

“Participating in this program through the NAESP has taken me through an analytical journey of self evaluation and reflection on my practice as an administrator, mentor, and educator. Mentoring, like education, is an investment. It takes time before you see returns by helping others to fulfill their dreams and be better professionals. Listen more, serve more, and build relationships!”

*Dr. Fatima Lawson
St. Paul, MN*

www.naesp.org

Strong Mentor Programs Support District Leadership Capacity

Since its inception in 2003, the NAESP National Principal Mentor Program has empowered school districts from around the country to develop outstanding programs that enhance their leadership succession plans for the recruitment and retention of highly qualified principals and other school leaders.

Mentor training provides a win-win situation for mentors and their protégé receives on-the-job training from an experienced principal.

New or newly assigned principals require the critical support that a highly-trained mentor can offer in an atmosphere of trust and professional assistance. The opportunity to bring theoretical knowledge to on-the-job implementation through the guidance of an experienced administrator ensures a successful career trajectory. A mentor will focus on those elements of leadership needed to reach high levels of performance tied to student achievement.



National Principal Mentor Program



naesp National Association of
Elementary School
Principals



Mentoring for Success-ion!

Become a Certified Mentor

1. The Leadership Immersion Institute

This 2-day event teaches principals and other administrators how to integrate best practices in mentoring with participants' experiences. For participation, principals receive 15 professional development hours.

2. National Principal Mentor Certification Program

Principals who choose certification will follow the institute with a nine-month Mentor-in-Training internship. Interns, under the caring and watchful eye of a trained coach, choose a protégé, engage in effective listening and questioning strategies, and provide guidance and support to their new principals. Interns interact with coaches and other trainees through electronic bulletin boards, chats, and threaded discussions, as well as periodic portfolio submissions.

Principals who complete both the institute and the internship are awarded national certification as a principal mentor.

3. Certification Renewal

NAESP National Principal Mentor Certification is valid for three years. Certification may be renewed by attending a 1-day training session.

Connecting Leadership Standards

The mentor program applies the six standards from NAESP's landmark document, *Leading Learning Communities*.

Participants are instrumental in:

- Creating a model for instructional leadership mentor training that is consistent with professional standards and addresses specific needs of school principals and other administrators.
- Ensuring leadership succession.
- Addressing the leadership needs of new/newly assigned principals.
- Responding to the growing national school leadership shortage.
- Promoting ongoing development of professional mentoring.

Mentor training provides a win-win situation for mentors and their protégés. Mentors give back to the profession while the protégé receives on-the-job training from an experienced principal.

Visit www.naesp.org/mentor/ for training locations, dates, registration form, and fees or call Nikki Sparks at 703-518-6264.

Educators

are well aware of the growing shortage of qualified candidates for principal positions and the challenge of retaining highly experienced principals in the field. A veteran principal willing to usher a new leader into this rewarding profession is the additional edge new principals need to get off to a great start.

NAESP provides training for principals to act as mentors. Mentors also coach new administrators in developing skills aligned with NAESP's standards in *Leading Learning Communities: What Principals Should Know and Be Able to Do, Second Edition*.

Mentors then assist new/newly hired principals as they transition into their new position, ready to successfully lead their schools in improving student achievement.