



Council for
Exceptional
Children

**Supporting Early Career Teachers
through State Partnerships**

What is a State Partnership?

State partnerships are agreements between CECs and state departments of education that provide strategic support to large groups of members and competitive rates.

State partnerships are:

- A collaboration between CEC and the state Unit
- Customized agreements with many parts
 - Membership
 - Publications
 - Professional development
 - Convention registrations
- Long-term agreements (1+ years)
- Complex, long-term conversations
- Led by CEC's senior management

State partnerships are not:

- One-way conversations
- “Solo missions”
- Short-term agreements
- Simple memberships; they are substantive
- Small conversations

State of Ohio

Package components:

- A 1-Year Full Membership in CEC

Publications

- *The Survival Guide for New Special Educators*

Professional development:

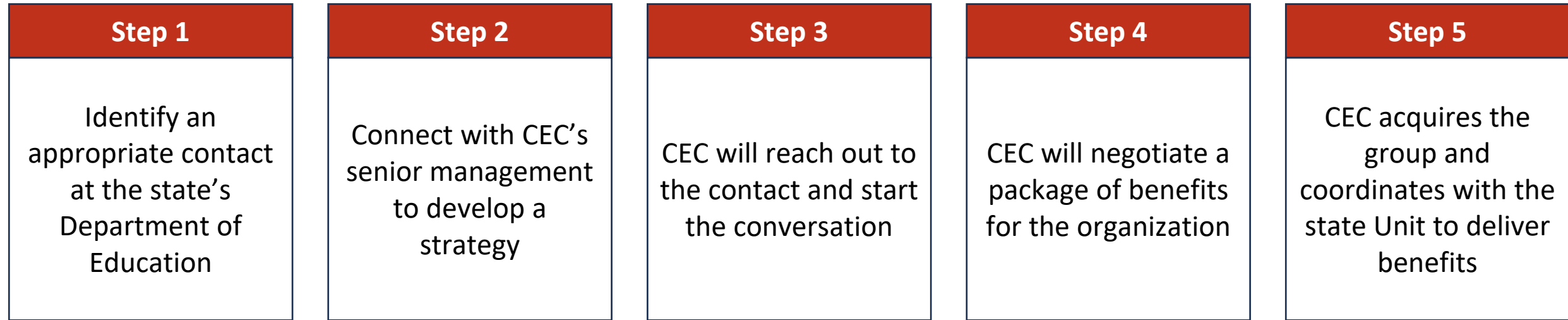
- JumpStart for New and Early Career Special Educators
- High Leverage Practices program
- Working with Paraeducators

Ohio CEC Unit Support

- Welcome webinar
- Email communication throughout the year
- Additional communication from Ohio DOE
- Mentoring Program

Result:

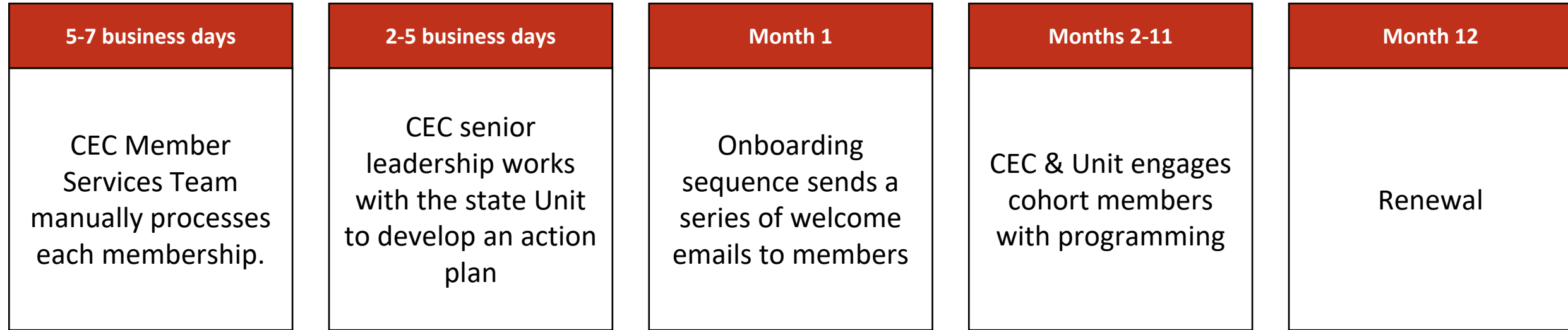
100 Members



Key considerations:

- The contact should be someone with the authority to advocate for our services or has budgetary authority.
- Don't approach the contact without first notifying CEC and developing a plan.
- CEC will work with local Units to develop a plan of support and benefits for the group. This may include things like professional development seminars, events, and more.

What happens after CEC gets the deal?



Things to remember:

- You are not alone in this journey! CEC is here to support you throughout this process.
- CEC HQ will handle most of the initial engagement and data entry.
- If you are ever in doubt, reach out!

- Offered CEC membership to ALL Fall 2022 new teachers in Ohio
 - ◆ 100 new teachers signed up for free membership
 - ◆ 72 signed up for the mentoring program
- Goal: 1 Mentor: 5-10 Mentees
 - ◆ 17 mentors
 - ◆ 1-5 mentees per mentor
 - 3 mentees seems to be the ideal amount
- Grouped by proximity and/or license (determined by need)
 - ◆ Assigned based on proximity, however did not always allow for in person meetings.
 - ◆ One mentoring cohort did have the opportunity to meet in person.



- Provided resources, networking, and a community for first year teachers
 - ◆ Guide to Success
- Mentoring groups met monthly with suggested topics for discussion provided.
 - ◆ Mentors noted difficulty finding a common date to meet with all mentees.
- Gave mentors the opportunity to perfect and reflect on their craft while networking with the other mentors and their mentees.
 - ◆ We hosted mentor check-ins via Zoom.
- All 1st year teacher and mentors were given a pre-, mid- and post-survey.
 - ◆ Surveys were sent out, however responses were lower than we anticipated.

- Recruit 120 1st year teachers for CEC membership
 - ◆ At least 100 for mentoring
 - ◆ 20 mentors
- Reach out to new teachers earlier to gain more participation
- Gathering non-school email addresses and mailing addresses
 - ◆ Emails may have been blocked from school emails
- Host an in person meet and greet in the fall
- Host mentor/mentee themed events more often
 - ◆ We hosted a self-care event in May