



New Principal Mentoring ~ Considerations for Program Development

Components/Areas for Consideration	Status/Ideas
<p>Model Identification</p> <p>What are the primary goals for the mentoring model in our district?</p> <p>What model for providing principal mentorship will best serve our district needs?</p> <p>Who is involved?</p> <p>Would an external partner be helpful?</p> <p>What are the roles and responsibilities of each participant, minimally:</p> <ul style="list-style-type: none">• District sponsor• Principal supervisor(s)• Mentors• Mentees	
<p>Mentor Selection</p> <p>What criteria will be used to select mentors? (skills, experiences, traits)</p> <p>Through what process will mentors be selected?</p> <p>Through what process will mentors and mentees be matched, if relevant?</p>	
<p>Training of Mentors</p> <p>How will we support the development of mentors so that they understand and support:</p> <ul style="list-style-type: none">• The development and needs of new principals• The development of the mentoring relationship• Cognitive Coaching	
<p>Training for Mentees/New Principals</p> <p>How will the professional development needs of new principals be met that are:</p> <ul style="list-style-type: none">• Districtwide, shared• Level-specific• Individualized, problem-based	

<p>Agreements</p> <p>What written documents might be helpful to have in place?</p> <ul style="list-style-type: none"> • Non-evaluative relationship between mentor/mentee • Confidentiality • Regular Schedule of Contacts • Expected Shared Activities (e.g., observations, readings, modeling PD, etc.) • Compensation for Mentoring (stipend, PD, recognition) • Timeframe (i.e., duration, closure, celebration) • Review/Revise Agreement at regular intervals 	
<p>Mentor/Mentee Program</p> <p>When/how will Mentor and Mentee Orientation occur?</p> <p>Will/when/how will separate and joint meetings occur throughout the year(s)?</p> <p>How will feedback be collected throughout the year(s) from all parties?</p>	

Recommended Resources:

National Association of Elementary School Principals: National Mentor Training & Certification Center

<http://www.naesp.org/mentor>

“Since 2003 NAESP has worked with close to 2,000 mentors across the country as well as globally, to engage highly-skilled and highly-trained mentors in leveraging their experience and expertise to develop new leaders.”

The Principal Mentor Network of New Mexico Leadership Institute

<http://teachnm.org/administrators/principal-mentoring.html>

While tied to their state licensure requirements, this resource site does include many downloadable documents that can be used as-is or adapted to other contexts.

NASSP’s Center for New Principals

<http://www.nassp.org/Resources-For/New-Principals>

The National Association of Secondary School Principals (NASSP) defines “new principals” as those in their first three years or experienced but new to a school. Online resources, discussion forums, and a HelpLine are provided here for these new principals.

NAESP’s Center for New Principals

<http://www.naesp.org/center-new-principals>

NAESP’s center for new K-8 principals provides tips, best practices, webinars, and articles organized around the themes of leadership growth and achievement; student growth and achievement; school planning and progress; school culture; instructional leadership; and stakeholder support and engagement. A Help Line is provided here also.