



Program Contacts

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First Time Campus Administrator Academy

First Time Campus Administrator Academy

The ESC-20 First Time Campus Administrator Academy (FTCAA) provides a two-year, structured, systemic induction experience to first time campus administrators. The Academy assists administrators in developing effective leadership skills as they transition from preparation to the actual practice of campus administrator.

Program Design

- Serves as a training ground moving participants beyond manager to instructional leader
- Incorporates a mentoring component that supports reflective practice and professional growth
- Provides interactive job-embedded courses with information that can be implemented in day-to-day operations
- Aligns with the principles of effective leadership
- Provides over sixty hours of professional development for the two-year period
- Includes full time support of an ESC-20 administrative specialist
- Meets the requirements of TAC 241.20, TAC 241.30, and TAC 241.15

Mission

The Academy assists school districts in developing effective principals who will increase the success of student, campus, and district performance ratings.

General Courses

*Year One	*Year Two
First-year courses are designed to be hands-on and interactive, allowing participants to form collaborative relationships amongst themselves.	Second-year sessions are designed to further expand and extend learning from year one to year two.
Introduction to the First Time Campus Administrator Academy	Federal, State, and Instructional Programs
Communication	Data-Driven Decision Making
Time Management	Master Schedule
Investigation and Documentation	Budget Fundamentals
School Safety	

**Admission to ESC-20's annual School Law Conference and the Navigating the Course of Change Academy are included each year.*

**All sessions held in the ESC-20 Conference Center.*

Academy Expectations

- Participate in at least five academy sessions
- Identify a mentor
- Develop a mentor agreement
- Maintain a reflective journal
- Prepare a professional growth plan
- Submit a leadership style assessment

Completion of Program

Upon completion, participants will have:

- participated in the required induction period,
- developed a professional growth plan, and
- completed over sixty hours of professional development. *(Certificate of completion provided.)*