



## **First Years Principal Academy (FYPA) Application for Cohort Five (5) – 2024-2025**

The Cooperative Educational Services' First Years Principal Academy (FYPA) seeks to develop a relentless, courageous, collaborative and effective instructional leader. Attributes of these leaders include being highly knowledgeable, skilled, passionate and committed to building highly effective school communities designed to accelerate the achievement and success of each and every student, including narrowing the achievement gap.

In its fifth year, this program is an opportunity for new campus leaders to build skills, confidence and knowledge that will mold candidates into influential learning leaders for New Mexico's school districts. Candidates who are recommended by their Superintendent or Charter Leader and seek a quality professional development opportunity with mentor/coach support are encouraged to apply for the FYPA Cohort (June 2024 to May 2025) program.

The cost for the year-long program is \$2000.00 which can be paid by the applicant via PayPal or by the district with a PO. Federal funds can be used to pay for this program.

The application for FYPA Cohort includes the following requirements:

- A letter of recommendation from your Superintendent or Charter Leader
- Completion of this application, including the written response (see below)
- An updated resume

Submit your entire application to <https://www.ces.org/first-year-principals-academy/> by June 15, 2024. After a review of applications, candidates will be notified regarding admission into the Academy.

Applicants selected for the program must attend a 2-day training in June at the CES building in Albuquerque. Facilitators will send comprehensive details to each candidate selected.

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Name: \_\_\_\_\_ Position: \_\_\_\_\_

Current School/District Name: \_\_\_\_\_

Supervisor: \_\_\_\_\_

Phone (best contact): \_\_\_\_\_ Email: \_\_\_\_\_

Total years teaching: \_\_\_\_\_ Total years in New Mexico Schools: \_\_\_\_\_

**I have notified my Supervisor that I am applying for the FYPA Cohort 5. He/she is aware that I will be required to attend a half day virtual meeting each month, July 2024-May 2025.**

Supervisor's

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**For the Superintendent or Charter Leader:** I am aware that my principal is submitting an application for inclusion in the FYPA and am in full support of his/her participation in the program.

Superintendent or Charter Leader's signature: \_\_\_\_\_

**Attach to this application a two to three page typed, double-spaced written sample which includes:**

- **explanation of your philosophy of student learning,**
- **your experience in a leadership position,**
- **your goals for accelerating student learning and narrowing the achievement gap; and**
- **the learning which would be most beneficial to you as a leader.**

Your Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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**FAQ**

**1. What is the First Year Principal Academy (FYPA):** The FYPA is a program created for the express purpose of supporting first or new principals in the very challenging role of school principal. The program will provide research-based practices designed to guide decisions and ways to avoid common mistakes inherent to the initial years as a campus administrator.

**2. Why did CES create a program to support new school administrators?** CES believes that the single most significant determinant of student learning and school improvement is skilled, confident and knowledgeable school leaders. Further, we believe that providing support in the early years of a principal's tenure will prevent the constant turnover of New Mexico's administrators. The work of the Wallace Foundation supports this philosophy as demonstrated in *Perspective: The Making of the Principal*:

- ✓ New research has established that high-quality leadership is essential to the success of any school improvement strategy
- ✓ The principal is the single most significant determinant of whether or not teachers want to stay in their schools, suggesting that better leadership may be a highly cost-effective way to improve teaching and learning throughout schools.
- ✓ Therefore, the quality of training and support principals receive matters a great deal and deserve serious investment.
- ✓ For the first time, the field has compelling evidence that points to a set of actions to address long standing weaknesses in leadership training
- ✓ There are early indications that investing in better leadership training can pay off in higher student performance and lower principal turnover

The Wallace Foundation continues to be deeply involved in the development and support of the principalship. They have extensive research on the skills, tools and support necessary to develop an effective school administrator.