



eMSS

e-Mentoring for Student Success

New Teacher Center's Online Mentoring
Support for Secondary Math, Science and
K12 Special Education Teachers

A close-up photograph of a hand raised in the air, likely in a classroom. The hand is positioned on the left side of the frame, with fingers slightly curled. The background is blurred, showing other people in a room, suggesting a school or educational environment. The text is overlaid on the right side of the image.

New Teacher Center
improves student
learning by
accelerating the
effectiveness of new
teachers and school
leaders.



Lynn Kepp

Senior Vice President,
Professional Services



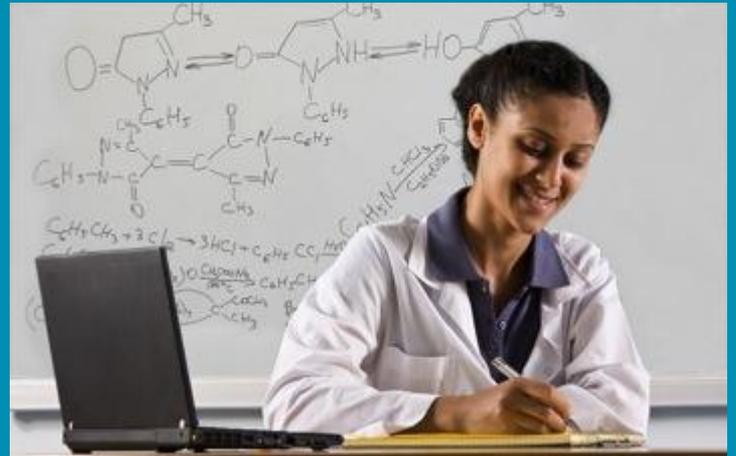
Alyson Mike

Senior Director, Online
Professional Development

Outcomes

Provide an **overview of the eMSS program** that offers content and/or exceptional 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...



