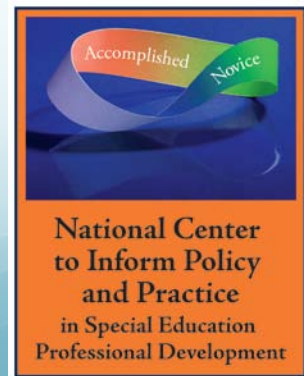




Implementing Expert Practice in Induction and Mentoring for Special Education Teachers



Discussion Questions

- What assistance would you need to develop stronger partnerships for inducting beginning special education teachers?
 - Partnerships with universities, LEAs, SEAs
- What structures and routines might be put in place to allow partnership activities to emerge?

NCIPP

National Center to Inform Policy and Practice in
Special Education Professional Development

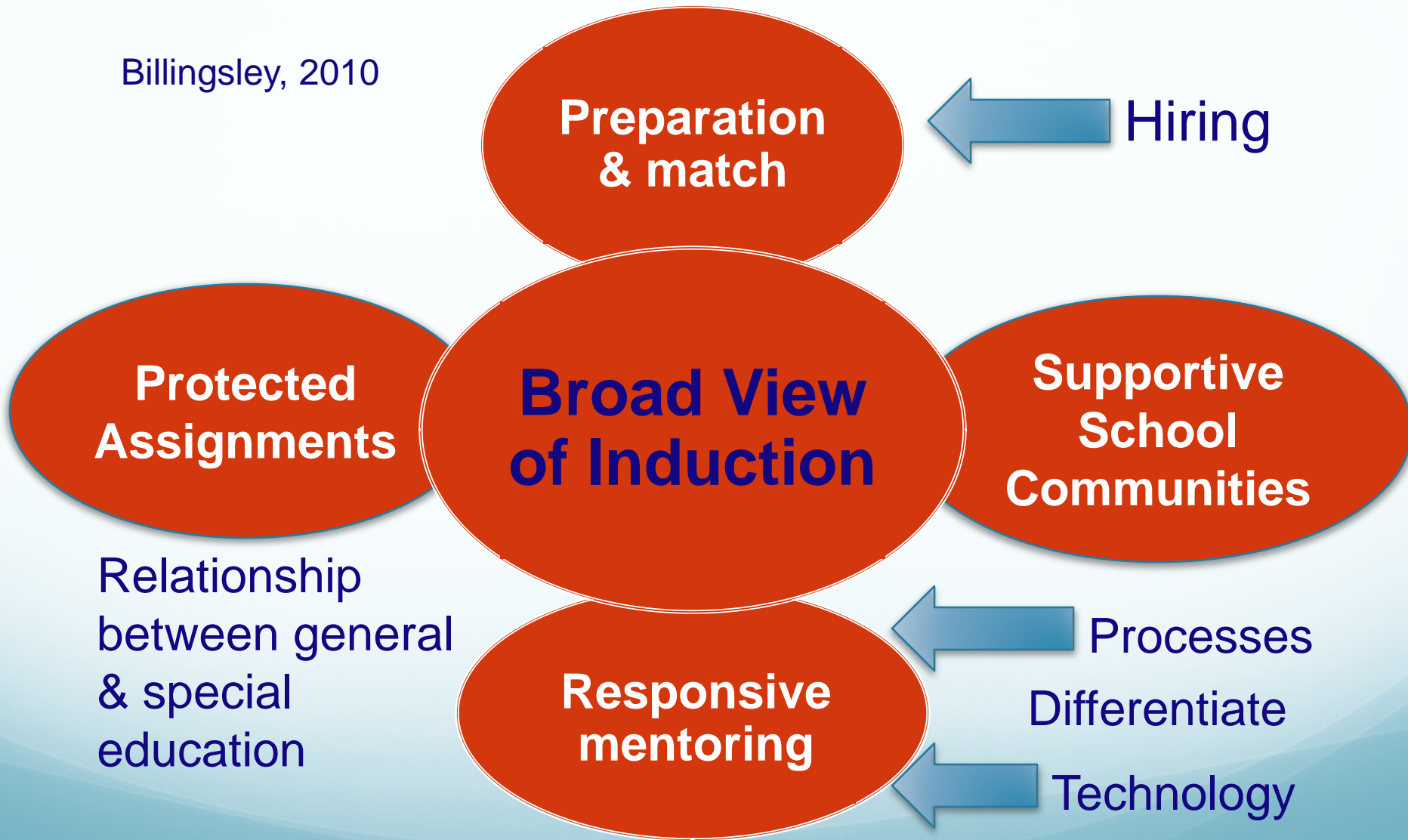
- To improve teacher quality and increase commitment to teaching students with disabilities by
 - ✓ informing special education policy and practice on induction and mentoring
 - ✓ identifying and recommending induction and mentoring implementation strategies

Major Phases of Work

- Literature syntheses and policy analyses of induction and mentoring policies, practices, and related issues (see www.ncipp.org)
- **Case descriptions of three school districts' induction and mentoring programs, plus guidelines for conducting high quality mentoring sessions**
- Technical Assistance (ongoing)
 - ✓ Large scale dissemination
 - ✓ Technical assistance for LEA and IHE partnerships and state departments of education

Induction and Mentoring

Billingsley, 2010



Guidelines for Mentoring

- Mentors who are trained, accessible, and perceived as well-matched to the mentee
- Benefit from both formal and informal opportunities to interact
- Meet both instructional and emotional needs of mentees
- High quality mentoring programs exist in supportive contexts



Three Districts

- Special School District, St. Louis, MO: Program founded 1996
- Cincinnati Public Schools: Program founded 1985
- Olathe Public Schools, Kansas: Program founded in 2001

SSD and Olathe Structure

- Full time mentor focuses on instructional support
- School-based mentor provides a variety of support
 - IEPs
 - School procedures
 - Socialization to school
 - Immediate challenges
- Professional Development
- Two to five years

Cincinnati Structure

- Full-time mentor/evaluator
- Practicum opportunity
- Up to one year
- Emphasis is on instruction, but some facilitators seem to realize socialization into school is also important