



AZ-SPDG Mentoring Project

University of Arizona

Arizona Department of Education

Maria Nahmias, Ph.D.

University of Arizona

2009-2010

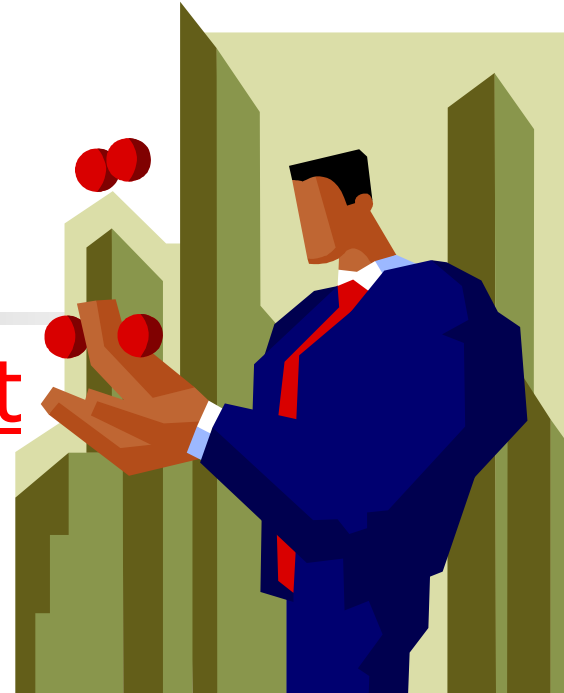
Funded by the U.S. Department of Education IDEA and The
Arizona Department of Education State Personnel
Development Grant 2007-2012

ADE/ UA Teacher Mentoring Project Website:



Arizona Teacher Mentoring Project
for Special Educators

www.uacoe.arizona.edu/mentoring





Goal, Purpose for UA SPED Teacher Mentoring Project

Goal: Retention

- Goal 1: Recruit, Prepare, and Retain Sufficient numbers of diverse, fully certified Special Education Teachers and SLPs to meet the needs of Arizona's growing special education population of students with disabilities.

Purpose: Mentoring

- Purpose for UA Mentoring Project:

Purpose for UA SPED

Teacher Mentoring Project

UA Mentoring Project Purpose:

To mentor and provide professional development and support to retain fully certified special educators in Arizona.

The Arizona Teacher Mentoring Project provides support and resources to early career teachers.

The activities include professional development, an annual conference, teacher mentoring, and web-based resources & educational approaches

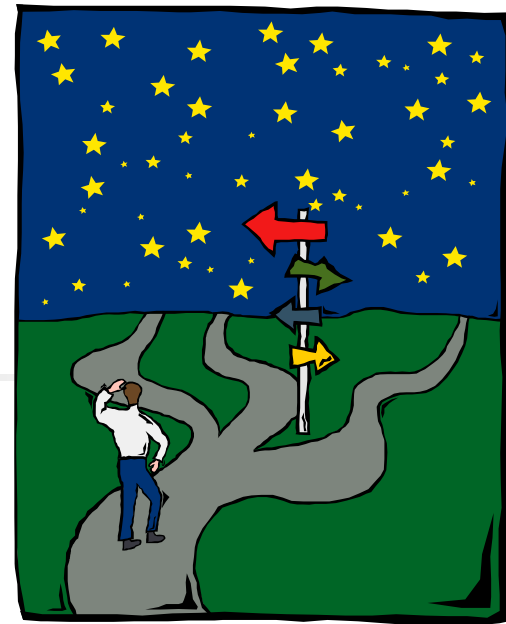
Key Elements of the Mentoring Project

- Groups, cohorts, individual teachers
- Plan with school administrators
- Coordinate with school district LEA's Professional Development Staff
- Mentoring & Support
- Online Web-based information
- Mentoring Conference



Mentoring Formats

- Forms for On-site observations
- Meetings with individual teachers & groups
- Online registrations to websites to receive Arizona Promising Practices, LD Online
- Planning meetings with administrators, lead teachers, department heads, mentors
- Evaluation, Needs Assessments for Mentees
- Retention Strategies



Bases for UA Mentoring Project

- ADE SPDG Grant
- Mentoring Document
- Research Literature
- Educational websites
- Mentors
- Professional Organizations
- Individualized Formats for Teachers
- School District Plans



Mentor Characteristics



- Communication Skills
- Experienced Educators
- Quality of visits
- Website Postings
- Encouragement and Support

Cohorts: Fall 2007, Spring 2008, Fall 2008, Goals 2008-2009

- High School Special Education Teachers and mentor (15 in '07)
- Teachers with special education certification: new and Early Career (11, Fall'07; 16, Spring '08; 18, Fall '08 20; '09-'10 UA grads focus)
- Emergency Certified Special Education Teachers mentored (3 in '07; 5 in Spring '08; 9 Fall '08; 20 in '08-'09; Goal:10-30 09-10)





