

Meeting with Senate/House Education

Presented by Vermont Principals' Association Executive Director Ken Page
and Mentoring Coordinators Joe Bowen and Peter Evans

April 24, 2014

- Introductions
- Brief Overview of Act 20

When a school district hires a principal or a technical center director who has not been employed previously in that capacity, the superintendent serving the district, in consultation with the Vermont Principals' Association, shall work to ensure that the new principal or technical center director receives mentoring supports during at least the first two years of employment. Mentoring supports shall be consistent with best practices, research-based approaches, or other successful models, and shall be identified jointly by the Vermont Principals' Association and the Vermont Superintendents Association.
- Description of Process for Assigning Mentors
- Mentor training and Review of Pool of Trained Mentors
- Data to Date (2012/2013-2013/2014)
 - The number of principal and technical center director openings has been approximately 75 each year for the past three years. This represents close to 1/3 of the total number of school leaders in schools and technical centers in Vermont.
 - Of these, approximately half were eligible to be assigned a mentor, (principal or technical center director and new to leadership), but we do not have data providing insight into whether all the school leaders that should have been assigned a mentor during their first two years were assigned one.
 - There is a need for a central data collection of these numbers. The VPA is working on this currently.
 - The VPA has coordinated mentors for approximately half of the total number of mentors needed for school leaders during the past two years.
- Challenges
 - Primary challenge is collecting data concerning school leader mentors and protégés. It's difficult to know of the impact this program is having without sufficient data. (We do know that the mentors and protégés that we have coordinated have resulted in positive outcomes for both.)

- Plans for the Future
 - The VPA has renewed its commitment to coordinating matches between mentors and protégés.
 - Work more closely with the Vermont Superintendents Association and superintendents to coordinate mentoring.
 - Coordinate mentor training.
 - Work to create a data collection of Vermont school leaders.