



Date: June 23, 2010

TO: ACSA Region Leaders

FROM: Michael Bossi, Director of Leadership Coaching
Mary Gomes, Educational Services Executive

SUBJECT: ACSA Mentoring Program Update

[Please also see www.acsa.org/mentoring for: (1) copy of brochures - ACSA Mentoring Program: Overview for Regions, or Overview for Mentors and Protégés; and, (2) copy of chart - ACSA Mentoring/ACSA Coaching.]

Introduction

Consistent with this excerpt from ACSA's Vivid Description...

"...Ninety percent of all school administrators will belong to ACSA and its membership will be regarded as virtually indispensable. ACSA will cultivate and mentor California's administrative leaders, and be the primary provider of their professional development and networking opportunities..."

...ACSA began the promotion of the new ACSA Mentoring Program directly to individual regions in Spring 2009.

History

At their meeting in February 2009, Region Presidents were presented with the initial considerations for the development of a mentoring program that regions would eventually be able to offer as a service to members. As a result of this initial meeting, a mentoring draft brochure and presentation were developed and subsequently presented to a variety of ACSA committees and councils. Along with the Region Presidents, the following Committees are sponsors of the development of the ACSA Mentoring Program:

- Equity, Achievement & Diversity for Success Committee
- Member Services Committee
- Retirement Committee

Numerous presentations were made at regional ACSA conferences and events, including region leadership trainings, in June 2009. At each presentation, draft materials were distributed and discussed, and additional concerns, suggestions, and ideas were collected and incorporated into the finalized program brochure.

Progress to Date

Mentor Trainings

- Eight mentor trainings have been conducted statewide (three trainings in Region 2, two trainings for AALA (LAUSD)).
- The following summarizes the number of trainings, number of mentors trained and number of mentor/protégé pairs currently working together in each region:

<u>Region</u>	<u>Training(s)</u>	<u># Mentors</u>	<u># Mentor/Protégé Matches</u>
2	Oct, Nov & Dec 2009	31	7
6	January 2010	15	15
19	February 2010	16	11
3	April 2010	12	<i>Protégés Under Recruitment</i>
AALA (LAUSD)	June 2010 (2 trainings)	36	<i>Program Under Development</i>

- Three mentor trainings are scheduled in Fall 2010:

<u>Region</u>	<u>Training(s)</u>	<u># Mentors</u>	<u># Mentor/Protégé Matches</u>
4	September 2010	<i>Recruiting</i>	<i>NA at this time</i>
6	September 2010	15	<i>Recruiting</i>
19	September 2010	<i>Recruiting</i>	<i>Recruiting</i>

Follow-Up Mentor Training Support

Regions 1-4 hosted a Mentoring Pre-Conference (April 30) for mentors and protégés at the annual North State Spring Conference on April 30 – May 2, 2010. Activities included a follow-up training for mentors, a meeting of mentor program coordinators, and a get-together for mentors and protégés. The pre-conference was offered at no additional charge to mentors and protégés.

ACSA Mentoring Home Page

A home page has been established on the ACSA web site for the ACSA Mentoring Program at www.acsa.org/mentoring. This information can also be accessed under the Professional Learning tab on the ACSA web site.

ACSA Mentoring Program Information on the Web

- Two updated brochures (*see Program Resources on the home page*):
 - ACSA Mentoring: Overview for Regions
 - ACSA Mentoring: Overview for Mentors and Protégés
- Updated ACSA Mentoring/ACSA Leadership Coaching Chart
- Copies of two articles that appeared in the February 2010 edition of EdCal:
 - ACSA/NTC Coaching and ACSA Mentoring: What Have We Learned?
 - ACSA Mentoring & Coaching: Where Do We Stand?

Region Updates

Please keep the following in mind as you read about the current status in each region:

- Each region has the prerogative to develop its plan and time line consistent with its needs and with the local resources available to support the program.
- Individual regions are under no pressure, and are not expected, to offer the program in a prescribed way.
- As regions progress in the development of their local mentoring programs, their initial plans may need to change and adapt as additional considerations become known.

I. Status of Regions Offering Local ACSA Mentoring Programs

Region 2

The ACSA Region 2 Mentoring Program hosted three mentor trainings, each in a different charter (El Dorado, Placer, Nevada), and has trained a total of 31 mentors. Seven mentor/protégé pairs are currently working together. Protégé recruitment currently continues. Available mentors and protégés participated in the North State Spring Mentoring Pre-Conference.

