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PRINCIPAL RESIDENCE PROGRAM

LEARN TO LEAD





IDEA
Public Schools

PRINCIPAL IN RESIDENCE PROGRAM

Do you want to become a principal but wonder if you are really ready?

IDEA's PIR Program is an essential step toward becoming a principal at IDEA Public Schools. The residency is a full-time, intensive, paid learning opportunity that provides participants with knowledge, best practices and leadership development from IDEA's most successful school and district leaders.

The program is unique in that it offers participants unparalleled coaching, mentorship, and professional development. PIRs receive world-class leadership coaching from a mentor principal, IDEA's Director of Leader Development, and fellow PIR cohort members.

PIRs are not just observational learners. As a PIR you will serve as a member of the school's leadership team alongside assistant principals and counselors, and gain significant, hands-on campus leadership experience. PIRs directly coach and manage teachers and work closely with leaders, students and families every day. Upon successful completion of the program, PIRs are ready to serve as the principal of an IDEA school.

Application Process

Applications for the PIR program launch on October 9th and are accepted on a rolling basis. Full-day, invitation-only, in-person interviews are held monthly in January, February, March, and April of each year.



Selection Process

Throughout the application and selection process, PIR candidates are evaluated on a variety of criteria that IDEA believes are critical for a leader's ability to build strong school culture, coach teachers and leaders, and promote outstanding student success. Some of those criteria include:

Beliefs

- › A driving desire to impact students' lives through school leadership
- › A belief that each child can excel
- › A serious intention to serve as a Principal within IDEA Public Schools
- › A hunger for feedback, no matter how uncomfortable it may be

Knowledge

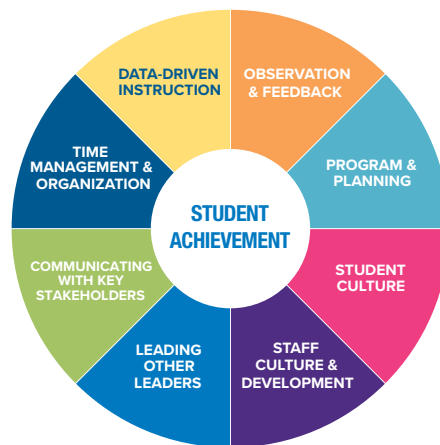
- › Clear understanding of learning standards and data-driven tools and techniques
- › Awareness of personal strengths and weaknesses, particularly in the context of coaching others

Skills

- › Achieving outstanding student achievement results through a non-classroom leadership role
- › Developing authentic relationships with school staff
- › Modeling excellent instruction and team management
- › Decision-making amidst ambiguity and competing priorities

School Leadership Levers

We look for leaders who believe in – and seek to grow in – the following areas that are critical for student and whole-school success. Each PIR's Individualized Learning Plan is built around our robust rubric for these levers:





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FAQs

Is the Principal-in-Residence role paid?

Yes, the PIR role is a full-time, salaried position. Within IDEA, the PIR position is viewed as a promotion from the Assistant Principal role. The salary scale is commensurate with that promotion and competitive with public schools across Texas.

Do you need a Master's degree or certification to hold a leadership position at IDEA?

You do not. We select PIRs based on our leadership competencies. A specific advanced degree or administrative certification is not required, but please include in your application information regarding either if you have them.

If selected for the Principal-in-Residence role, when would I begin?

The PIR role begins in the summer. New Leader Training at IDEA typically takes place in mid-July, but this is subject to change based on district plans. If you are selected as a PIR, we will work with you on a transition plan into your role.

If selected for the Principal-in-Residence role, do I choose the school site where I complete my residency?

IDEA will take your regional preference into consideration across the Rio Grande Valley, Austin, and San Antonio. However, we cannot guarantee placement at a specific campus. We take that matching of PIRs to principal partners (mentors) and residency campuses (school sites) very seriously, and do our utmost to ensure that the PIR is placed in a school where they have the most opportunity to grow and develop.

How long do PIRs stay on their residency campus?

The PIR program is designed to prepare PIRs to run a new or existing IDEA school within 2 years. The decision to promote a PIR into the principal role is primarily based on each PIR's progress on their individualized development plan, while also taking into account the demands of IDEA school expansion and vacancy timelines.

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Program

What will you focus on?

The PIR curriculum centers around an Individualized Learning Plan that guides your development on eight very specific "School Leadership Levers." Moreover, you will share responsibility for critical school achievement goals with current leaders at your school site.



Places

Where will you be?

PIRs are placed in IDEA schools across our three Texas regions:

- **Rio Grande Valley:** Our first and largest region, along the border with Mexico, where our Headquarters is also located.
- **Austin:** Our state capital region, where we started as an in-district partnership but are now growing to ten independent IDEA schools.
- **San Antonio:** Our fastest-growing region with the greatest ground-level philanthropic support from the community.



People

Who will you work with?

PIRs are not mere observational learners. They are core members of the "Lead Team" at their school site, alongside the Principal, Assistant Principals for Instruction and Operations, and Counselors. PIRs interact with teachers, leaders, students, and families every single day.



Principal Role

Where are you headed?

PIRs are gearing up for a Principal position at IDEA within 1-3 years. PIRs do not always assume a Principal position in the same school or region as their PIR school site. PIRs may become Principals at either new or existing IDEA schools.



PRINCIPAL IN RESIDENCE

P R O G R A M

Contact us to learn more:
pirprogram@ideapublicschools.org

General inquiries
pirprogram@ideapublicschools.org

Austin, El Paso, Tarrant County, and Upper Rio Grande Valley PIR Program
[Monica Martinez Maher \(monica.maher@ideapublicschools.org\)](mailto:monica.maher@ideapublicschools.org)

Houston, San Antonio, Lower Rio Grande Valley, and Southern Louisiana PIR Program
[Alexis Adams \(alexis.adams@ideapublicschools.org\)](mailto:alexis.adams@ideapublicschools.org)

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