

PARTNERING FOR SUCCESS PROGRAM
Mentoring Program for Aspiring School Leaders
Bismarck Public Schools

This formal mentoring program matches current administrators (mentors) with aspiring teacher leaders (protégés) in a year long professional growth experience. The goals of the Program are leadership succession planning and employee career development.

The mentors are experienced role models who can guide the professional development of a less experienced individual through coaching and advising. The mentoring relationship is a rewarding endeavor that enhances each person's career. Both the mentor and the protégé learn about themselves, improve their skills and gain professional recognition. Mentor comments about the benefits of the program include:

- Has made me revisit my role as an administrator.
- New professional and personal friendship.
- It has been a great refresher for me.

The protégés found the following benefits from the program:

- Better understanding of what an administrator does and how to prepare for an administrative position.
- The chance to shadow other principals.
- A better understanding of the BPS from an administrative view.

Individuals interested in being a mentor or protégé must complete a mentor or protégé application form. The individuals interested in being a protégé will need their administrator to complete the sponsorship form. All of the forms are available on the District's website. Please complete the appropriate form and send to Lisa Kudelka, Human Resources Manager, by September 17, 2010.

Up to twelve mentor/protégé pairs will be selected for the program. Mentors and protégés will be matched through a formal selection process. The program will begin with a Kick-Off Training on October 1, 2010. The training for the protégés will be from 8:00 a.m. until 4:00 p.m. and the training for the mentors will be from 11:00 a.m. until 4:00 p.m. Additional training will be provided for the mentors and protégés in January 2011, and the program will end in June 2011 with a Closing Celebration. All participants must attend the three training sessions. The protégés will work with their mentors to complete a development plan by October 20, 2010. The protégés and mentors will meet at least monthly throughout the school year.

For additional information please contact Lisa Kudelka at 323-4071 or lisa_kudelka@bismarckschools.org.