



MESPA New Principal Mentorship Program

“What principals value most from their coaches is the opportunity for reflective conversations, emotional and moral support and the affirmation that they are doing a good job.”

–Report on the New Administrators’ Institute

Purpose: The MESPA New Principal Mentorship Program provides a practical support system for beginning principals -- incorporating National Association of Elementary School Principals (NAESP) Leading Learning Communities standards.

Selection of new principals: All new principals who are members of MESPA may participate in this individualized support system (optional service provided through the *MESPA New Principal seminar*).

Selection of mentors: Mentors are NDPs (MESPA National Distinguished Principals) as identified by MESPA, NAESP PALS trained principals, and NISL Minnesota Principals’ Academy trained principals.

Pairing of mentors and new principals: The mentor/new principal matching process is addressed on an individual basis using these criteria: match by location, match by ability to meet regularly, match by type of school (size, grade level configuration for example), match by gender, or the new principal may select a mentor of their choice.

Timeline and expectations: Mentors and new principals will meet at the *MESPA New Principal seminar* in the fall. It is required that the new principals and their mentors have monthly contact (if not more frequently) with a minimum of three (3) face-to-face meetings during the year—at the New Principal seminar, MESPA Institute, and a time determined by the new principal and mentor at the conclusion of the school year. The partners will collaborate with each other to address areas of interest and need, such as: observation/evaluation of staff, budget, scheduling, instructional leadership, professional development. Fifteen (15) CEUs will be granted to the new principals and mentors at the completion of the program.

Mentor and new principal forms will be completed at the beginning of the year in order for the pairs to better know each other. Mentors and new principals will keep a log of their meeting times and places and purpose of the meetings. New principals will keep a reflective journal.

Resources: MESPA will provide each participant with the NAESP book *Leading Learning Communities: Standards for What Principals Should Know and Be Able to Do*, along with providing program and technical support.