

Mentor Principal Corps (MPC)

T&L/Educator Talent and Workforce Development

Application

Overview

The Louisiana Department of Education (LDOE) believes that student achievement is directly related to the quality of instruction and instructional practices within the school classroom. Additionally, the quality of instruction and instructional practices is directly related to the support and leadership classroom teachers receive when preparing their lessons for students. As such, the LDOE is invested in providing training and support for school and system leaders. To support student achievement through strong leadership, the LDOE has created several principal development programs, including The Novice Principal Academy, The Aspiring Principal Fellowship, and the Alternative Pathway 4 Boot Camp. Each program focuses on providing context, practice, and discussion around High-Quality Leadership Practices. However, the LDOE recognizes that theory and discussions around best practices make up only a portion of the experiences required for developing exceptional leaders, compared to actual leadership practice.

Acknowledging the importance of providing concrete experiences and reflection on the actual practice of school leadership as a primary tool for aspiring and novice principals to become exceptional leaders, the LDOE has created the MPC to facilitate and enhance the development of the participants within the LDOE's principal development programs.

Program Description

Principals selected to serve as members of the MPC have a documented history of success (exceptional student achievement, recognition of System/State Principals of the Year, etc.). They also desire to be responsible for developing other aspiring and novice principals to elevate student achievement beyond their school and enhance the profile of Louisiana students and residents across the state, nation, and world.

Once a principal is vetted and approved to join the MPC, they tend to stay members for the duration of their leadership journey. They are not required to participate in every mentorship opportunity, but are requested to participate frequently as participant and program needs dictate. Essentially, the MPC works through this process:

1. The LDOE will email all MPC members about three to four months before the kick-off of one of its principal development programs to gauge their interest in participating.
 - a. That email will also share the general timeline and range of available stipends.
2. Members interested in participating will respond in the affirmative, and further recruitment efforts to the MPC will occur as necessary to ensure a ratio of at least one Principal Mentor to two Principal Development Participants.
3. Within about two weeks of the program's start, all MPC members who have signaled their desire to participate will meet to discuss the program's roles, responsibilities, expectations, and any information/documentation needed within the program or produced by the program.

4. About one week before the start of the program, MPC members will receive a personalized email with detailed information about their mentee(s) and a general timeline of the program.
5. MPC members are expected to participate in all aspects of the program with their mentee(s). Each LDOE's principal development program is designed with the mentor's role in mind. If mentors miss any part of the program, the impact of the mentorship and the program on the participant's development is severely diminished.
6. Participation within the principal development programs can be defined as:
 - a. Participating in all of the "In-Person" portions of the program.
 - b. Meeting regularly with mentee(s) as required by the program.
 - c. Willingly responding to the mentee's reasonable request for support above and beyond the articulated expectations of the program.
 - d. Continued reflection and refinement of the mentor's practices. This is to improve their practice while exemplifying the process and willingness needed to pursue continuous growth and strive for excellence as a school leader.
7. Twice a year, each mentor's contribution to the LDOE's various initiatives is brought before the Board of Elementary and Secondary Education for recognition and approval of the stipend pay. Once approved, the stipend is distributed to the mentor principal's employing system/school through the eGMS process. Systems/schools will then distribute the stipend to the appropriate members of the MPC. The LDOE will maintain contact and support to distribute the stipend promptly.

Program Mission/Vision

Vision

Every student, teacher, school, and community deserves an educational leader who is competent, capable, and determined to provide an education focused on high-quality instruction, safety, and strong, effective management.

Mission

The mission of the Mentor Principal Program is to provide extensive support and mentorship for novice and aspiring principals so that they can confidently develop the educational leadership skills and dispositions necessary to lead, direct, and support students and teachers in pursuit of personal and academic excellence.

Overall Program Objectives

Objectives

1. Develop a positive working relationship between mentors and participants.
2. Develop and discuss the participant's "soft skills" necessary for success as a school principal.
3. Discuss challenges and work through solutions through regular meetings between mentors and participants (in person and virtually as appropriate).
4. Develop the participant's skills to support classroom teachers in preparing, delivering, and assessing high-quality instruction and materials.
5. Reflect and reassess personal practices to improve practice while exemplifying the process and willingness needed to pursue continuous growth and strive for excellence as a school leader.
6. Participating in all of the "In-Person" portions of the program.

7. Willingly responding to the mentee's reasonable request for support above and beyond the articulated expectations of the program.

For More Information

Any principal who believes they demonstrate the qualities and skills necessary to mentor future and novice principals successfully is encouraged to [apply for](#) the Mentor Principal Program membership. Once vetted and approved by the LDOE membership. Additionally, the member remains active if they continue to serve successfully and appropriately in a school/system leadership role.

If you want to learn more about the MPC or mentoring aspiring or novice leaders, please email Louisianaleaders@la.gov.

To Apply:

[Application](#)

QR Code

