



## State of New Jersey

DEPARTMENT OF EDUCATION  
PO Box 500  
TRENTON, NJ 08625-0500

RICHARD J. CODEY  
*Acting Governor*

WILLIAM L. LIBRERA  
*Commissioner*

May 24, 2005

TO: Chief School Administrators  
Charter School Lead Persons

FROM: William L. Librera, Ed.D, Commissioner

SUBJECT: Supporting New School Leaders in New Jersey

I am pleased to announce the establishment of a new process to support new school leaders in New Jersey. This new process aligns the State-required residency for standard principal certification with the New Jersey Professional Standards for School Leaders that were adopted by the State Board of Education in January 2004.

Effective July 1, 2005, newly hired school leaders will be mentored by trained and certified state-approved mentors for a two-year period. During the two-year residency the mentor will support, assist, coach, and guide the new school leader through a series of exploratory activities designed for the new leader to acquire the knowledge, dispositions, and performances outlined in the New Jersey Professional Standards for School Leaders. This will ultimately ensure that New Jersey students will achieve school success.

To facilitate this new process we have established a unique collaboration with the Foundation for Educational Administration, a non-profit organization that advances New Jersey school leadership through professional development, service, and research in the field. The foundation will hire, train, and pair all residents with mentors. It will also facilitate the process of submitting all evaluations and required forms to the department that are needed for licensure.

I believe that this new process will benefit new school leaders, districts, and the state in many ways. First, a comprehensive induction program with trained mentors will help support, train and keep school leaders on the job. Second, new school leaders will have increased opportunities for professional development, growth and networking with other school leaders in a collegial atmosphere. Third, from a practical viewpoint, there will be more efficient processing of forms. Finally, this new process will lead to increased school achievement for all New Jersey school children.

WLL/MK/RL/Supporting New School Leaders in New Jersey  
Attachments

c: Members, State Board of Education

Dwight Pfennig

J. Michael Rush

Erika Leak

Assistant Commissioners

Michael Klavon

Jay Doolan

Rochelle Hendricks

Ray Levy

County Superintendents

NJ LEE Group

Garden State School Coalition