



Mentoring Overview

School Year 2023/24

Description of New Principal Mentoring

State law requires that each first-year principal be provided with an experienced Mentor Principal to help guide him/her/them throughout the school year to accelerate the transition into the role of principal to ensure a positive impact on student achievement.

Mentoring provides an extraordinary opportunity for successful, experienced principals to gain advanced leadership skills as they develop the skills and abilities of first-year principals.

The CPS Model for Mentoring

Mentors apply each year to the CPS New Principal Mentor pool through the CPS Common Program Application. The DPQ School Leader Development Team works directly with Network leaders to assign new principals a Mentor or 2 Mentors, based on the needs of the first-year principal.

Network leaders are given the option of assigning a Lead Mentor or a Lead and a Peer Mentor to each new principal. The 2 mentor roles allow for flexibility to ensure the Mentee's success. Lead Mentor Principals support with entry planning, coaching, and reflection. Lead Mentors serve as thought partners to their mentees to ensure they are implementing district policies and a strong instructional program. Peer Mentor Principals focus on forming supportive relationships, building leadership capacity, and identifying and avoiding barriers to success. Both Lead and Peer Mentor Principals observe, coach, and provide feedback to support professional growth and organizational improvement.

CPS School Leadership Framework

Mentors differentiate support to new principals based on many factors, including input from the Mentee's Network leadership. Mentorship should align as much as possible to the CPS School Leadership Framework especially the Focus Components and self-identified areas of growth and development.



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Supports for Mentors and Mentees

In order to ensure that first-year principals are supported and set up for success as CPS leaders, the DPQ Development Team supports all new principals through the New Principal Institute. This Institute is 40+ hours of in-person professional learning in partnership with Fulcrum Education Solutions. In addition, new principals can opt in to professional development opportunities based on their own needs and interests. Mentor Principals provide rich, critical feedback and engage in conversations around best practices with their Mentees.

Mentor Principals complete training with Fulcrum Education Solutions that focus on building trust, goal setting, and the CPS School Leadership Framework.

If you have questions...

Please reach out to Dr. Tai Basurto, Director of School Leader Development, tmbasurto@cps.edu and Nina Chehade, School Leader Development Coordinator, nchehade1@cps.edu.