The purpose of the discussion is to learn more from the experience of school board Mentoring leads in the implementation of Mentoring for Newly Appointed School Leaders in 2008/09. Recognizing that in this first year of Mentoring, boards will be at different stages of program development and implementation, the information gathered will build on what has already been provided in the November reports and board teleconferences. In addition, some of the discussion points will also refer to Principal Performance Appraisal (PPA) and build on the April 20th, 2009 PPA survey.

The Leadership Development Branch (LDB) will be asking board leads about their experience with:

- The Steering Committee and planning process
- Training and matching processes
- The process of supporting mentees to develop a learning plan with their mentor
- Developing and using resources to support mentoring

To further understand their experience with implementation, where the board lead has insights to share, the LDB will be asking about:

- Any plans the board may have to assess (formal or informal) the impact of Mentoring in terms of:
  - networking, reduced isolation
  - smooth transition to the role and responsibilities
  - increased confidence, efficacy
  - engagement in instructional leadership
  - problem solving, adaptive challenges (e.g. parent, staff issues, change implementation)
  - use of data to inform decision-making
  - enabling a collaborative learning culture and goal-setting (e.g. SMART goals)
  - providing effective feedback
  - focus on school improvement planning and system priorities in mentoring dialogue
- The integration of mentoring and board leadership development planning
- Plans and possible adjustments for implementation in 2009/10

In terms of PPA, the LDB will be asking about:

- The approach for PPA implementation in the school board, recognizing that implementation is currently voluntary (e.g. did the board begin with a pilot group?)
- The board experience with the development of growth plans as part of the process
- The use of SMART goals in the appraisal year
- The board experience with the preparation of supervisory officers
- Plans and possible adjustments for implementation in 2009/10

The LDB will also be seeking input from board leads about suggested approaches for provincial implementation of Mentoring for Newly Appointed School Leaders and Principal Performance Appraisal in 2009/10.