Region 3

The ACSA Region 3 Mentoring Program hosted a training for 12 mentors and is currently recruiting protégés. Available mentors participated in the North State Spring Mentoring Pre-Conference. Mentors and protégés are anticipated to be matched during Summer 2010 to begin working together in the 2010-11 school year.

Region 4

The ACSA Region 4 Mentoring Program is being developed with the Solano charter through the Solano County Office of Education. The region is currently recruiting mentors and has scheduled a mentor training in September 2010.

Region 6

The ACSA Region 6 Mentoring Program hosted a training for 15 mentors. Fifteen mentor/protégé pairs are currently working together. Another mentor training is scheduled in September 2010 to train 15 new mentors.

Region 19

The ACSA Region 19 Mentoring Program hosted a training for 16 mentors. Eleven mentor/protégé pairs are currently working together. The region plans to expand the program. Another mentor training is scheduled in September 2010.

II. Status of Regions Interested in Offering Local ACSA Mentoring Programs

Region 1

Region 1 hosted a presentation about the ACSA Mentoring Program at its Delegate Assembly meeting in January 2010. The region is assessing interest in the program to determine what its next steps will be.

Region 8

Region 8 will host a presentation about the ACSA Mentoring Program at its leadership retreat in July 2010. The region will assess interest in the program to determine what its next steps will be.

Region 10

Region 10 representatives attended a mentoring panel presentation at the May Delegate Assembly and is assessing its interest in the program to determine what its next steps will be.

Region 12

Region 12 sent a mentor to be trained at the ACSA Region 19 Mentor Training in February 2010. A presentation about the ACSA Mentoring Program was given at the Regions 12 & 19 leadership retreat in June 2010. Region 12 has committed to offering the program and is determining what its next steps will be.

Region 14

Region 14 will host a presentation about the ACSA Mentoring Program at its leadership advance in June 2010. The region will assess interest in the program to determine what its next steps will be.

Region 15

Region 15 hosted a presentation about the ACSA Mentoring Program at its leadership retreat in June 2009. The region has included mentoring in its goals for 2010-11 and will host another presentation about the program at its leadership retreat in June 2010 to begin making plans for offering the Region 15 ACSA Mentoring Program in 2010-11. Mentor training is anticipated in November 2010.

Region 18

Region 18 will host a presentation about the ACSA Mentoring Program at its leadership workshop/professional development in June 2010. The region has included mentoring in its 2010-11 goals and will determine what its next steps will be.

Associated Administrators of Los Angeles (LAUSD – Region 16)

AALA has worked with the LAUSD to host two back-to-back mentor training dates in early June 2010. Selected experienced elementary school principals were trained together on one day and selected experienced middle and high school principals were trained together on the other day.

Next Steps for ACSA in Summer/Fall 2010

ACSA will continue to work with interested regions to help them bring their local mentoring programs to fruition. ACSA support will include:

Training and Publicity -

- Providing all mentor training and materials (on a cost-recovery basis)
- Publicizing ACSA mentoring and region mentoring programs in EdCal
- Presenting follow-up mentor training/support workshops at region conferences
- Presenting informational workshops at region conferences and leadership events

Expansion of ACSA Mentoring web pages -

- Post links for regions with mentor program coordinators to encourage interested members to find more out about the local region mentoring program
- Post examples of ACSA Mentor and ACSA Protégé applications, and program tools and tips from mentor program coordinators as resources for regions considering offering their own local mentoring program
- Post excerpts (in Members Only section) from the Mentor Resource Binder, and other resources, for mentors who have gone through the required one-day ACSA mentor orientation training
- Develop a calendar for listing additional mentor trainings around the state

Initiation of ACSA On-line Community Groups -

- Establish a mentor program coordinators' and a mentors' group (network) to connect participants, offer collegial support, and promote ongoing collaboration around the state
- Encourage regions to develop their own regional on-line mentor networks

In Conclusion

ACSA will continue to promote the expansion of the ACSA Mentoring Program into additional regions based upon region interest. Every effort will be made to offer informational ACSA Mentoring Program presentations at regional statewide events including conferences, symposia, committee and council meetings, etc.

For additional information regarding the ACSA Mentoring Program please contact Michael Bossi (mbossi@acsa.org or 800.608.2272) or Mary Gomes (mgomes@acsa.org or (800.608.2272).