MN Mentorship Initiative Pilot

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MN Mentorship Initiative for Special Educators:

Empower  Connect  Reflect
Program Background
How We Got Here

Focus Groups

EPP faculty met online with SEA and LEA Partners
  ● Discussed:
    ○ needs
    ○ existing programs
    ○ desired outcomes

Met twice online with a total of 10 LEA partner districts involved

Face to Face Meetings

Statewide Invitation:
  ● SCSU Convening
  ● Share outcomes of Focus Group.
  ● Introduce models from other CEEDAR States
    ○ Organization of program
    ○ Lessons Learned
  ● Discussed next steps
  ● Garnered support

Planning

EPP faculty met:
  ● Collate input from meetings
  ● Draft a program based on input

Held another Face to Face
  ● Repeated Cycle

Designed & Pilot Current Program
The CEEDAR Center

Our Mission

CEEDAR stands for “Collaboration for Effective Educator Development, Accountability, and Reform.” Our mission is to support students with disabilities in achieving college- and career-ready standards by building the capacity of state personnel preparation systems to prepare teachers and leaders to implement evidence-based practices within multi-tiered systems of support.

Our Goals

1. Increased IHE capacity, in collaboration with SEA and LEAs, to offer high-quality instruction for teacher and leader candidates.
2. Improved SEA capacity, in collaboration with IHEs and SEAs, to track and evaluate the impact of policy on the ability to attract, prepare and sustain teachers and leaders, and change policy when appropriate.
3. Increased SEA, IHE, and LEA capacity to identify data systems and use data to monitor impact of efforts.
4. Increased capacity of SEAs, IHEs, and LEAs, and other state organizations to collaborate and implement plans that sustain and scale up reform efforts.
SPED Mentoring Includes the following:

- High Leverage Practices - HLP
- Practicing SPED Teachers as exemplars
- Practice-Based Learning
- Snyder’s Hope Theory
  - Identify Goals
  - Create Pathways
  - Foster Agency
MN MENTORSHIP INITIATIVE PILOT
CONCEPTUAL FRAMEWORK

Goal

Participants will complete HLP self-assessment and Synder Hope Scale.

Mentor and Participant will meet to review results and create a Pathway grounded in HLPS.

After prioritizing the steps and strategies, participants will watch the aligned HLP videos and utilize provided resources for support.

Pathway

Mentor and participant will determine specific goals and design an individualized growth plan.

Agency Feedback Loop

Observe
Mentor will observe participant teaching lesson aligned to HLP.

Collaborate
Mentor and participant will identify steps and strategies toward goal.

Update Growth Plan
The mentor and participant will continue to generate new pathways to desired goals.

Implement and Revise
Mentor will observe participant teaching lesson with revised work with HLP.

Self Reflect
Participant will reflect on feedback and make emendations.
Pilot Pathway Flowchart

- January - May, 2023
- 3 Pilot Participants
- 1st & 2nd year Tier 3 SPED teachers

**Instructional Planning Unit**

- **HLP 12**: Systematically Designed Instruction
- **HLP 16**: Explicit Instruction
- **HLP 18**: Strategies for Effective Student Engagement
- **HLP 22**: Positive and Constructive Feedback

**HLP Videos**

**Video guides**
Interview of Veteran Master Teachers
I really liked the feedback you gave on my teaching. It felt as if you cared about better instruction and me becoming a better teacher. It was not about me, personally.

I am so excited about the help that I am getting. It's important that new teachers, particularly first year teachers, have this support because it can be overwhelming trying to apply all that was learned from college to your first year teaching!!

It was nice to learn more about the High-leverage Practices, I had some of them in my program, but this was more focused. Everything centered around the HLPs, so I knew exactly what to expect in every video.

I'm so glad you let me discuss other stuff. Sometimes it helps having someone who understands, all my colleagues think I have the easiest job in the school, I DON'T.
The Instructional Units within the MN Mentoring Initiative Pilot

1. Instructional Planning
   - HLP 12, HLP 16, HLP 18, & HLP 22

2. Instructional Delivery
   - HLP 14, HLP 15, HLP 17, HLP 21

3. Instructional Decision Making
   - HLP 6, HLP 13, HLP 20
Questions and Feedback