



Principal In Residence



Program Overview



## Potential

KIPP NC PIR program invests in the potential of our highest performing talent to create impact for students and lead our network of schools in the coming years



## People

As a PIR, you are a full-time member of your residency school leadership team. You will be supported in your development by a Mentor School Leader, a Director of Leadership development, and your cohort of PIRs



## Principal Role

KIPP NC aims to develop all PIRs towards the school leader seat contingent on the right school match and progression through the Development Roadmap skills.

PIRs do not always assume a School Leadership position in the same school as their Residency placement.

## Selection Process



We're excited about your interest in the KIPP North Carolina's Principal-in-Residence program. Once we have reviewed your application, we will invite you to our pre-selection process and gather references from your current and past teammates. We will then invite you to full-day, in-person interviews with KIPP North Carolina's senior and school-based leadership.

## What We're Looking For...

### KIPP Leading for Learning Readiness Criteria

The [LFL Readiness Criteria](#) outline the skills needed to be an effective school leader. PIRs will develop these skills through a personalized development plan supported by aligned professional development, coaching, and on-the-job practice.

### Readiness

To get the most out of the Principal-in-Residence, candidates should enter the program as an "Experienced Assistant Principal" having demonstrated the ability to coach and develop teachers, drive grade/department-wide culture, and lead school-wide initiatives.

## How do I Apply?

[KIPP NC Careers Page](#)

## Contact us to learn more:

[Tiffany Flowers](#)

KIPP NC Director of Leadership Development

## Are you ready to lead for wider impact?

KIPP North Carolina Principal In Residence program is a **highly selective 2-year residency** that is designed to prepare aspiring principals in the adaptive, technical, and managerial skills to lead a KIPP North Carolina school as either a successor or a founder.

All PIRs are full-time members of their residency school leadership team. In addition, they will have daily opportunities to practice the skills and competencies required to lead high performing schools.



### Residencies

PIRs are placed in a 1-2 year residency at a high-performing school with intensive on-the-ground development. Your residency school will expose you to excellent school design and provide a Mentor School Leader who serves as the model and coach for strong leadership.



### Development Roadmap & Performance Assessments

Each PIR has a development plan that is mapped to critical School Leadership skills. You will be observed frequently in-school and must pass ~30 performance assessments aligned to these skills to demonstrate school leader readiness.



### Coaching

You will receive ongoing coaching against the development plan by two on-the-ground mentors: the Mentor School Leader and the Director of Leadership Development.



### Formal Professional Development

You will receive formal professional development aligned to the Development Roadmap and targeting specific developmental needs.



### Readiness Checkpoints

Quarterly readiness checkpoints provide an opportunity for the PIR and the development team – the Mentor SL, Director of Leadership Development, and other regional stakeholders, to reflect on progress towards School Leader Readiness.



### Transition/Launch Planning

PIRs receive supported planning throughout the process to step into the School Leader seat as a Successor or Founder school leader.