

# Register to mentor an aspiring or beginning principal

## Information Update March 2026

The 2026 aspiring and beginning principal programmes are scheduled to start at the beginning of term 2. If you haven't already, now is the time to register as a mentor.

**Read on to learn more about the programmes, as well as mentor activities and time commitment.**

## Expectations, time commitments and activities

Mentors can expect to commit approximately six hours per term with their programme participant. The focus of that time will differ slightly between the two programmes:

- The aspiring principal programme mentoring centres on readiness and preparation for principalship.
- The beginning principal programme mentoring focuses on in-role support and leadership practice.

The mentor timing for both programmes is mutually agreed between the programme participant and mentor and remains flexible.

For comparison, anticipated time commitments and activities are as follows:

Aspiring principal programme	Beginning principal programme
<p><b>Time with programme participant:</b> Approximately five–seven hours per term, and includes regular check-ins, shadowing blocks, and milestone inputs. Uses a mutually agreed mix of face-to-face and virtual settings.</p>	<p><b>Time with programme participant:</b> Approximately six hours per term using a mutually agreed combination of face to face and virtual settings. (Regional facilitator check-in meetings – 30min per term), (Administration – 90min per term)</p>
<p><b>Expected mentor induction:</b> three hours at the start of the programme.</p>	<p><b>Expected mentor induction:</b> six hours at the start of the programme, including reading time*</p>
<p><b>Supplementary Professional Learning:</b> Webinars and learning modules, up to two hours per term.</p>	<p><b>Supplementary Professional Learning:</b> Mentor master classes (two hours per term), annual symposium (three hours), regional wānanga (six hours per term). Mentor community of practice (two hours per term). One 2-day residential*.</p>

\*required once over the 2-year programme

## Matching you with programme participants

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Current and recent principals can register. (How to register as a mentor guidance is available on the Education Workforce website for details, including recent principal eligibility).

Once registered, you will be contacted by the programme provider about how mentor matching will work and this process will start ahead of the programme commencing in term 2. Matching will take into consideration information included in your registration form and information provided by programme participants.

## Mentor allowance and payment

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Current principals: A mentor allowance of \$5,000 per annum has been agreed in the collective agreements covering all primary, secondary and area school principals. Principals covered by these collective agreements, or an individual employment agreement reflecting the recent agreements, will be eligible for allowance. The allowance will be paid while you are active mentor in either of the programmes.

Recent principals: Payment to recent principals will be made directly by the programme provider.

Please note: where travel is required, the Ministry will not be reimbursing associated costs.

## Ready to register as mentor?

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Scan the QR code to go direct to the mentor registration form on your phone.

or

Use the link below to read more about registering as a mentor:

URL: <https://workforce.education.govt.nz/principals-and-schools/local-employment-and-recruitment-support/mentor-aspiring-or-beginning-principal>



## Contact us

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Please contact the Principal Pathway Programme Team with your questions. We're here to help.  
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