

FAQs

How do we get started?

A school leader may request a mentor coach through the district. The majority of these mentees are successful, reflective young leaders who want to develop their strengths. Many are experienced administrators in new roles. The district then contacts SAANYS on the administrator's behalf.

Alternatively, district leadership might identify a veteran or novice administrator who would benefit from mentor coaching assistance. If the administrator agrees with the recommendation, then district leadership contacts SAANYS.

Potential mentees can also contact SAANYS directly. SAANYS then gets approval from the district and matches the potential mentee with a SAANYS mentor coach. An initial meeting with the mentee, potential mentor coach, and district office representative is scheduled. If all wish to proceed, a contract is completed and the mentorship begins.

When does the program begin?

Both 1:1 and Group Mentor Coaching can begin at anytime during the year.

How are SAANYS mentor coaches prepared and trained?

To be eligible for training, potential mentor coaches must be certified school leaders, either currently employed or recently retired, with at least five years of experience. Training is built around the National Mentor Competencies of NAESP as well as those from the Ontario Principals' Council. A minimum of 12 hours of training is required along with continuous development with SAANYS' mentor coordinator.

SAANYS Mentor Coaching differs from In-district Mentoring

Both kinds of mentoring have value, but they are different and support the mentee in very different ways. SAANYS mentor coaches are not district employees, therefore there is a high level of comfort with the confidentiality and objectivity that comes with an external mentor.

In-district mentors, who are colleagues, can offer a lot of insider history and knowledge of routines, procedures, and district culture. SAANYS mentor coaches, however, are trained to focus on overall professional growth by advancing a mentee's ability to think through challenges and strengthen his or her leadership skills using impactful questioning, active listening, and reflection.

In-District Mentor Training Now Available!

Contact SAANYS about in-district mentor options should your district need to train its current in-district mentors in providing true professional growth mentoring, in addition to traditional district culturalization and orientation.

Set Your Administrative Team on the Path to Success

Contact:

Karen Bronson

SAANYS Director of Professional Learning
kbronson@saanys.org

or

Bonnie Tryon, SAANYS Mentor Coordinator
btryon@saanys.org

SAANYS Mentor Coaching Services



8 Airport Park Boulevard
Latham, New York 12110
518-782-0600 | www.saanys.org

