



AZ-SPDG Mentoring Project

University of Arizona

Arizona Department of Education

Maria Nahmias, Ph.D.

University of Arizona

2010-2012

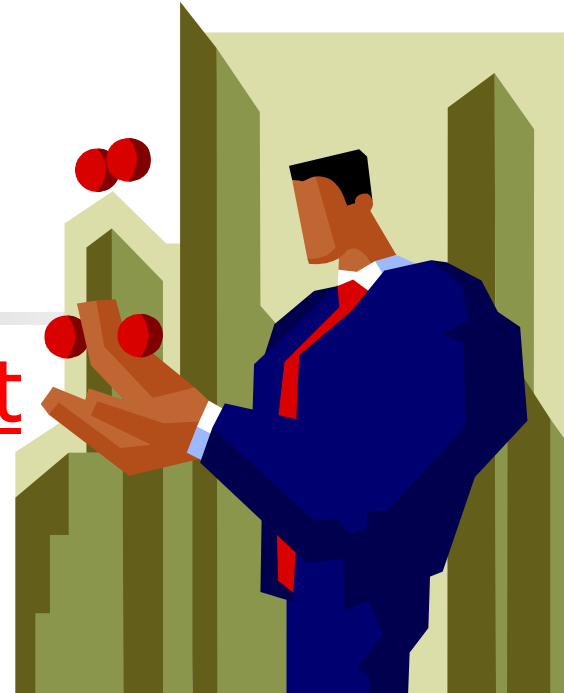
Funded by the U.S. Department of Education IDEA and The
Arizona Department of Education State Personnel
Development Grant 2007-2012

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 ethnically 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: Retention

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

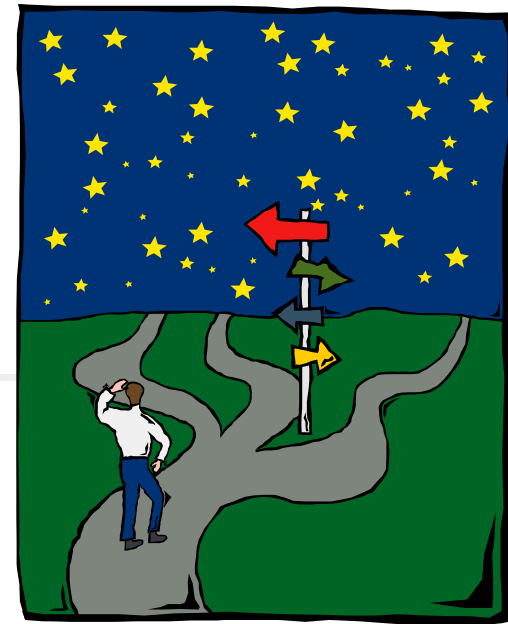
Key Elements of the Mentoring Project

- Groups, cohorts, individual teachers
- Plan with school administrators
- Coordinate with charter & school districts' 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



