

July 2010

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, 2010, 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 2010-2011".

Sincerely,

Dennis Carrithers

Dennis Carrithers, Director
Connecticut Principals' Center



The Connecticut Principals' Center of the Connecticut Association of Schools



presents the
2010-2011
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: September 28, 2010 (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 welcome by the Commissioner of Education and 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 29, 2010 (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 10, 2010 (8:00 a.m. - 12:00 p.m.)

How are you doing meeting the requirements of SRBI?

Rosanne Daigneault and Iris White, State Department of Education, will provide the latest developments in how schools are addressing the features of implementing SRBI in schools. They will bring with them representatives of schools that will share their successes.

Workshop 4: January 21, 2011 (8:00 a.m. - 12:00 p.m.)

It's all about school culture.

What are the essential components of building a school culture that promotes teaching and learning, reduces disciplinary referrals and involves all constituents of the school community? Dale Bernardoni, retired elementary principal, presents.

Workshop 5: March 25, 2011 (8:00 a.m. - 12:00 p.m.)

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

Dr. Donald Leu, Professor of Education and Neag Endowed Chair in Literacy and Technology, 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

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

Kristy LaPorte
Windermere School

Stephen Anderson
East Haven High School

Christine Mahoney
East Granby Public Schools

John Antonello
Fairfield Ludlowe High School

Kristina Martineau
Valley Regional High School

Dr. Dennis Carrithers
CAS/ CT Principals' Center

Thomas O'Rourke
Norwich Free Academy

Gary Cotzin
Somers High School

Dr. Gilbert Rebhun
SCSU Consultant

Cathy Goodrich
Seymour High School

Kenneth Saranich
Shelton Intermediate School

Kimberly Hellerich
East Windsor Middle School

Laurie Vicario
Cheshire High School

Debbie Kaprove
East Hartford Public Schools

Kathryn Walsh, Ed. D.
Preston Veterans Memorial School

Francis Kennedy
Stafford High School



CEU's are awarded for
FULL attendance at the workshop.

Registration:

Please register for each Mentor~Mentee Program individually at
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