided between Summer Intensive onsite hours and clinical rounds and workshops on site at partner schools. The residency fieldwork includes 180+ hours over two years.