

From the Commissioner

This brochure includes information about the **2008-2009 New Administrator Mentor Program** coordinated by the Connecticut Principals' Center at CAS. The Center is asking you to recommend new candidates for the program in order to provide new administrators from your district with direct support from experienced school and district leaders who will serve as their mentors. The Center will provide nine professional development programs over the course of the next two years for paired mentors and mentees.

I strongly encourage you to nominate new administrators from your district to participate in the Tier I (year 1) program and to support last year's Tier I participants by continuing in the Tier II (year 2) program. In the absence of a formal requirement for administrator mentorships, I believe it should be an expectation that all beginning administrators have an opportunity to be part of a mentoring program. I ask that you support the Center in its mission to provide such opportunities by identifying new administrators, urging - or even expecting - them to participate and allowing them the time and opportunity to attend the related professional development activities.

Our new administrators need and deserve guidance and support from experienced professionals to help them meet the challenge of their new responsibilities. Research shows that a good mentoring experience plays an important role in a new administrator's success. This can be a rewarding investment in your district's future.

Thank you,
Mark K. McQuillan
Commissioner of Education

Induction Upgrader

CAS, CSDE, and C.E.S. - with support from the Wallace Foundation - have collaborated to develop a series of standards-based school leader professional development programs specifically developed for the new administrator. Each takes the form of a two-day "academy" and, while open to all administrators, will be offered on a priority basis to participants in the CAS Mentor-Mentee Program and C.E.S. New Administrator Induction Program.

1. **Leading Change...And Getting Everyone on Board!** is scheduled for December 4 & 5, 2008.
2. **Classroom Data: Feedback, Follow up and Follow Through!** is scheduled for February 4 & 5, 2009.
3. **Getting the Climate Right So All Students Can Achieve!** is scheduled for April 28 & 29, 2009.

A separate registration is required for each academy and may be accomplished online at www.casciac.org.

Mentor ~ Mentee Committee

Dale Bernardoni - Chair; McKinley School
Stephen Anderson - EC Goodwin Technical High School
Robert Pitocco - CT State Department of Education
Loraine Giannini - Marlborough Elementary School
Linda Hartzer - CAS & CES Consultant
Debbie Kaprove - East Hartford Public Schools
Francis Kennedy - Stafford High School
Edward Lazaroff - Horace Porter School
Christine Mahoney - East Granby Public Schools
Rosie O'Brien Vojtek - Ivy Drive School
Gilbert Rebhun - SCSU Consultant
Kathryn Walsh - Parish Hill Middle/Senior HS

Mike Buckley, Director,
The Connecticut Principals' Center
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.3 CEU's are awarded for the successful completion of each program.

The Connecticut Principals' Center

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CENTER

of The Connecticut Association of Schools



presents the
2008-2009

Administrator Mentor ~ Mentee Program



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Program Overview And 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. Tier I activities are for first year administrators new to the CAS Mentor-Mentee Program. Tier II activities are for participants in the 2007-2008 CAS Mentor-Mentee Program and who wish to continue for a second year.

Registration

Please register for each
Mentor - Mentee Program individually at
www.casciac.org/register

Tier 1 Activities

1. Now that you're in the job, how do you get off on the right foot and begin to set the stage for success? September 26, 2008 (8:00 a.m. - 12:00 p.m.)

After a welcome by the Commissioner of Education and a presentation by a panel of "veterans" who have successfully negotiated their first year as an administrator, participants are guided through introductory activities focusing upon positive beginnings and the components of a successful mentor-mentee relationship. Goals and objectives for their year of working together are developed.

2. How do you navigate the culture of a new school or district while planting the seeds for change? October 29, 2008 (8:00 a.m. to 12:00 p.m.)

Dr. Dale Bernardoni, principal of the McKinley School in Fairfield, will focus upon building and sustaining a culture of excellence and leading change that positively impacts students.

3. How do you avoid the legal landmines that ensnare new administrators? December 12, 2008 (8:00 a.m. to 12:00 p.m.)

Attorney Thomas Mooney, a partner of 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.

4. What else do you need to know about the effective supervision of staff that they didn't teach you in graduate school? January 23, 2009 (8:00 a.m. - 12:00 p.m.)

Note: Snow Date - January 26, 2009

Margaret Mary Fitzgerald, Assistant Superintendent of Human Resources and Leadership for the Fairfield Public Schools, will focus on communicating high expectations to teachers and "walking the walk", tying policies and practices to teacher performance, and dealing with challenging staff issues.

5. What is CT's framework for RTI - now known as SRBI - and how do you make it work? April 3, 2009 (8:00 a.m. to 12:00 p.m.)

Dr. Nancy Cappello, CSDE Consultant for SRBI, will review the State Department of Education's framework for RTI ("Using Scientific Research-Based Interventions: Improving Education for All Students") and your leadership responsibilities for implementing a learning model that incorporates the basic principles of an RTI model.

Tier 2 Activities

1. How do you work with difficult people and deal more effectively with confrontation and conflict? October 10, 2008 (8:00 a.m. to 12:00 p.m.)

John Hazard, Director of Employee Development for The Providence Journal Co., will focus upon communicating with different personality styles, connecting with diverse perspectives, and honing your conflict resolution skills.

2. Media and good public relations . . . How do you make the most of a media situation? November 14, 2008 (8:00 a.m. to 12:00 p.m.)

When a television camera or microphone is placed before you for just a few seconds, what you say and do can leave a lasting impression - for the positive or negative.. Diane Alverio, Media Marketing Consultant, leads a program on how to address the media and create good public relations. Taped mock interviews are included.

3. Helping all students to learn . . . What is your role in regard to special education? January 16, 2009 (8:00 a.m. to 12:00 p.m.)

Gwen J. Zittoun, an associate at Shipman & Goodwin, LLP who practices in the areas of education and general school law and represents boards of education in matters of special education, will discuss IDEA in all of its ramifications including changes connected to its reauthorization and the implications of NCLB legislation.

4. How do you support student achievement by creating climates of respect? February 27, 2009 (8:00 a.m. to 12:00 p.m.)

Note: Snow Date - March 2, 2009

Dr. Jo Ann Freiberg, CSDE Consultant for School Climate, Bullying and Character Education, will focus on the importance of creating physically, emotionally and intellectually safe school environments. Students cannot learn to their full academic potentials without experiencing safety.

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