**Mentoring and Induction Plan - Administrators**

***281—83.9(284A) Mentoring and induction program for beginning administrators.***

**District**

**District Facilitator**

**Mentoring and Induction Program goals:**

*Please provide a description of each of these required components of the beginning administrator mentoring and induction plan:*

1. **A one year sequence of content and activities designed to support a beginning administrator’s professional and personal needs by:**
* Developing and enhancing competencies for the Iowa Standards for School Leaders (ISSL), and
* Providing research-based school/district leadership strategies, and
* Reflecting the needs of the beginning administrator employed by the district or area education.

1. **Mentor training that is designed to reflect effective staff development practices and adult professional needs in teaching, demonstration and coaching and includes, at a minimum:**
* Research that describes the personal and professional needs of beginning administrators,
* A clear description of the roles and responsibilities of the mentor,
* Strategies to enhance the mentor’s ability to provide guidance and support to beginning administrators,
* Skills needed for effective school/district leadership and coaching, and
* District expectations for beginning administrator competence in the Iowa Standards for School Leaders.

1. **A process for mentor application and selection.**

1. **Describe the placement of beginning administrators and mentors.**

1. **The process for dissolving mentor and beginning administrator partnerships.**

1. **Organizational support for release time and activities for mentors and beginning administrators that allows access and opportunities for *(this description should include any additional supports provided by possible executive/leadership coaches, collaborative leadership teams, etc.)***
* **Planning**
* **Demonstration of school/district leadership practices**
* **Observation of school/district leadership practices, and**
* **Constructive feedback**

1. **Evaluation process for the program to include an evaluation of the district or AEA program goals, a process that allows for major and minor program revisions and describes how information is shared with all stakeholders.**