

Mentoring New Principals –
Leadership Coaching & Support
to Become an Excellent
Instructional School Leader

What is Mentoring?

- “Mentoring is an ongoing process in which individuals in an organization provide support and guidance to others who can become effective contributors to the goals of the organization.”

John Daresh

Leaders Helping Leaders

Mentoring ...

- Is a powerful device to help leaders develop new insights,
- Reduces isolation and helps build a collegial network among colleagues, and
- Helps move the novice from a level of mere survival to initial success

Key Concepts of a Mentoring Program

- A clear reason or purpose
- Understanding that mentoring implies change thus accepting change
- Identifying benefits to the district, the school, the protégé, and the mentor
- Understanding that good leaders do not always make good mentors

Phases of Mentoring Program

1. Preparing
2. Negotiating
3. Enabling
4. Closure

Developing a Mentoring Program

1. Identify the vision, goals, and objectives of a mentoring program.
2. Develop qualifications of the mentor.
3. Identify protégés.
4. Identify roles and responsibilities of protégés and mentors.
5. Identify desired outcomes and how it will be known when those outcomes have been attained.

Developing a Mentoring Program (continued)

6. Development of a plan designed for each protégé.
7. Identifying mentoring opportunities.
8. Develop logistics such as meeting times, what the protégé will produce, e.g., a portfolio, etc.
9. Select the protégé and mentor.
10. Get started.