

Frequently Asked Questions

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About the PPSD Leadership Cohort

What is the PPSD Leadership Cohort?

The PPSD Leadership Cohort is a two-year, selective, building level administrator certification program that prepares aspiring Providence principals for the demands of school leadership. **Aimed at top-performing educators who want to become transformational school leaders**, the program is designed to offer a one-of-a-kind development experience that ensures our leaders of tomorrow deliver on the promise of educating every student for college or career success.

The PPSD Leadership Cohort is modeled after [TNTP's PLUS](#) (Pathway to Leadership in Urban Schools) program, which has recruited, selected, prepared, and supported over 200 visionary instructional and equity focused leaders in urban districts throughout the country since 2013. TNTP is a national education non-profit founded by teachers and will be collaborating with PPSD on this program. While the PPSD Leadership Cohort will be grounded in TNTP's successful principal preparation model, the unique goals and vision of PPSD will drive all aspects of the PPSD Leadership Cohort experience.

How are PPSD Leadership Cohort members trained?

The PPSD Leadership Cohort prioritizes hands-on practice and intensive coaching. Once selected, PPSD Leadership Cohort Fellows commit to a three-week summer institute, bi-weekly coaching meetings, and an in-person session with cohort colleagues at least one day a month throughout the two years. There may also be additional cohort experiences, including learning visits at other schools. These professional learning opportunities are designed to provide foundational knowledge, build skills, and establish peer support structures for PPSD Leadership Cohort Principal Fellows throughout the program.

Between the in-person cohort meetings, the PPSD Leadership Cohort Fellows will receive job-embedded support that is grounded in the instructional leadership work they are already doing. Coaches will walk alongside them as they work to improve instruction and student outcomes through observation, feedback, and frequent monitoring of student learning goals, providing real-time feedback as they work to sharpen these skills. Coaches will also support Principal Fellows to navigate change, make data-informed talent decisions, and to engage in difficult conversations when appropriate.

How will I complete training while working a full-time position?

Once selected, PPSD Leadership Cohort members will be placed in a Principal Fellow position in a PPSD school. This position is specifically created for cohort members and is fully released from teaching responsibilities. Therefore, in addition to gaining on-the-job experience leading a group of teachers and taking on other school management responsibilities, part of the position is to fulfill the program requirements including attending the professional development sessions and working with your leadership coach. As this program is specific to PPSD, the district is invested in your success throughout the duration of the program. *See the Placement section below for more details on how placements are determined.*

Visit www.ProvidenceSchools.org/Lead to learn more or email us: Lead@ppsd.org

Please note that admission for all Principal Fellow candidates is pending approval of the PPSD Leadership Cohort program by RIDE. Once we secure approval, Principal Fellows that successfully complete the first year of the program and pass the School Leader Licensure Assessment will earn our endorsement for Rhode Island K-12 Building Level Administrator certification.

When will the PPSD Leadership Cohort's professional learning and support occur?

PPSD is in the process of finalizing training timelines for the summer and during the school year, so the length and timing of the in-person sessions will be confirmed later this spring. Candidates who make it to the group interviews will get the exact dates for summer institute at that time.

How much does the program cost?

Good news! **There is no cost to participate in the PPSD Leadership Cohort** for 2021-2022 thanks to federal grant funding. For those seeking certification, there may be fees associated with completing the RIDE required exams and the licensing process.

While there is no cost to participate in the program, we ask that our Fellows commit to working in Providence Schools for 3 years following completion of the program. This is to ensure that our leaders are committed to Providence's students, teachers, and the community overall.

Admissions

Can I participate in the program if I already have a building-level administrator certification?

Absolutely! The PPSD Leadership Cohort is much more than just a certification program. If you are already certified but are interested in building your skills as an instructional and equity driven leader and getting on the fast track to the principalship in PPSD, we encourage you to apply.

What kind of experience do I need to be eligible for the program?

We are looking for a diverse set of aspiring principals with a passion for helping teachers do their best work, and a deep commitment to the students, families, and communities of Providence. Additionally, you must have a valid teacher's certification, at least 3 years of documented PK-12 professional experience, and a master's degree from a regionally accredited institution with a minimum GPA of 3.0.

Do I really need to have a master's degree to be eligible?

RIDE requires all candidates for the building level administrator certification to hold an advanced degree from a regionally accredited institution with a minimum GPA of 3.0. However, you may still be eligible for the program if you are currently enrolled in a master's program and will graduate by the Spring of 2022. If this is the case, then we will ask you to provide additional documentation from your graduate school before you are officially offered a spot in the cohort.

What does it mean for me that your RIDE program approval is pending?

We are optimistic that it won't impact your candidacy or ability to be certified if you are offered a spot in the program at all. TNTP's application to be an approved building level administrator certification program provider is currently under review by RIDE. If for some reason we do not get approved for this summer, internal candidates who receive offers this year will be able to stay in their current positions and have streamlined admissions for when the program launches next year. External candidates who receive offers will have the option to take another position at PPSD for the 21-22 school year and then also have streamlined admissions for the 22-23 program launch.

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How do I apply for the PPSD Leadership Cohort?

To apply, interested educators can visit [our website](#) and complete [an online application](#) that asks about educational background, resume information, and a short answer section, including a short performance exercise. Following the application round, strong candidates will then be invited to a half-day group interview event with other candidates in attendance, which includes role plays, group activities, and in-person interviews.

The application opens on Tuesday, April 27, 2021. There will be a limited number of spots available, and the application will only be open for a short period of time, so make sure to apply soon!

Principal Fellow Placement

Am I guaranteed a placement if I am offered a spot in the program?

Yes. Candidates who accept their offers to join the PPSD Leadership Cohort and then complete the district required background checks and hiring procedures will be guaranteed a Principal Fellow position in a PPSD school.

After joining the Cohort, we will connect you with PPSD school leaders who are looking to hire cohort members in their schools as Principal Fellows. In this process, we work to ensure that any placement is a mutual match between the Principal Fellow and the Host Principal.

Will I get paid during the program?

Yes. During the program you are employed by PPSD, and you will receive a full benefits and salary package comparable to similar leadership positions.

I already work at PPSD. Will I have to change schools if I become a member of the Cohort?

It depends. The Principal Fellow role includes specific requirements to ensure you can get a wide array of leadership experiences while also fulfilling the program requirements. If your current Principal is interested in becoming a Host Principal, then we can connect with them to provide more information about how your position will be changing and we will do our best to make it work!

Am I guaranteed a principal position after I complete year 1 of the PPSD Leadership Cohort program?

No. Those who get certified at the end of year 1 and pass the rigorous evaluation model, will be first in line to interview for principal and AP positions, with the opportunity to be in an official school leadership position for their second year of the program. However, final decisions will be made by the hiring committees for those positions.

Is this program a requirement to become a principal in PPSD?

Participation in the PPSD Leadership Cohort is not a requirement to become a principal in PPSD at this time. However, program graduates will be among the first to be considered for a principalship in the district as openings become available.

Do you have additional questions?

Please contact us at Lead@ppsd.org or visit our website: www.ProvidenceSchools.org/Lead

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