

July 2011

Dear Superintendent/Principal:

The Principals' Center of the Connecticut Association of Schools is again offering a formal induction program for all beginning principals and assistant principals in the state at no cost to districts. The Principals' Center Mentor-Mentee Program is designed to help all beginning principals and assistant principals enjoy success during their initial administrator year through the assistance of a mentor and related professional development activities. It is a research-based program that has evolved into a model that will influence induction requirements at both the district and state levels.

If you have hired any beginning principals and/or assistant principals since January 1, 2011, please register your new principals and assistant principals online at www.casciac.org. Each beginning administrator will receive a personal invitation to become involved in the Mentor-Mentee Program as soon as we receive the necessary information. Please discuss the involvement in the program with your beginning administrators.

Administration is becoming, as you well know, more and more demanding each year. We need to provide support to our beginning principals and assistant principals in order to enhance their chances for earlier and more substantive success. Please let us know who your new administrators are and encourage them to participate. You may nominate a new principal or assistant principal at www.casciac.org/register. Click on "Mentor-Mentee Program Nomination Form 2011-2012".

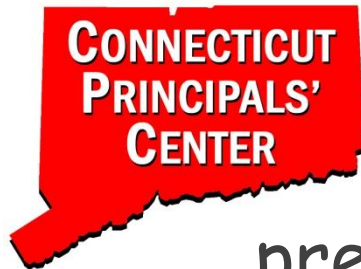
Sincerely,

Dennis Carrithers

Dennis Carrithers, Director
Connecticut Principals' Center



The Connecticut Principals' Center of the Connecticut Association of Schools



presents the
2011-2012
New Principal and
Assistant Principal
Mentor~Mentee Program



Program Overview & Purpose



The Mentor-Mentee Program Committee recognizes the important need to provide as much support as possible to the beginning administrator. One of the proven effective ways to provide support is to assure that the beginning administrator benefits from a good mentoring program. The mentor provides modeling, support, advice, feedback, ideas, and guidance - a person who listens and encourages growth. Isolation can be reduced and collegial

relationships developed. The shared professional development programs expand the opportunities for these benefits and sharpen the skill sets of both the mentor and the mentee.

Superintendents recommend mentees and experienced administrators from across the state volunteer to be mentors. Mentors and mentees are matched in as close a geographical proximity as possible and at similar levels. Same district matches are avoided for the most part to expand the perspectives in the relationship.

In addition to the personal contacts of the mentor and mentee, the Center provides professional development programs specifically designed for the mentor-mentee pairs to attend together.

Comments from Former Mentees:

- Whenever I am working on a difficult or new project I always contact some of the people I have met through the induction process to see how they are progressing with some of the same issues.
- I look back on my notes from the school culture workshop and continually reflect back and try to incorporate it into my faculty meetings. We have had wonderful discussions and have begun to move the school in a positive forward motion.
- One of the most valuable sessions was the one on legal issues. I have a lot of knowledge about Special Ed law, but general law was not an area of expertise. I have used the information from that session several times.
- I have used the workshops information to support, reinforce or provide instruction in my daily interactions with students, parents and staff. This has been helpful in turning negative initial encounters into positive outcomes.

Program Dates & Topics

Workshop 1: Session Deferred to October 26, 2011 (8:00 a.m. - 12:00 p.m.)

Now that you're in the job, how do you get off on the right foot and begin to set the stage for success?

After a presentation by a panel of "veterans" who have successfully completed their first year in a new administrative position, participants are guided through introductory activities focusing on positive beginnings and the components of a successful mentor-mentee relationship. Goals and objectives for their year of working together are developed.

Workshop 2: October 26, 2011 (8:00 a.m. - 12:00 p.m.)

How do you avoid the legal landmines that ensnare new administrators?

Attorney Thomas Mooney, a partner at Shipman and Goodwin, LLP and a professor at UCONN's Neag School of Education, brings participants through scenarios of legal issues relative to teacher evaluation, publications, FOI, technology, discipline and due process.

Workshop 3: December 14, 2011 (8:00 a.m. - 12:00 p.m.)

School Climate with Jo Ann Freiberg

Jo Ann Freiberg, Consultant, Bureau of Accountability and Improvement, State Department of Education, will lead a session on building respectful school climates.

Workshop 4: February 1, 2012 (8:00 a.m. - 12:00 p.m.)

Positive Behavior Support Systems

Diane Myers, Ph.D., Assistant Professor of Special Education at Assumption College in Worcester, MA, will present an overview of school-wide positive behavior support systems and how they affect school climate.

Workshop 5: March 28, 2012 (8:00 a.m. - 12:00 p.m.)

How can schools utilize technology to engage this generation of learners?

J. Greg McVerry, Southern Connecticut State University, will lead this session using his expertise about the tools and techniques that schools can use to capitalize on how students live, learn, and work in school and outside of school.



Registration

Once paired,
Mentors and Mentees
need to register for each
Mentor ~ Mentee workshop
individually at
www.casciac.org/register.

Mentor~Mentee Committee

Rosie O'Brien Vojtek, Chair
Ivy Drive School

Stephen Anderson
East Haven High School

John Antonello
Fairfield Ludlowe High School

Dr. Dennis Carrithers
CAS / CT Principals' Center

Gary Cotzin
Somers High School

Caryn Falvey
Norfeldt School

Cathy Goodrich
Seymour High School

Kimberly Hellerich
East Windsor Middle School

Brian Hendrickson
Hop Brook Elementary School

Debbie Kaprove
East Hartford Public Schools

Francis Kennedy
Berlin High School

Kristy LaPorte
Windermere School

Dr. V. Everett Lyons
CAS / CT Principals' Center

Christine Mahoney
East Granby Public Schools

Kristina Martineau
Valley Regional High School

Thomas O'Rourke
Norwich Free Academy

Dr. Gilbert Rebhun
SCSU Consultant

Kenneth Saranich
Shelton Intermediate School

Bryant Sheldon
Norwich Free Academy

Laurie Vicario
Cheshire High School

Dr. Kathryn Walsh
Preston Veterans Memorial School



CEU Credit is awarded for FULL attendance at a workshop. When offering CEU Credit to workshop participants who hold Connecticut certification, CAS must obtain a participant's ten-digit Educator Identification Number (EIN) in lieu of a social security number. If you do not know your EIN and plan to request CEU Credit, please check your most recent certification or contact the Connecticut State Department of Education prior to attending any workshop. We ask that you please bring your EIN with you. For your convenience, we recommend that you plug your EIN into your cell phone and assign it the contact name "EIN".

Registration:

Please register for each Mentor~Mentee Program individually at

www.casciac.org/register.