

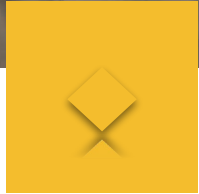


360 New Principal Mentoring

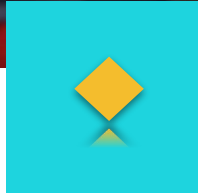
Chicago Public School
February 17, 2022



Proposal Overview

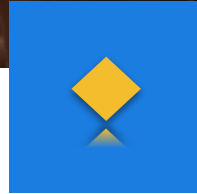


Wall-to-wall mentoring supports tailored to meet the needs of each new principal in our district by:

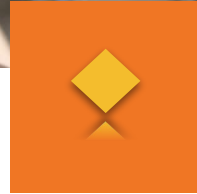


Engaging in a differentiated model of support around pillars of engagement:

- Lead Mentor
- Peer Mentor
- Content Mentor



Providing differentiated support to specific underrepresented black and latino/a/e principals and principals serving under-resourced communities of color



Providing foundational training to mentors aligned to:

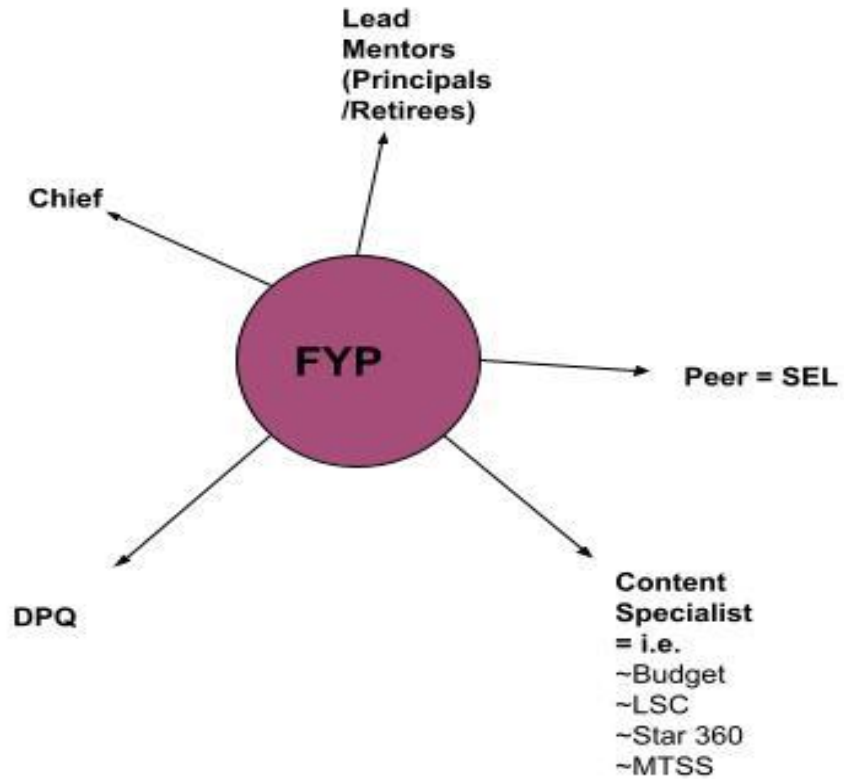
- Building trusting relationships
- Strategies for effective mentorship
- Building Coaching Capacity



An optional second year of mentor training offered.



360° Model



360 NPM Roles

CHIEF/ DPQ

CPS Principal Supervisor, who facilitates entry-planning in partnership with the Lead Mentor; sets goals with the New Principal Mentee; monitors New Principal progress; and provides instructional support.

LEAD MENTOR

An active CPS principal or a retired CPS principal, who facilitates entry-planning with the New Principal Mentee's Network Chief; acts as the Mentees' "thought partner", offering guidance and reflection; and provides coaching support.

CONTENT MENTOR

Targeted intervention expert, who offers specialized support, as needed by Mentee based on specific content and context. For example, a CPS principal recognized as ultra-competent in creating school-based budgets could be assigned as a content specialist to work 1:1 with a Mentee who has identified this skill as an area for development/growth.

PEER MENTOR

In-network, geographically proximate peer advisor, who provides social and emotional support (SEL); for example, reducing stress management related to on the job challenges, coping strategies, wellness support, and rituals for reflection and self-care; has demonstrated best practices in a similar school community and is prepared to share them; and offers support, coaching, and other developmental training and supports around local issues and anything else specific to the individual Mentee.