

# Missouri's AMP

## A Mentoring Program for New Administrators

The Missouri Partnership for Mentoring School Leaders presents the **Administrator Mentoring Program (AMP)**, a two-year mentoring program for new administrators.

What does the April 2005 certification rule say?

The Transition Administrator Certificate will be issued upon completion and verification of participation in two years of district-provided mentoring (during the first two years of administrator experience; one year for new superintendents).

Mentors must complete training addressing cognitive coaching skills and the Education Leadership Policy Standards (ISLLC 2008). Training may be provided by the AMP board, which includes professional associations, Regional Professional Development Centers, colleges and universities, and the Department of Elementary and Secondary Education.

What can new administrators expect from their AMP mentors?

You will receive assistance in positively impacting student performance, in completing a successful performance-based evaluation, and in ways to prosper and flourish in your new position. This will be accomplished through:

- Building a trusting relationship
- Guiding, modeling and coaching
- Reflective questioning
- Focusing on leadership traits
- Balancing challenge with support
- Problem solving.

### Program expectations

- Receive 10 hours per year of mentoring support (personal interaction, phone, e-mail, site visits and collaborative professional development)
- Additional resources available through the Regional Professional Development Centers
- Complete and continually utilize the Leadership Performance Planning Worksheet
- Resources provided through the AMP Web site
- Maintain and submit logs

### Cost to district

- \$300 per year



**To mentor is to teach...to teach is to learn!**

# Effective Mentoring

A mentor builds capacity in others. The most important function for mentors is to embrace a growth orientation, understanding that the work is to increase their colleagues' effectiveness as professional problem solvers and decision makers.

## Overview of AMP

- Design, goals and timeline
- Program expectations

## The mentoring process

- What it is and how it is done
- Best practices
- Resources online at the **new** AMP Web site

## Social aspect

- Networking
- Building the mentor and new leader relationship

## Standards for mentoring

- Leadership dimensions – **“Show Stoppers for New Leaders”**
- Education Leadership Policy Standards (ISLLC 2008)
- Performance-based evaluation
- Missouri’s leadership competencies

## Registration information

Visit The Leadership Academy Web site at [http://dese.mo.gov/divteachqual/leadership/mentor\\_prog/](http://dese.mo.gov/divteachqual/leadership/mentor_prog/) for additional information and online registration.



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## Sponsors/Members

AMP is sponsored by the Missouri Partnership for Mentoring School Leaders (MPMSL) and includes membership from the following:

- Missouri Professors of Educational Administration (MPEA)
- Department of Elementary and Secondary Education (DESE)
- Missouri Association of School Administrators (MASA)
- Missouri Association of Secondary School Principals (MASSP)
- Missouri Association of Elementary School Principals (MAESP)
- Missouri Council of Administrators of Special Education (MO-CASE)
- Missouri Council of Career and Technical Administrators (MCCTA)
- Regional Professional Development Centers (RPDC)
- Missouri School Boards' Association (MSBA)
- Missouri Center for Career Education

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