



ANNOUNCING: ADMINISTRATORS MENTORING PROGRAM 2 (AMP-2)

Do not miss this opportunity to provide your district's new administrators valuable mentorship and professional development programming FREE of charge!

Announcing the Administrators Mentoring Program (AMP-2), sponsored by the Ohio Association of Secondary School Administrators and the Ohio Association of Elementary School Administrators and funded through the Ohio Department of Education.

Overview:

Research on the impact of principal on student performance in schools was scarce until recently. The research focus has traditionally been on improving teacher effectiveness. However, since 2000 there has been a realization that principals exert more influence, both directly and indirectly, on student achievement than any other school factor besides the teachers themselves (Leithwood, Louis, Anderson, & Wahlstrom, 2004; Louis, Leithwood, Wahlstrom, & Anderson, 2010). Current research strongly suggests the actions of a principal influence the capacity of teachers to promote learning among all students (Burkhauser, Gates, Hamilton, & Ikemoto, 2012). Areas of influence for the principal include stakeholder relations; school culture and climate; setting goals and expectations; management of teacher talent through shared leadership, evaluations systems and the instructional program; and influence on district policies.

Realizing the importance of principal effectiveness, researchers are now focusing on how different factors (e.g., principal evaluation systems, principal preparations, and principal mentoring) can impact principal effectiveness. One point of agreement that seems to cut across all the research is the importance of a principal becoming highly effective as quickly as possible so that student achievement does not falter.

The goal of the AMP-2 program is to build capacity for all administrators who then can hone their skills, enhance their practices, redefine their roles and exercise effective leadership.

The Ohio Association of Secondary School Administrators and the Ohio Association of Elementary School Administrators is uniquely qualified to manage a program for beginning building administrators. The associations have a history of providing meaningful and relevant professional development for elementary, middle, and secondary school administrators. The Associations continue to be a resource of current information and training throughout the state. Currently, OASSA and OAESA have the opportunity to continue to offer an Administrator Mentoring Program for new school leaders.

Program Details:

The program will provide critical high quality professional development sessions as well as coaching by trained Mentors who will focus on the administrator's individual needs, provide feedback on performance and offer technical assistance in such areas as communication, team building, instructional leadership, family engagement, time management and the use of data to improve student achievement.



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Call for Participants:

The program will be offered to 100 new administrators in the State of Ohio. Fifty spaces in the program have been allocated for each of the professional associations, (50-OASSA, 50-OAESA).

The program is designed for Administrators new to the field. "New" Administrators are in their first or second year in the administrative role. Administrators chosen for the program will be provided with the following:

- Paid registration to the OASSA/OAESA Beginning Administrators Academy (BAA) professional development events.
- A trained Mentor for a 1-year period.
- Paid 1-year professional membership in OASSA or OAESA.
- Voucher for \$175.00 to attend any 2020-2021 OASSA/OAESA professional development opportunity of their choice.
- Feedback and coaching to support for the OPES process
- Book-What Great Principals Do Differently by Todd Whitaker

Administrators should be nominated by their district superintendent.

TO BE CONSIDERED AS A PARTICIPANT IN THE PROGRAM, COMPLETE THE ATTACHED APPLICATION AND SEND IT TO KELLY LATHAM (klatham@oassa.org)

Program Benefits:

The work of today's principal is dramatically different from the expectations for the position of even ten years ago. Yesterday's principal was expected to manage the building (buses, boilers and books), deal with unacceptable student behavior, monitor the faculty, fulfill statutory and contract requirements, and keep parents happy. Today, the principal is viewed as one of the keys to success of the school and the achievement of all students. The pressures of today's educational system require principals who understand and use data, are accountable for school test results, and are able to coach staff to provide needed interventions for increased student learning. In addition, they must be able to deal with shifting expectations and be flexible enough to deal with a constantly changing landscape of state and federal policy initiatives. As a result, the work of today's leader is more challenging, complex, and creative than ever before.

In order for new administrators to navigate through such change, high quality professional development and effective mentoring is critical. The benefits of such program would include: enhanced leadership, increased self-confidence, encouragement to take risks to achieve goals, opportunities to discuss and problem-solve issues with an experienced veteran, focus on student growth as central to the school's mission and greater collegiality and networking. The benefits to the district and school include increased student achievement, positive organizational climate, enhanced relations with families and community members, clarified roles and expectations, increased retention rates of new principals and high performance of teachers and students.

The Administrator and Mentor will complete a Goal Setting Form based on the Ohio Principal Standards. The OPES goal-setting process is a way for principals to enhance or improve specific aspects of their performance as well as improve student achievement and learning. Clear professional goals (SMART) provide focus and direction to improving practice and have a direct impact on student learning. Critical reflection and feedback with a mentor of a draft of each step will help the building administrator through the process. The Mentor will help support the building administrator with his/her goal throughout the academic school year.



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Participant Criteria:

- Participants will be any new administrator who is recommended by their superintendents.
- A "New" administrator is a licensed school leader new to the administrative role in either their first or second year.

*The program is funded for 100 participants. The first 50 participants from each Association will receive all aspects of the program free of charge. The AMP program will not cover travel and hotel costs if the circumstances permit face to face PD or meetings. Additional spots beyond the initial 100 participants will be available at a cost of \$1750.

Participants Responsibilities:

- Participants should make a personal commitment to continuing growth of professional and personal skills that are critical to the effective performance of constantly changing expectations of a school leader.
- Participants will make a commitment to form a trusting relationship with their Mentor and be open to reflective examination of their job performance and decision-making.
- Participants will be expected to make a commitment to all aspects of the Administrators Mentoring Program.
- Participants will communicate with the Mentors, according to the AMP-2 expectations.
- Participants will work with their Mentor to set personal and professional goals.
 - Mentor-Mentee communication may use virtual conferencing
- Participants will have on-going professional development that will occur through a book study on What Great Principals Do Differently by Todd Whitaker. This book will be provided for all participants and Mentors.
- Participants will maintain a log of activities and conversations using a format supplied by the program.
- Building Administrators will collaborate on an on-going basis with their Mentor and their supervisor to develop an individual professional development plan that is aligned with the Ohio Principal Standards.



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ADMINISTRATORS MENTORING PROGRAM 2 (AMP-2) PARTICIPANT APPLICATION

APPLICANT NAME:	
POSITION:	
SCHOOL:	
SCHOOL DISTRICT:	
ADDRESS:	
CITY/ZIP:	
COUNTY:	
SCHOOL PHONE #:	
SCHOOL EMAIL:	
CELL PHONE #:	
BUILDING ENROLLMENT:	
GRADE DESIGNATION OF BUILDING:	

SUPERINTENDENTS SIGNATURE (TYPED IS FINE): _____

DATE: _____

TO APPLY FOR THIS PROGRAM, FILL OUT THIS APPLICATION AND EMAIL IT TO KELLY LATHAM (KLATHAM@OASSA.ORG) OR FAX IT TO 614-430-8315.

THE DEADLINE FOR APPLICATION SUBMISSION IS AUGUST 21, 2020.

****DON'T DELAY - THE FIRST 50 APPLICANTS FROM EACH ASSOCIATION WILL RECEIVE THE SCHOLARSHIP.**