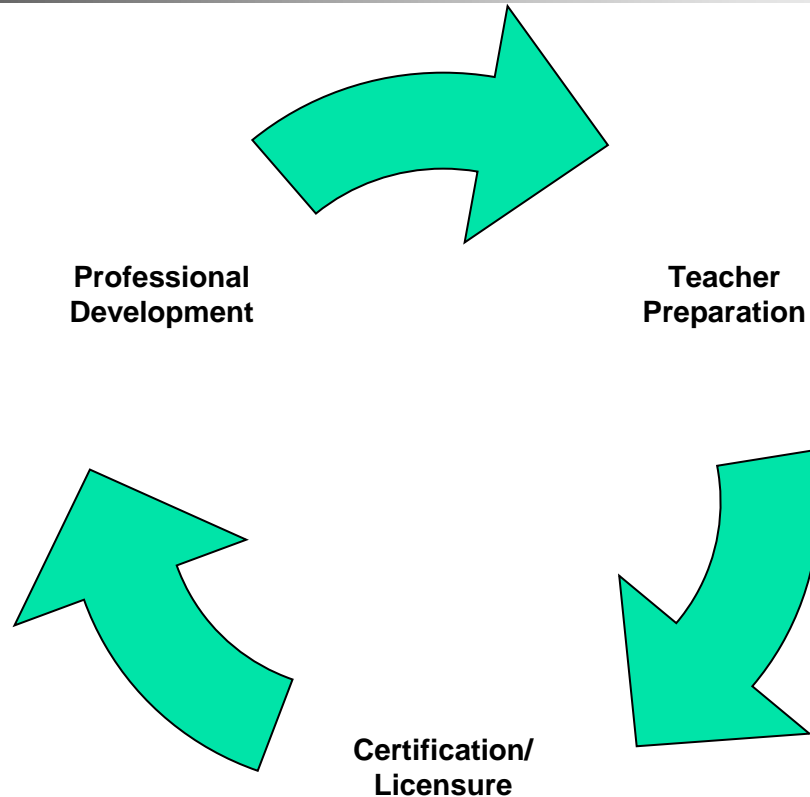
Bases for UA Mentoring Project

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



Special Ed. Teacher Development

Pugach & Blanton, 2008



Mentor Characteristics



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



UA Mentoring Project Mentors



- Dr. Maria Nahmias
- Denise Whitford
- Denise Rajala

Cohorts: Fall 2007, 2008-2012

- High School Special Education Teachers and mentor (15 in '07)
- **Teachers with special education certification: new and Early Career** (11, Fall'07- '08'16- 18, Fall '08 20; '09-'10 UA grads focus; 15 in '10-11)
- 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)





UA Mentoring Project: Experience & Goals for SPDG

- Experience: 80 graduates mentored 2004-2011
- Goal each year: (15-30 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 2007-2012



- Over 80% of teachers mentored are retained in special education teaching positions in 2007, 2008, 2009, 2010.
- Excellent growth in knowledge, skills, and confidence of teachers.

Project Goals

Attained 2007-2008-2009



- 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 2010-2011



- UA ADE Director worked with SPDG Goal1.
- Teachers in special education teaching positions in 2010-2011 recruited for mentoring.
- Coordinated w/ LEA's.
- Planned evaluation of UA grads who are spec ed tcr.
- Recruited Graduate Ass't
- Updated Mentoring Project Website.

Mentoring Project Goals

New Evaluation Project Planned 2009-2012

Goals for 2008-2012

- 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
- 80% 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**



School District Partnerships 2010-2011

- Sunnyside Unified School District
- Tucson Unified School District
- Flowing Wells Unified School District
- Amphitheater School District
- Altar Valley School District
- Vail School District
- Marana School District
- Tucson International Charter School



Area Partnerships: 2008-2012

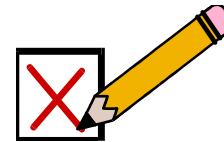
- Pima County School Superintendent's Office- Professional Development Team
- Pima County School Superintendent Teacher Resource Center
- Southern Arizona Special Education Professional Development Group
- Southern Arizona Special Education Administrators



New Partnerships: 2009-2012

- Pima County School Superintendent's Office- Professional Development Team and Teacher Resource Center
- TUSD Retention Committee
- Southern Arizona Professional Developers
- Pima Community College Certification Program in Special Education

Website Links



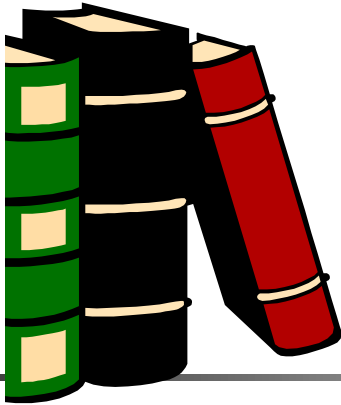
<http://uacoe.arizona.edu/mentoring/>

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



References on Early Career Teacher Mentoring

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Contact: Maria L. Nahmias, Ph.D.
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**Professional
Development**

**Teacher
Preparation**

**Certification/
Licensure**



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