



Principal-in-Residence Program

Program Overview

The Principal-in-Residence (PIR) program prepares exceptional school leaders aspiring to be principals in KIPP NYC schools through a rigorous, two-year hands-on experience, targeted coaching, and professional development, building leadership capacity, effective school systems, and a collaborative regional network of school leaders. The PIR program provides deep, practical experience in the adaptive and technical skills essential for leading a high-performing KIPP NYC school, whether as a successor to an existing principal or as a founding principal of a new school.

Program Objectives

- Cultivate a cohort of leaders who learn from each other
- Elevate aspiring school Principals through on-the-job development, coaching, and formal professional development.
- Build regional capacity, structures, and systems.

At the end of this program, leaders should be able to...

- Show a clear progression of leadership skills.
 - In Year 1, establish foundational competencies and self-awareness.
 - In Year 2, transition to advanced strategic leadership and prepare leaders for maximum impact and equity.
- Collaborate within a network of peers to share best practices, solve problems, and contribute to school-wide improvement across KIPP NYC.
- Prepared to be an assistant principal, a successor, and/or founding school leader for KIPP NYC.

Competencies

The Principal-in-Residence two years, focusing on a clear progression of leadership skills.

YEAR 1

- Self-Awareness
- Critical Consciousness
- Continuous Learning
- Selected Focus Competency
- Developing & Managing People

YEAR 2

- Change Management
- Strategic Prioritization
- Problem Solving & Decision Making
- Developing & Managing People

Program Components:

The Principal-in-Residence (PIR) program utilizes a multifaceted approach to ensure comprehensive leadership development:

Principals-in-Residence Cohort

Principals-in-Residence (PIR) join a cohort of aspiring leaders from across the KIPP NYC region. Cohort members attend professional development and school visits together, collaborating throughout the year to support and challenge each other's growth.

Development Residency

Principals-in-Residence (PIR) will complete a two-year residency where they are a full-time staff member of a school's leadership team with responsibilities for coaching teachers and leaders and developing a strong learning environment for educators and learners.

Mentor Coaching

Each Principal-in-Residence (PIR) will have both a mentor principal and a KIPP Foundation coach who will support their growth and development. Mentor Principals also provide PIRs access to "principal moments" to further their understanding of the principal role.

Monthly Professional Development

Principals-in-Residence (PIR) will engage in collaborative professional development (PD) sessions to deepen their skills and leadership competencies. This formal PD will be a combination of region-led and external PD instruction. PIRs are encouraged to participate in development activities that enhance their personal growth goals. Every month, there will be opportunities to opt into external professional development sessions in the Leadership Development newsletter.

Leadership Development

Principals-in-Residence (PIR) will receive ongoing coaching against a development roadmap from a mentor principal and KIPP Foundation Coach, grounded in the Leading for Learning rubric that outlines the skills and competencies. PIRs will be formally assessed against each skill and must demonstrate mastery in order to lead a KIPP NYC school.

Readiness Transition Plans

Principals-in-Residence (PIR) will transition to an increased leadership role in the second year for their future school. For a Founder PIR this will include completing a school launch plan. A successor PIR will create and execute a school transition plan, and aspiring Assistant Principal PIRs will create a year-long priority plan in collaboration with their assigned school leader.

Excellent Schools visits

Through visits to exceptional schools, PIRs experience firsthand what effective leadership and strong school systems look like in practice. Guided by Year 2 PIRs and program graduates, these learning visits inspire and inform the next generation of school leaders.

I'm interested! Now what?

Candidates should:

- Be a current KIPP NYC staff member who has four (4) years of instructional Dean experience.
- Demonstrated an interest in being a Principal or an Assistant Principal
- Show strong instructional performance
- Exhibit commitment to equity, student achievement & Leadership growth

FAQs

When Do Applications Open? The application window will be open from December 8, 2025-January 21, 2026. To apply click [here](#).

Where do I go with questions? Attend upcoming [webinars](#) on 12/10 from 4 pm-5 pm or 1/7 from 4 pm-5 pm or reach out to [Sarah Gonsalves](#).

Will my school leader know that I have applied?

Yes. KIPP NYC candidates are not required to speak to their school leaders prior to applying, however, they will receive a recommendation form as part of the application and all school leaders will provide feedback as part of the application process.

Who should apply?

PIRs spend two years developing leadership skills and competencies to continue in a leadership position or progress to fully leading or founding a school. Specifically, candidates should have:

1. Bachelor's degree (Required)
2. A minimum of three years of instructional leadership experience in a Dean or Assistant Principal role.

What are the stages of the selection process?

The selection process consists of three stages and will take eight to ten weeks from the application deadline to the offer letter. Applicants will be notified after each stage of the process about whether they will progress to the next stage.

1. Resume and Application
2. Components Submission
3. Final Interview
4. PIR Offer