

Kansas Early Career Special Educator Mentoring provides ongoing, online mentoring to teachers beginning their careers in special education. This project was formed through a partnership among the **Kansas State Department of Education**, the Kansas Education Employment Board at the Southeast Kansas Education Service Center, the New Teacher Center, and the Kansas Parent Information Resource Center. Mentors, who are experienced special educators in Kansas and nationwide, were trained by the New Teacher Center in order to ensure that quality mentorship is provided.

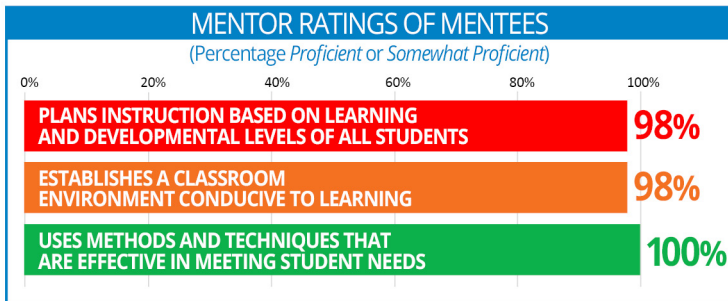
Mentors provide weekly coaching and reflection opportunities that guide new teachers to implement evidence-based instructional practices. Additionally, mentees participate in Explorations (i.e., eight-week guided conversations with application and reflection components on a topic related to classroom practices) and monthly Dilemmas (i.e., discussions related to short scenarios focused on specific teaching issues).

I have really enjoyed having a seasoned special educator guide and advise me in what has been the most challenging year, my second year, of teaching.

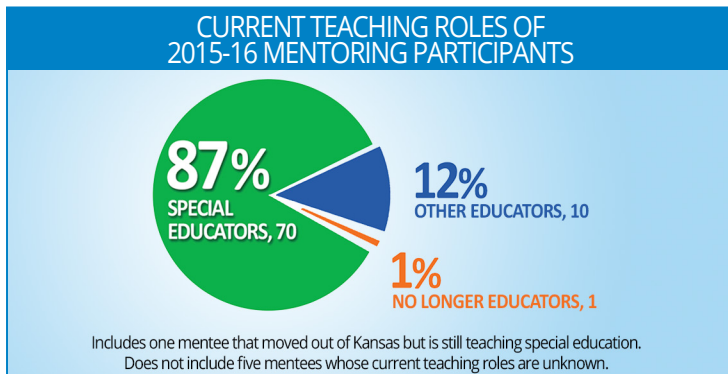
- Mentee

Mentee participation is reviewed by project staff and reported to local administrators and mentors on a monthly basis to create self-correcting feedback loops for continuous improvement at the district, mentor, and project levels.

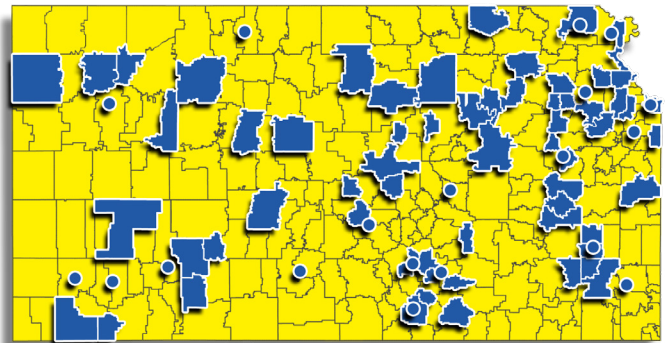
Based on virtual observations and mentoring conversations, mentors rate each mentee's level of proficiency on indicators aligned with the Kansas Educator Evaluation Guidelines.



Mentee retention is tracked through an annual follow-up survey. Of the 81 mentees that completed participation during the 2015-16 school year whose location and current position could be ascertained two years after mentoring, 80 (99%) are still working as educators. Of these 80 educators, 69 (87%) returned to a special education position in Kansas in 2017-18, 10 (13%) remained in Kansas but switched to a general education position, and one (1%) moved out of state but retained a special education position. The location of five mentees was not ascertained.



DISTRICTS/RELATED ORGANIZATIONS IMPACTED (2012-18)



During the 2017-18 school year, 63 educators participated in mentoring, representing 24 districts or related organizations (e.g., educational service centers, special education cooperatives). To date, 491 early career special educators in 87 districts or related organizations in Kansas have been impacted by Kansas Early Career Special Educator Mentoring.

Newly recruited mentees are surveyed annually in order to facilitate self-reflection and continually improve the mentoring they are provided. A high percentage of the 58 2017-18 mentees who responded to the survey agreed with the following statements regarding instruction, administrative support, and job satisfaction .

It is an excellent opportunity to spend time reflecting on my performance and get feedback for how to improve.

- Mentee

PERCENTAGE OF MENTEEES WHO AGREED WITH THE FOLLOWING STATEMENTS

