



Principal Mentoring/Professional Learning

1. **Purpose:**

This proviso provides funding for a contract with the Association of Washington School Principals (AWSP) to provide direct services to principals and assistant principals in the Seattle area. The support services are inclusive of professional learning, mentoring, induction, systems learning, and network support for leaders who identify as Black, Indigenous, and People of Color (BIPOC).

2. **Description of services provided:**

- Supporting Principals through job negotiations
- Evaluation Support
- Mentor/mentee pairings
- Non-renewal and probationary support
- Legal Support: connect leaders with legal support
- Investigation Support and Guidance: attended, prepared and provided guidance for Principals and District
- Supported Principal transition out of current district planning and support
- Created a Leaders of Color Network
- Created a Black Women Principal Affinity Group
- Supported the Comprehensive School Counseling Program
- Provided Professional Learning

3. **Criteria for receiving services and/or grants:**

Beneficiaries in the 2022-23 School Year:

Number of School Districts:	11
Number of Schools:	80
Number of Students:	NA
Number of Educators:	68-(422 hours of support calls 70+ were leaders of color)
Other:	101 leaders attended over 30 professional learning sessions

4. **Are federal or other funds contingent on state funding?**

No



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5. **State funding history:**

Fiscal Year	Amount Funded	Actual Expenditures
2023	\$250,000	\$250,000

6. **Number of beneficiaries (e.g., school districts, schools, students, educators, other) history:**

Fiscal Year	Number of Schools
2023	80

7. **Programmatic changes since inception (if any):**

This is the first year of this funding source and there have been no changes.

8. **Program evaluation or evaluation of major findings:**

There is a great need for support for building leaders in the Seattle area. Specifically with leaders of color who often feel underrepresented and unsupported in their school districts. Having a dedicated AWSP staff member to serve specifically this region with mentoring and induction support who understands the needs and challenges of leaders of color has been tremendously beneficial and has proven to be a great asset in terms of retention and leader confidence and growth.

9. **Major challenges faced by the program:**

Time restraints and increased demands on the role of the building principal make it difficult for leaders to leave their buildings to engage in meaningful and sustainable professional learning and growth opportunities. It is essential for leaders of color to have opportunities to network with one-another in settings that are safe and geographically accessible. Relationship building is critical.

10. **Future Opportunities:**

- Continue district outreach to present Framework and School Leader Paradigm
- Build and Expand the Leaders of Color Network
- Create a Leaders of Color Network Summit
- Increase Affinity groups
- Increase in-person Professional Learning opportunities
- Continue podcast work



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11. **Statutory and/or budget language:**

\$250,000 of the general fund—state appropriation for fiscal year 2023 is provided solely for the office to contract with the association of Washington school principals to provide support, mentoring, mediation, and professional learning services to school principals and assistant principals in the greater Seattle area.

12. **Other relevant information:**

- Enhanced funding to bring in additional high-quality presenters, cover venues, travel and learning resources
- Support staff to help develop and grow the current work
- Additional funding for Leaders of Color Network to support iGrow WA Summit:
<https://awsp.org/professional-learning/training-conferences/igrow-washington>
- Additional funding to grow the Leaders of Color Network and Affinity Groups
<https://awsp.org/member-support/leaders-of-color-network>
 - High Quality National Presenters
 - Venues
 - Resources
- AWSP-Additional Associate Director Support
 - There are over 1,900 Principals and Assistant Principals in this region.

13. **Schools/districts receiving assistance:**

[preliminaryfy23state-fundedprovisograntawardsupdated-42823.xlsx \(live.com\)](#)

14. **Program Contact Information:**

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