



Pennsylvania Association of School Administrators

Mentoring Program Overview

The Pennsylvania Association of School Administrators (PASA) Mentoring Program is designed to enhance the learning, self-awareness and leadership performance of new superintendents.

Initially the program will begin with a one-to-one mentor/mentee relationship, with the potential for growing into a developmental virtual network consisting of experienced and new superintendents who meet monthly to address leadership and management issues related to the superintendency. The mentor(s) is a superintendent who has experienced at least one renewal of his/her contract. He/she will provide assistance and support to the superintendent who is new to this role.

The program is voluntary for both the mentor and the mentee and does not provide reimbursement for time or expenses. Experienced superintendents or those recently retired are urged to volunteer for a period of one year to serve as a mentor(s) to a newly appointed superintendent(s). Important to the role of a mentor is the enjoyment of helping others with the competencies necessary to experience success as a new superintendent.

New superintendents can confidentially request a mentor via the PASA Director of Professional Development who will make every attempt to identify someone who can relate to the culture of the new superintendent's district. Important to the role of mentee is the desire to learn the information and skills that will lead to success as a new superintendent.

At least one time per month at a mutually agreed upon time, the mentor(s) and mentee(s) will meet either in person, virtually or by phone. Through questioning, shaping and nurturing, the mentor(s) will support and guide the new superintendent. Program benefits could include but are not limited to the following leadership skills:

Strategic and Cultural Leadership

- Implements processes to collect and analyze data
- Uses data to drive decisions
- Reviews and revises vision, mission and strategic goals that drive decisions
- Develops teams to create a culture of collaboration, distributive leadership and continuous improvement
- Creates of a school culture that prioritizes access, opportunity and equity for all students
- Empowers staff

Systems Leadership

- Establishes systems to leverage human and financial resources that best serve students
- Implements systems that ensure a high performing staff
- Complies with federal, state and LEA mandates
- Uses various forms of communications that engage all stakeholders
- Constructively manages conflict

- Effectively manages crises
- Develops and implements safe schools

Leadership for Learning

- Develops, implements, monitors and evaluates school improvement plans
- Assures the alignment of curricula, instruction and assessments
- Assures the implementation of high quality instruction
- Maintains high expectations of students
- Maintains high expectations of staff
- Assures accountability

Professional and Community Leadership

- Maximizes professional responsibilities through parent involvement and community engagement
- Creates of community partnerships
- Demonstrates professionalism
- Supports professional growth of self and others

If the relationship or meeting plan does not work, either the mentor or mentee should notify the PASA Director of Professional Development.