

Kansas Model Mentor and Induction Program Guidelines for New Leaders

Each local education agency (LEA) shall choose and provide to all new school leaders hired under an initial license, a year-long approved program providing systemic mentoring and induction support. The program must include, but is not limited to, the following:

1. Program provides practical application of the ISLLC and Kansas professional standards.
2. Program must include mentor selection criteria and training:
 - A. Selection Criteria:
 - i. Mentor must hold a professional license in the mentoring area
 - ii. Mentor must have a minimum of three years of experience in the area of mentoring
(for example, an educator with one year of principal/building level experience and five years of superintendent/district level experience may mentor a new superintendent, but not a new principal)
 - B. Training Criteria:
 - i. Addresses roles and processes of mentoring
 - ii. Coaching Skills
3. Program provides one year of structured, intensive support for the new leader. The program must include:
 - A designated structured contact schedule. At a minimum, 40 contact hours, including at least three face-to-face meetings.
 - Professional interaction with colleagues from the greater educational community.
 - A documented plan for providing additional training and support as appropriate (beyond the first year).
4. Program must include a mechanism in place to evaluate the mentoring program.