

MINUTES
OF THE
MAINE PRINCIPALS' ASSOCIATION
NEW ADMINISTRATOR INDUCTION AND MENTORING COMMITTEE
FEBRUARY 1, 2013

A meeting of the MPA's New Administrator Induction and Mentoring Committee was held on Friday, February 1, 2013 at the MPA office. Committee Chair Amy Peterson-Roper convened the meeting at 9:30 a.m.

MEMBERS PRESENT: Kim Buckheit, Jane Fahey, David Foster, Pamela Hamilton, Patricia Metta, and Amy Peterson-Roper.

MEMBER ABSENT: Christopher Record.

STAFF PRESENT: Jeanne Crocker.

WELCOME, INTRODUCTIONS, AND RECONNECTING: Chair Amy Peterson-Roper welcomed the members of the committee including new member Kim Buckheit and invited each member to respond to the question, "How are you...really?" It was announced that Doug Carville has reluctantly resigned his seat on the committee.

APPROVAL OF MINUTES: On a MOTION by Metta/Fahey, the committee UNANIMOUSLY APPROVED the minutes of the September 17, 2012 meeting.

LEGISLATIVE UPDATE: Dick Durost joined the committee to provide a legislative update, sharing the education-related issues likely to be addressed by the 126th Legislature.

UPDATES SINCE THE LAST MEETING: Pat Metta reported on the MSMA break-out session entitled New Administrator Induction and Mentoring that she and Tracy Williams presented in the fall. There were just eight in attendance. She suggested that a more engaging session title and description be created for next year's presentation.

There are 25 participants in the *Great Beginnings* program this year and because the majority are assistant principals, Co-facilitators Lynne Coy-Ogan, Provost at Husson University, and Ted Hall, Principal of Yarmouth High School, are differentiating to ensure that their learning needs are met. Jeanne sent the new electronic Great Beginnings session materials to all committee members. It was suggested that perhaps the School Law segment might include different case studies on current issues (e.g. seclusion and restraint) for elementary, middle, and high school level participants to consider.

Mentor/Protégé Program facilitators Sally MacKenzie and George Marnik have presented a proposal that includes stipend increases (the first increases since the program began in 2005) as well as the elimination of observations of second-year mentors and protégés. As the overall

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impact is a decrease in expenses to the MPA, the proposal was accepted with appreciation expressed to Sally and George for their on-going leadership of the program and willingness to find a way to reduce costs. It was announced that New Mentor Training would take place on June 24 and that new mentors from central and northern are most needed and would be recruited with assistance from committee members. It was further reported that the inclusion of assistant principals as protégés has been very successful. The need for a program that provides mentoring for superintendents was discussed.

THE COMMITTEE'S WORK FOR 2012 - 2013 AND BEYOND:

- Updating the New Administrator Induction Plan to reflect current needs (e.g. Should Great Beginnings (New Beginnings? Deeper Understandings?) be marketed for first year administrators, followed by the Mentor/Protégé Program for the second and third years? Is there a role for regular "Dine and Discuss"-style opportunities for new administrators to meet regionally)
- Drafting legislation that would make principal mentoring mandatory and finding legislators to sponsor the bill
- Promoting Great Beginnings and the Mentor/Protégé Program to superintendents and aspiring administrators in graduate programs
- Creating a video of Great Beginnings and the Mentor/Protégé Program for the MPA website

Based on the inquiries made by committee members of possible aspiring administrators in their school, it was determined that creating a workshop for aspiring administrators would be put on hold.

ASSIGNMENTS:

- Amy will make contact with a current protégé to make a joint presentation to regional superintendents (or the chair) and UMO class.
- Jeanne will endeavor to obtain DOE data (name, school, years in position, and years in administration) from MEDMS on school administrators to share with the committee so that a more accurate picture of the numbers of new administrators can be determined.
- Pam will use the salary data obtained from MSMA to pull pertinent data.
- David will find final legislation on mandatory mentoring for school administrators from other states.
- All committee members will review proposed legislation in general to be ready to draft in proper format a bill to make administrator mentoring mandatory.
- All members will review the New Administrator Induction Plan (found in the committee binder) in order to be prepared to work on an update.

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- All committee members will find an appropriate way to get word out on Great Beginnings and the Mentor/Protégé Program to their superintendent region.
Hancock and UMO – Amy
Cumberland/Midcoast and cohort group at Hutchinson Center – Kim
York – David
Penobscot/Piscataquis – Pam
Washington – Pat
Andy Valley/Oxford/Western Maine – Jane
Aroostook – Jeanne will ask Rae Bates if she would do this.
USM – Jeanne
- Jeanne will ask current Great Beginnings participants and protégés to prepare something to share with their superintendent regarding the positive impact of these programs.
- Jeanne will forward to all committee members the list of geographic areas of former and current mentors and protégés for their use in promoting the programs. She will also send the 2012-13 list of superintendent regions with contact info for each chair.
- Jeanne will take more video at Great Beginnings and the Mentor/Protégé Program so that Jane and Amy can compile a positive, energetic video for the MPA website.

OTHER: None.

NEXT MEETING: Friday, May 3, 2013 from 9:30 – 2:30 p.m. (with lunch)

ADJOURNMENT: The meeting adjourned at 12:00 p.m.

Respectfully submitted,

Jeanne Crocker
Assistant Executive Director

/tjm
2/15/13

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