

BLACK PRINCIPALS NETWORK

THE LEADERSHIP COLLABORATIVE

2025

2025 Application Guide

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BPN Mission

The Black Principals Network is dedicated to the community, restoration, professional development, and liberation of Black principals across the country. The overarching goal of BPN is to co-create a community of Black principals in pursuit of the career-bolstering and self-sustaining practices that are often not prioritized in this impactful yet demanding role.

BPN Vision

BPN envisions a nation where the brilliance, well-being, and success of Black principals is prioritized and nourished.

For Black principals to successfully lead, educate, and inspire the communities they serve, there must be an active resistance against the professional burnout, isolation, trauma and repression commonly experienced within this role.

Black principals need a safe, nutritive space to connect with and learn alongside peers both near and far. Through individual programming focused on self-discovery, sustainability, and radical self-care combined with collective programming that centers problem-solving, access to high quality resources, and critical reflection, BPN will help further equip Black principals in their roles as leaders and educators, and add to their well-roundedness as human beings.

Our Principles of Practice

Community is the gathering of hearts, minds, and resources for the co-creation of knowledge, connection, and healing for the collective.

Restoration is the intentional prioritization of rest and renewal for ourselves so that we can navigate our daily lives from a place of groundedness and abundance.

Professional Growth is the examination and development of our own areas of refinement so that we can best support the growing needs of our current school communities.

Liberation is the expansion of mindset, resources, and autonomy of individuals in service of collective healing.

The Leadership Collaborative is a more intimate cohort immersive learning experience created out of feedback from BPN members. While gathering data about what school leaders really need during this time, the repeat request was for an opportunity for leaders who share collective cultural backgrounds, experiences, and goals across the nation to gather, connect, innovate, and share solution-based strategies while building community.

The Leadership Collaborative is a monthly, community space consisting of seven sessions of which include 4 virtual and 3 in-person connection points that will provide a deeper sense of connection through programming. The program includes an intentional professional learner series, individual principal coaching, self-care strategies/practices, and a problem of practice that selected leaders nationwide will collectively work on together to take back to their school communities. Our goal is to support Black principals in their quest to proactively and effectively address the problems of practice germane to the school communities they serve.

program schedule

The Leadership Collaborative 2025

month	location	theme
April 24-26th, 2025	Charlotte, NC	Community-Restoration-Liberation-Professional Growth In-person Onboarding & Opening Retreat How Do You Show Up?: The power of authentic leadership
May 14th, 2025	Virtual	Professional Growth-Restoration All Hands on Deck: The role of distributive leadership in identifying, developing and retaining your staff
June 25th, 2025	Virtual	Professional Growth-Community Picking Up the Pieces: Leading through Disruption and Reuniting your Culture and Climate
July 24-26th, 2025	Washington, D.C.	Community-Restoration-Liberation-Professional Growth The Core Vs the Root: Addressing Implicit and Conscious Biases with Courageous Conversations
August 13th, 2025	Virtual	Professional Growth-Community It Takes a Village: Leveraging Family and community engagement
September 10th, 2025	Virtual	Liberation-Professional Growth Liberating Student Voices: Using qualitative and quantitative data to move students forward
October 2-4th, 2025	Chicago, IL	Community-Restoration-Liberation-Professional Growth Where Do We Go From Here?: The Path Moving Forward Final presentation and Closing Celebration

- January 1, 2025 | application is available
- February 1, 2025 | applications are due (by 11:59 p.m.)
- February 7-20, 2025 | selection interviews
- February 28, 2025 | TLC '25 official announcement
- April 24-26, 2025 | opening retreat
- May-September, 2025 | monthly program sessions
- October 2-4, 2025 | closing retreat

candidate criteria

- Black School leader serving as a Principal, Assistant/Associate/Vice Principal, and/or Director of a Public, Charter, Private, or CMO
- Minimum of 2 years serving as a school leader
- Ability to attend **all** sessions and participate for the duration of the program
- Ability to attend 75% of BPN programming during the duration of the program
- Candidates must complete the application, which includes supervisor approval to participate

financial requirements

- The tuition for this cohort is \$5,000. The cost of airfare, accommodations and on-site meals during in-person sessions of The Leadership Collaborative will be provided by BPN.