Recruiting & Retaining High Quality Special Educators

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Kansas eLearning & eMentoring Supports

KELEMS

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Purpose: Reduce attrition of novice special educators across Kansas by providing 1st & 2nd year teachers and their local directors with eMentoring and other research-supported tools for successful and satisfying professional induction.

Particulars: 5-year project, begun 1 July 2010. In late November we will launch the interactive website: ementoring4educators.com. Meanwhile we are providing eMentoring services that are secure, voluntary, and provided free to the novice and district/cooperative.

What is eMentoring?

- eMentoring primarily involves the exchange of information between mentor and novice that is not confined exclusively to real-time and/or in-the-flesh interaction though these modes could be employed if desired.

- eMentoring is a communication process between/among the novice and one or more experts, wherein a professional relationship is co-developed by the novice and mentor(s).

- eMentors are members of KELEMS's *Teachers' Academy,* a virtual pool of highly effective special educators with knowledge, skills, and dispositions that, in numerous combinations, can be applied in the novice's specific local context.

Other KELEMS Supports…

…will be accessed via the interactive website (eMentoring4educators.org) that will:

1. Efficiently manage secure mentoring communications.
2. Provide novices with on-demand access to resources, including numerous eLearning tools and video/virtual learning objects.
3. When necessary & appropriate, provide remote, interactive video-based coaching.

KELEMS's Role in Statewide Technical Assistance Delivery

KELEMS's eMentoring services are affiliated with KSDE/SES's Technical Assistance and Support Network (TASN); we respond to and provide basic (level 1) technical assistance as requested via www.tasn.org

KELEMS's eMentoring services are not intended to replace local mentoring efforts, formal or informal. eMentoring *is* intended to supplement any such effort if invited by a novice or a local director.

Progress to Date or Ready, Fire, Aim (fire, ready, aim?)

- Hired coordinator and student assistant
- Waded through available databases
- Initiated eMail contacts with 89 local directors & 251 first year special educators.
- Serving 8 novices actively as of 25 October
- Building the Teachers' Academy
- Contacting 2nd year special educators
- Determining mentoring contact parameters
- Oh yes, writing website content!