



PARAMOUNT UNIFIED SCHOOL DISTRICT

GREAT THINGS ARE HAPPENING IN PARAMOUNT SCHOOLS



Aspiring Principals Mentor Pilot Program

January 29, 2019

Dr. Ruth Pérez, Superintendent

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PARAMOUNT UNIFIED SCHOOL DISTRICT
PREPARING STUDENTS FOR COLLEGE AND CAREERS

Research on School Leadership

“The principal is second only to the teacher in terms of impact on student learning”

-Leithwood, Seashore-Louis, Anderson and Wahlstrom, 2004-2005





Program Purpose

- Provide effective leadership at each of our school sites
- Develop future leaders within our current staff
- Provide in-house mentors to aspiring leaders to be prepared when openings at our schools arise





Protégé Participants

The targeted program participants are:

Assistant Principals

Deans

Curriculum Specialists

Program Specialists

Instructional Coaches

TOSAs





Participant Requirements

- Administrative Credential eligibility
- Current position out of the classroom
- Minimum of 5 years of successful teaching experience





Principal Mentors

- Possess 5 years principal experiences
- Positive evaluations that reflect strong leadership
- Effective implementation of an innovative program
- Stipend will be provided





Program Design

The program is designed to address the California Professional Standards for Educational Leaders

- Standard 1: Develop, articulate and implement a vision for learning.
- Standard 2: Nurture and sustain a school culture and instructional program conducive to student learning and professional growth.
- Standard 3: Ensure a safe, effective learning environment.
- Standard 4: Promote the success of all students by collaborating with families and community members, responding to diverse community interests and needs.





Program Format

- The program includes three types of learning experiences:

Professional Discussions, in which the mentor principal describes their experience with a topic, how they went about addressing it as a new leader and what they have learned as a result of their experience. These discussions include time for the aspiring leader to ask questions.

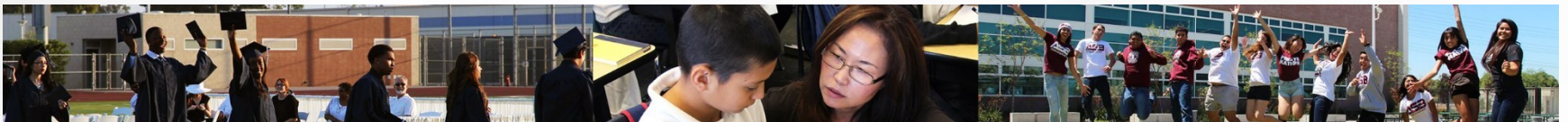
On Site Visits/Shadowing, in which the mentor principal and aspiring leader visit classrooms and walk the site to see evidence of the focus question being studied.

Group Meetings, which provide the opportunity for group discussion and reflection on a specific topic.



Pilot Program Timeline

- Program advertisement January/February 2019
- Program application review and selection early March 2019
- Small Pilot Program begins March 2019
- Adjust program based on input



PARAMOUNT UNIFIED SCHOOL DISTRICT



The mission of the Paramount Unified School District is to ensure learning and success for each student by providing a quality education.