

“One of the hallmarks of districts that have succeeded in moving from low performing to high performing is an intensive long-term investment in developing instructional leadership capacity at the school and district levels.”

(Leithwood, Louis, Anderson & Wahlstrom, 2004)



For more information, contact –

Jim Collins
Director of Professional Development
School Administrators Association
of New York State
518•782•0600
jcollins@saanys.org
www.saanys.org



SAANYS MentorCoach Service

THE ROOTS OF SUCCESS

To support, inspire, and invigorate
new and mid-career administrators.



“In New York, approximately two-thirds of new principals leave the school in which they started their careers within the first six years.”

(Leithwood, Louis, Anderson & Wahlstrom, 2004)

A MentorCoach can help you retain quality school leaders.



Preparing school leaders for success, and sustaining those successful school leaders, is critical to the future of education. Now more than ever, it is essential that our school leaders be provided with high-quality support as they tackle the difficult, challenging, and rewarding work of educating our children. SAANYS' MentorCoach Service: The Roots of Success is designed to fill a gap that has existed for too long – the limited opportunity to grow professionally from a mentoring/coaching relationship.



Traditionally, the word mentor is defined as a trusted teacher, counselor, or tutor. Although there are times this definition may be appropriate, Roots of Success is based more on the concept of coaching.

What is coaching?

Coaching facilitates desired change through a co-created process and relationship of ongoing support and challenge. The skills and principles of coaching are focused on taking an individual from where they are to where they want to be. It is a tool for building individual and team capacity, developing competency, and self awareness. Coaching supports current principles of effective professional development that is job-embedded, context specific, and result driven.

(Nishimura, J. & Sharpe, K., 2007)

Principles of the program

- The mentee-MentorCoach relationship is a collaboration that offers ongoing support, challenges, and encouragement to the mentee.
- The MentorCoach asks the mentee to be creative and resourceful.
- The MentorCoach supports the mentees' strengths and helps manage their weaknesses.
- The MentorCoach invites curiosity, discovery, and reflection.
- The MentorCoach fosters awareness, possibilities, and accountability over time.
- The MentorCoach shares their own experiences and expertise only when absolutely necessary.



*R*oots of Success is grounded in research, developed by practitioners, and organized by an association whose goal is to support excellence in school leadership practices.

Eligibility

This program is open to all new and mid-career school administrators. A well-chosen and well-trained MentorCoach can help a new or mid-career administrator not only succeed, but experience the joys of a very rewarding, and long-lasting career.