School District Partnerships 2008-2009

- Sunnyside Unified School District
- Tucson Unified School District
- Flowing Wells Unified School District
- Amphitheater School District
- Altar Valley School District



New Partnerships: 2008-2009

- Pima County School Superintendent's Office- Professional Development Team
- Pima County School Superintendent Teacher Resource Center
- Southern Arizona Special Education Professional Development Group



UA Mentoring Project: Experience & Goals for SPDG

- Experience: 72 graduates mentored 2004-2009
- Goal for 2008-09: (20-30 teachers mentored)
- Teachers : school districts and graduates mentees
- BA and MA degrees and certifications
 - Cross Categorical Special Education
 - LD Special Ed, EBD Special Ed
- Early Career special education teachers mentored. Some emergency certified teachers advised for classes and certification.

Goals for 2007, 2008, 2009



- Over 80% of teachers mentored are retained in special education teaching positions in 2007, 2008, 2009.
- Excellent growth in knowledge, skills, and confidence of teachers.

Project Goals Attained 2007-2008



- Hired UA ADE Coordinator.
- Mentors recruited for teachers -LEA's and UA.
- Teachers in special education teaching positions in 2007, 2008 recruited for mentoring.
- Coordinated w/ LEA's.
- Planned conference for 2008-2009 all AZ IHEs.
- Created, Updated Program
- Project Website.

Project Goals Attained 2008-2009



- UA ADE Director worked with SPDG Goal1.
- Teachers in special education teaching positions in 2008-2009 recruited for mentoring.
- Coordinated w/ LEA's.
- Planned evaluation of UA grads who are spec ed tcr.
- Updated Mentoring Project Website.

Mentoring Project Goals

New Evaluation Project Planned 2009-2011 ~

Goals for 2008-2010

- Mentoring project collaborates with 3-5 school districts in So. AZ
- Over 50 teachers supported in districts
- Over 20 teachers mentored individually
- Emergency Certified & Early Career Special Ed. Teachers Mentored
- 70% Teachers Retained

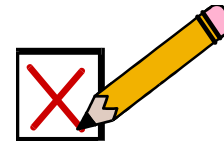
- Website
 - Resources Added To Site
 - Disseminated to Teachers
 - Administrators Use and Send; Feedback to Project
- Coordinate with IHE's in Arizona to plan Conference or professional development
 - **Professional development**
 - **Mentoring and Advising**



Area Partnerships: 2008-2009

- Pima County School Superintendent's Office- Professional Development Team
- Pima County School Superintendent Teacher Resource Center
- Southern Arizona Special Education Professional Development Group

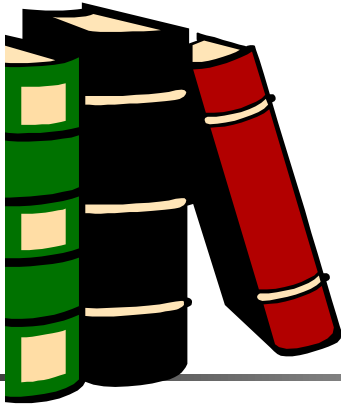
Website Links



<http://uacoe.arizona.edu/mentoring/>

- <http://www.ade.state.az.us/>
- <http://www.azspdg.com/>
- <http://www.copsse.org>
- www.azpromisingpractices.com
- <http://www.ldonline.org>





References

- Billingsley, B., Carlson, Klein (2004). The working conditions and induction support of early career special educators. *Exceptional Children, 70, 3, 333-347.*
- Billingsley, B. (2007). Teacher Turnover in Special Education. Presented at *CEC*, Louisville, Kentucky.
- Brownell, M., et al. (2006). Defining Teacher Quality in Special Education: Understanding the practices, knowledge and beliefs of effective special education teachers. *CEC Conference, 2006.*
- Griffin, C., Winn, J., Otis-Wilborn, A., Kilgore, K. (2003). New Teacher Induction in Special Education. Executive Summary. *Center on Personnel Studies in Special Education*, U. Florida.
- Herrington, A., Herrington, J., Kervin, L. & Ferry, B. (2006). The design of an online community of practice for beginning teachers. *Contemporary Issues in Technology and Teacher Education, 6, 1, 120-132.*



Online References Early Career Teacher Mentoring

- **Moore, M., Angell, M., Lippert, L. and Jung, E.**
"Supporting Early Career Teachers: Balancing Learning Standards With Students' Diverse Learning Needs" *Paper presented at the annual meeting of the American Association of Colleges for Teacher Education, Jan 26, 2006 Online <**PDF**>. 2009-10-13*
<http://www.allacademic.com/meta/p35985_index.html>



Books

- Mason, C. and White, M. (2007). *Anatomy of a Mentoring Program for New Special Education Teachers. Council For Exceptional Children.*
- Portner, Hal (2003). *Mentoring New Teachers.*
- Murphy, Carlene and Dale Lick. (2005). *Whole - Faculty Study Groups.*

