

# MAINE PRINCIPALS' ASSOCIATION



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*MPA is an Equal  
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**TO:** Joint Standing Committee on Education and Cultural Affairs  
**FROM:** Maine Principals' Association Legislative Committee  
**RE:** Neither For Nor Against LD 470: An Act to Require School Administrative Units to Adopt Mentoring Programs for Teachers and to Improve Existing Programs  
**DATE:** March 11, 2025

Senator Rafferty, Representative Murphy, and distinguished members of the Joint Standing Committee on Education and Cultural Affairs. My name is Dr. Holly Blair, and I am the Executive Director of the Maine Principals' Association – Professional Division. The MPA represents more than 700 PreK-12 Principals and Assistant Principals, CTE Directors and Assistant Directors, and Athletic Directors of public and private schools in Maine.

The MPA Legislative Committee is neither for nor against LD 470. The MPA has a robust mentor program that is available for all new administrators. We have found that those who have participated in one of the two induction programs are more likely to stay in administration. We have no doubt that offering a robust, DOE approved mentor program for new teachers would offer the same result. We believe that those who are on an emergency certificate may not have taken the appropriate courses to fully prepare them for the classroom and would benefit greatly from such a mentor program.

Our concern is regarding the DOE approved program. Are the individual districts to share what the program is with the DOE, and will those programs be consistent for all new teachers throughout the state?

Our final concern is regarding the cost of the program. While we agree that trained, mentor teachers do deserve a stipend for the additional work that will be involved with mentoring a new teacher, we do not know who is responsible for paying the \$5000 per new teacher. Should a small district who had to hire 5-6 new teachers, will then be expected to pay \$25,000-30,000 of which they may not have available in their budget and may have to make a difficult decision of cutting a position. Currently, there is a shortage of teachers and finding enough to support the new staff may be very costly and difficult.

For these reasons, the MPA is Neither For Nor Against LD 470.