The Power of Mentoring

“While I made my living as a coach, I have lived my life to be a mentor—and to be mentored!—constantly.”
I think it's the little things that really count. The first thing I would show our players at our first meeting was how to take a little extra time putting on their shoes and socks properly. The most important part of your equipment is your shoes and socks. You play on a hard floor. So you must have shoes that fit right. And you must not permit your socks to have wrinkles around the little toe--where you generally get blisters--or around the heels. It took just a few minutes, but I did show my players how I wanted them to do it.
Coach Wooden teaches about mentoring. I really like the way the book gives mentoring from two different approaches, but giving and receiving. The first half of the book profiles seven people who mentored Coach Wooden. The last half profiles seven people who were mentored by him, either directly or indirectly.
The longevity of the superintendent has a positive effect on the average academic achievement of students in the district.

These positive effects appear to manifest themselves as early as two years into a superintendent's tenure.
Supporting Your Success

WASA Mentor

Early Career Supt. Academy

Self-Selected Peers
WASA Early Career Superintendent and Mentor Academies

October 15, 2019  8:30 - 3:30 in SeaTac area
December 11, 2019  Zoom Meeting 9:00 - 10:00
February 23/24  See Below
March 25, 2020  Zoom Meeting 9:00 - 10:00
May 20, 2020  Zoom Meeting 9:00 - 10:00

October 14, 2019  8:30 - 3:30 in SeaTac area
February 23/24  See Below

February 23, 2020  6:00 - 9:00 in SeaTac area
February 24  8:30 - 3:30 in SeaTac area
**Basic Premise**

- Early career superintendents can benefit from a relationship with a skilled mentor and/or colleagues.

- District and building leaders will be served more effectively by increasing the skill and knowledge base of early career superintendents.

- Professional growth will occur by sharing effective practices.
WASA’s Commitment

- Support early career superintendents and mentors to become strong evaluators of principals and other leaders within their system.

- Improve the ability of early career superintendents to support the professional growth of all school-level leaders in the district.

- Increase the ability of early career superintendents to effectively use Washington’s eight leadership criteria in school leader supervision.
Our Commitment

- Honor expertise in the room
- Active learning
- Flexible, responsive
- Useful skills
- Have fun!
New Superintendent Survey
“The Early Career Superintendent Academy has been instrumental and essential in my first year as a Superintendent. The WASA Academy leaders facilitated key content learning, effective practices and the development of a strong networking team. I can’t say enough about how incredibly important the WASA Academy has been for my growth and learning. I was energized, informed, inspired and supported throughout the entire school year.”

- Mary Beth Tack, Kelso SD
“I found the Academy to be extremely helpful for four key reasons. First, it provided me with different lenses through which to examine my leadership practice. Second, the mentors provided me with valuable ideas and tools that I was able to integrate immediately into my work. Third, I felt less alone as a new Superintendent, knowing that other new leaders were experiencing similar issues and questions as me. And finally, I feel like I now have a greatly expanded network of colleagues and friends after our time together in the Academy. If you are an early career Superintendent, you will find the learning and collegiality invaluable!”

– Dr. Laurynn Evans, North Kitsap SD
Time for lunch