eMSS

e-Mentoring for Student Success

New Teacher Center’s Online Mentoring Support for Secondary Math, Science and K12 Special Education Teachers
New Teacher Center improves student learning by accelerating the effectiveness of new teachers and school leaders.
Lynn Kepp  Senior Vice President, Professional Services

Alyson Mike  Senior Director, Online Professional Development
Outcomes

Provide an overview of the eMSS program that offers content and/or exceptionality focused support for new math, science, and special education teachers.

Learn about multiple entry points for new teachers into the program.
SECTION TWO

Why e-Mentoring?
eMSS was built to meet the unique needs of new teachers

NTC understands the challenges facing new teachers during those critical first years...

- Classroom management
- Feeling of isolation
- Busy schedules / Lack of time
- Lesson planning
- Content knowledge
- Assessing student learning

... and discovered that the geographic constraints of traditional face-to-face mentoring were a significant barrier to providing the highest quality support for new teachers in math, science, and special education.
Many new teachers don’t have access to local, expert mentors
eMSS has been supporting new teachers since it was launched in 2002

- 2002: NTC receives 5-year grant from NSF to support science & math teachers in grades 6-12
- 2005: Scaling efforts begin with the addition of six new states
- 2008: Goldman Sachs grant to develop a complete eMSS Math curriculum
- 2009: Financial sustainability achieved based on fee-for-service model
- 2012: Total number of states served increased to 16

Additional information:
- 2005: Partnerships with Texas Instruments & OER Commons
- 2009: Transitioned to partial fee to test willingness to pay and forecast sustainability
- 2012: NASDSE-PIC, NV, LA provided funding to develop a complete eMSS Special Education program
The impact of eMSS has been broad – and provides a strong foundation on which to build

Since its founding in 2002 through an NSF grant, eMSS has:

- Worked in all 50 states, two US territories and one DODEA school
- Served as the only NTC service in at least eleven states
- Provided mentorship and professional development to over 3,000 new teachers online
- Influenced the education of over 325,000 students
- Trained over 600 content-focused mentors
SECTION THREE

How eMSS Works
### Curriculum
- Focused on Content Knowledge & PCK
- Addresses new teacher needs
- Classroom based

### Experience
- Personalized program
- Opportunities for Reflection
- High-quality mentors provide multiple perspectives

### Delivery
- Best practices in online learning design
- Easy to use
- Highly facilitated
eMSS Program

Organizations enroll their new teachers in eMSS
eMSS Program: Our Place

Organizations enroll their new teachers in eMSS Teacher/Mentor Workplace.
eMSS Program: Mentor Place

Nationwide Mentor Discussion Forums
eMSS Program: Explorations

Facilitated, Content/Exceptionality-Specific Professional Development.
Explorations
Focused discussions on a variety of content and pedagogical content knowledge topics
eMSS Program: Community

Discussion Forums & Online Resources
Community or Explorations Only

**Community**
- $300/teacher/year
- $150/pre-service/year

**Explorations**
- $150/teacher/term

- Menu of options
- Applicable to the classroom
- Individualized feedback

- Content or exceptionality focused
- Facilitated
- University specialists
Full Model

✓ Highly qualified mentor
✓ Year-long support
✓ Matched by content or exceptionality

$1200/teacher/year
SECTION FOUR

eMSS Tour
SECTION FIVE

eMSS Impact
New Teacher Growth

INDEPENDENT RESEARCH HAS SHOWN THAT AFTER PARTICIPATING IN eMSS, NEW TEACHERS FEEL:

- More confident and satisfied
- Better prepared to teach challenging classes
- Increased understanding of CEC standards and special ed laws
- Better prepared in basic teaching and classroom management
eMSS Incorporates Reflective Practices

Intentional design promotes reflection

Participants make connections between their professional learning and the classroom through the eMSS design

Use of video for self reflection and collaborative conversations with mentors
Online Communities and Networking

Active facilitation promotes and sustaining engagement

Access to content and exceptionality alike groups
Retention

eMSS retains 80 – 95% of participants

Comparable with in-person mentoring retention data

National retention rates:
50% of new teachers leave the profession in the first 5 years
- higher in special ed
- higher in schools of high poverty
Mentor Growth

“eMSS gives me a bigger voice and allows me to give support to new teachers in a long term ongoing dialogue. I also find that by being a part of this program that I continue grow as an effective teacher and as a department chair.

“As a mentor, you are challenged to reflect on your own practice as you guide new teachers through the various challenges associated with teaching. I felt like I was constantly asking myself how I would handle certain situations and analyzing why aspects of my teaching were either effective or if they needed improving”
SECTION SIX

eMSS FAQs
Successful Implementation
NTC’s Partners

WE AIM TO CONTINUE OUR HISTORY OF COLLABORATION AND FORM GREAT PARTNERSHIPS GOING FORWARD

Current Partners

[Logos of various partners]
A key differentiating feature is the commitment & quality of expert teachers who serve as mentors.

- Over 30% are Presidential Award recipients or finalists
- Over 40% are National Board Certified
- Over 70% have received state or national level recognition

Photo courtesy of Hubbard Elementary
QUESTIONS

Photo courtesy of Cassell Elementary
What New Teachers Say…

“My mentor has been my salvation.”

“My mentor is quick in helping me find ways to connect back to the standards.”

“If it wasn't for this program, I think this would have been my last year teaching.”

“Your site is the best thing for a 1st year or 2nd year teacher without question.”

“eMSS gave me a lot of ideas to use in my classroom.”

“I feel so much more confident in what I am doing.”

“My mentor has been my salvation.”
Thank you

For More Information

http://newteachercenter.org/eMSS

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