



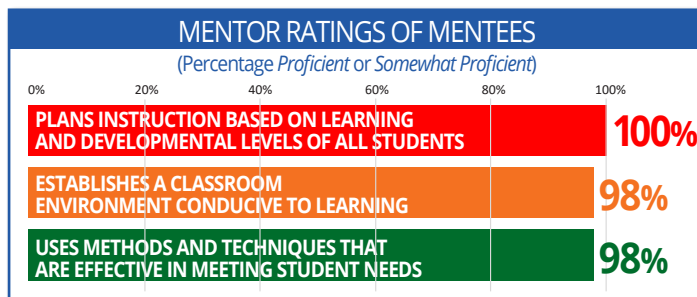
Kansas Early Career Special Educator Mentoring provides ongoing, online mentoring to teachers beginning their careers in special education. This project represents a partnership among the Kansas State Department of Education, Kansas Education Employment Board at the Southeast Kansas Education Service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

Mentors provide training, coaching, and reflection opportunities that guide new teachers to implement evidence-based instructional practices. Additionally, mentees participate in one to two 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).



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. Mentor ratings in spring 2017 indicate that, out of the 54 mentees on whom mentors reported data, 53 (98%) were *Proficient* or *Somewhat Proficient* in using methods and techniques that are effective in meeting student needs.

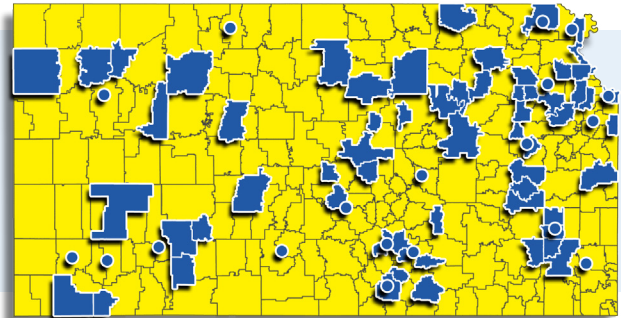


Mentee retention is tracked through an annual follow-up survey. Of the 56 mentees that completed participation during the 2014-15 school year whose location and current position could be ascertained, 52 (93%) are still working as educators. Of these 52 educators, 43 (83%) returned to a special education position



in Kansas in 2016-17, seven (13%) remained in Kansas but switched to a general education position, and two (4%) moved out of state.

DISTRICTS/RELATED ORGANIZATIONS IMPACTED (2012-17)

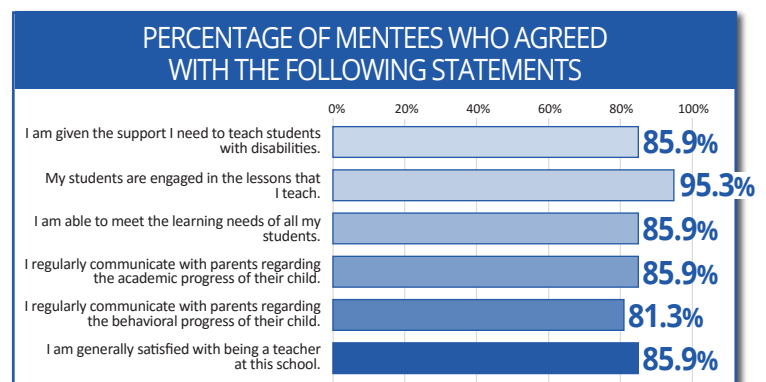


During the 2016-17 school year, 77 educators participated in mentoring, representing 21 districts or related organizations (e.g., educational service centers, special education cooperatives). To date, 428 early career special educators in 86 Kansas districts or related organizations have been impacted by Kansas Early Career Special Educator Mentoring.

In July of 2016, mentees were given the opportunity to participate in an intensive, two-day Paraeducator Supervision Academy. The training was evaluated for quality, and 100% of the essential indicators of high-quality professional development were observed. Following the training, 21 participants completed satisfaction surveys. 95% of the participants agreed or strongly agreed that they would use the content or implement the practices from the training.



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 64 2016-17 mentees who responded to the survey agreed with the following statements regarding teacher practices and job satisfaction.



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