

Principal Mentorship in Seattle Area

Statutory and/or Budget Language

\$250,000 of the general fund—state appropriation for fiscal year 2024 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.

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 BIPOC leaders.

Description of Services Provided

- Supporting Principals through job negotiations
- Evaluation Support
- Mentor/mentee training
- Legal Support: connect leaders with legal support
- Supported Principal transition out of current district
- Leads Leaders of Color Network Professional Develop
- Leads Black Women Principal Affinity Group
 - Created *Leaders of Color Summit (iGrow)*
 - Women in Leadership Presenter
 - Collaboration with NASSP School Leaders of Color
- Professional Learning
 - Empowering Excellence Series
 - Supported Aspiring Leaders Series

Criteria for Receiving Services and/or Grants

School leaders in the greater Seattle region are eligible to receive identified supports.

Beneficiaries in the 2023-24 School Year

Number of School Districts	26
Number of Schools	78
Number of Students	N/A
Number of Educators	78
Other	N/A



Are Federal or Other Funds Contingent on State Funding?

No

State Funding History

Fiscal Year	Amount Funded	Actual Expenditures
2024	\$250,000	\$249,625
2023	\$250,000	\$250,000

Number of Beneficiaries Per Fiscal Year (e.g. School Districts, Schools, Students, Educators, Other)

Fiscal Year	Number of Beneficiaries
2024	78
2023	80

Programmatic Changes Since Inception (If Any)

In the program's second year, there has been an increase in the number of leaders of color participating in events. Additionally, we have expanded to include professional development opportunities with school districts in the Seattle area and introduced the iGrow Summit.

Program Evaluation or Evaluation of Major Findings

External and internal factors such as school funding and budget constraints, education policy and reform, accountability, and societal and political pressures have resulted in the role of the school principal evolving. Depending on the community and social context, this may add complexity to the role of a school principal. These factors may be part of the cause for principals seeing a significant rise in the need for legal support, navigating cultural tensions among staff and school communities, and an increasing number of leaders placed on administrative leave or under investigation. Compounding these issues is the reduction in key support positions, such as assistant principals, deans, and behavioral intervention specialists. All these factors have a direct impact on leader retention, and they challenge the ability of leaders to maintain high-quality engagement with students and staff.

Major Challenges Faced by the Program

One of the key challenges for building principals is the increasing demands of the role, which limits their ability to leave their schools and engage in meaningful, sustainable professional learning opportunities. For leaders of color, this challenge is further intensified by the need for safe, accessible spaces where they can connect and network with peers who share similar experiences. Building these relationships is essential, and often requires additional staff support, financial resources, and time to make these opportunities meaningful.

Future Opportunities

- Continue district outreach to present framework and School Leader Paradigm
- Build and Expand the *Leaders of Color Network*
 - Partner with WSU Lead Program
 - Partner with Nakia Program
- Continue iGrow Summit for Leaders of Color Network
- Increase affinity groups
- Increase in person professional learning opportunities
- Relaunch podcast

Other Relevant Information

- Enhanced funding to bring in additional high-quality presenters, cover venues, travel and learning resources would be supportive
- Support staff to help develop and grow the current work
- Increase direct communication with leaders of color to increase engagement
- Support for developing and building content
- Support for leaders of color in regions inside and outside of the Seattle Area
- Additional funding for *Leaders of Color Network* to support *iGrow WA Summit*:
- Student presenters and performers; support for travel

Schools/Districts Receiving Assistance

[Click here to see a list of all OSPI grant recipients in the 2024 Fiscal Year.](#)

Program Contact Information

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