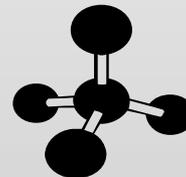
Classroom management



Lesson planning



Feeling of isolation



Content knowledge



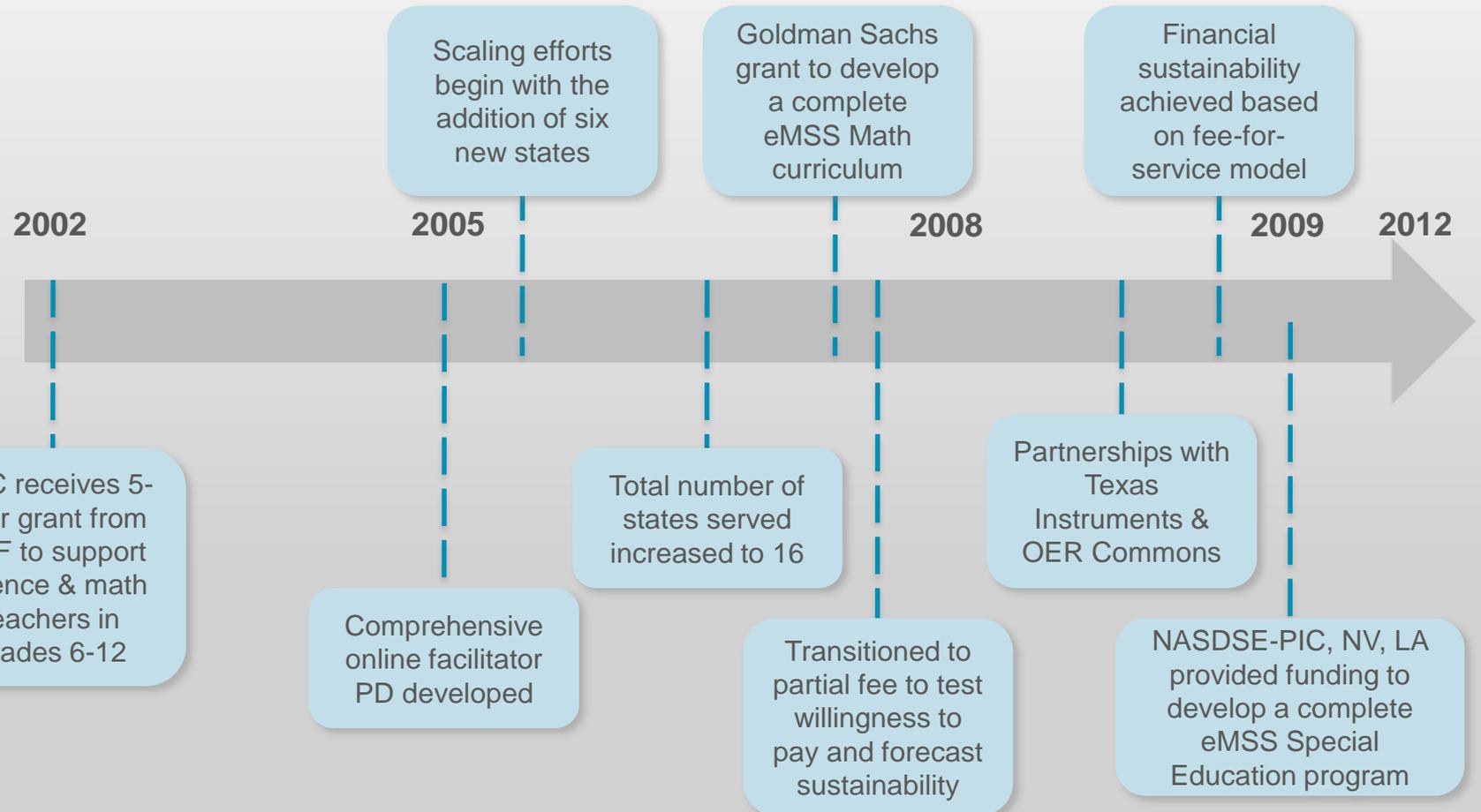
Busy schedules /
Lack of time



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.

eMSS has been supporting new teachers since it was launched in 2002

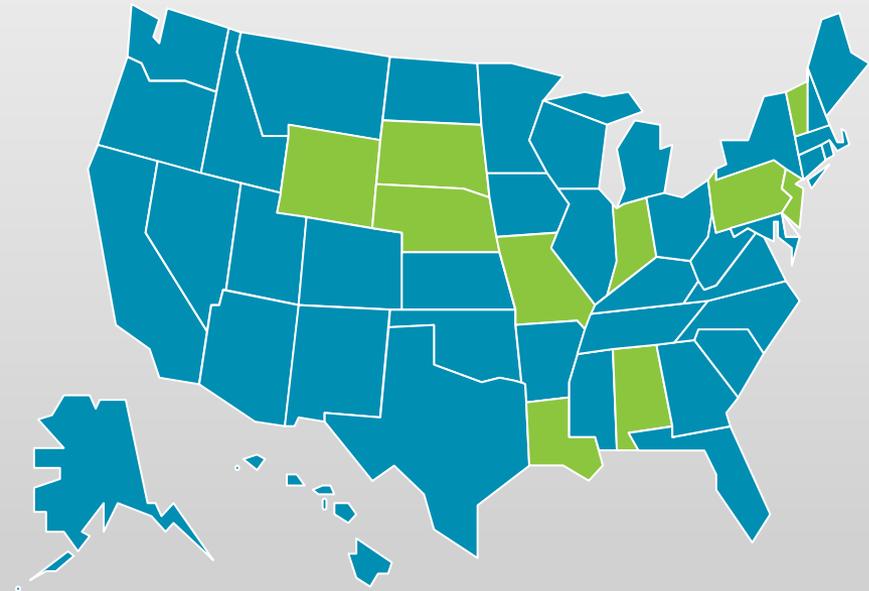


The impact of eMSS has been broad – and provides a strong foundation on which to build

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

eMSS has served clients in all fifty states



States in which eMSS was the only 2010-2011 NTC service



Photo courtesy of Hubbard Elementary

SECTION THREE

How eMSS Works

eMSS Design

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**

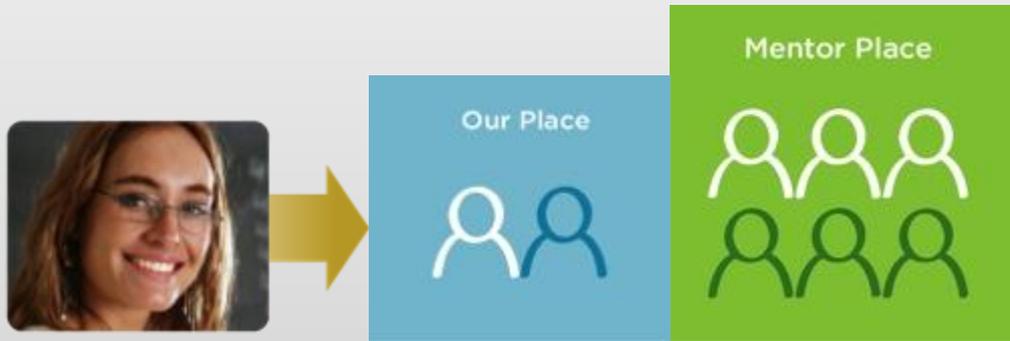
eMSS Program: Our Place



**Organizations
enroll their new
teachers in eMSS**

**One-on-one
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



Community or Explorations Only



- ✓ Content or exceptionalism focused
- ✓ Facilitated
- ✓ University specialists

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



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

Explorations
\$150/teacher/term

Full Model



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

\$1200/teacher/year



SECTION FOUR

eMSS Tour

Building High Quality Induction



1 2 3 4

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User login

Username or e-mail: *Required*

Password: *Required*

Log In

Request new password

Contact Us

Program Info



Tech Support

Beginning Teachers

Members log in & Navigate to your Communities under My Directory

Mentors

Maryland Mentors & Induction Coaches

Program Leaders

California Leadership Network

National Teacher Induction Network

NTC Staff

NTC Learns
(NTC staff only)

<http://bcove.me/dtxxej3g>



Photo courtesy of Cassell Elementary

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

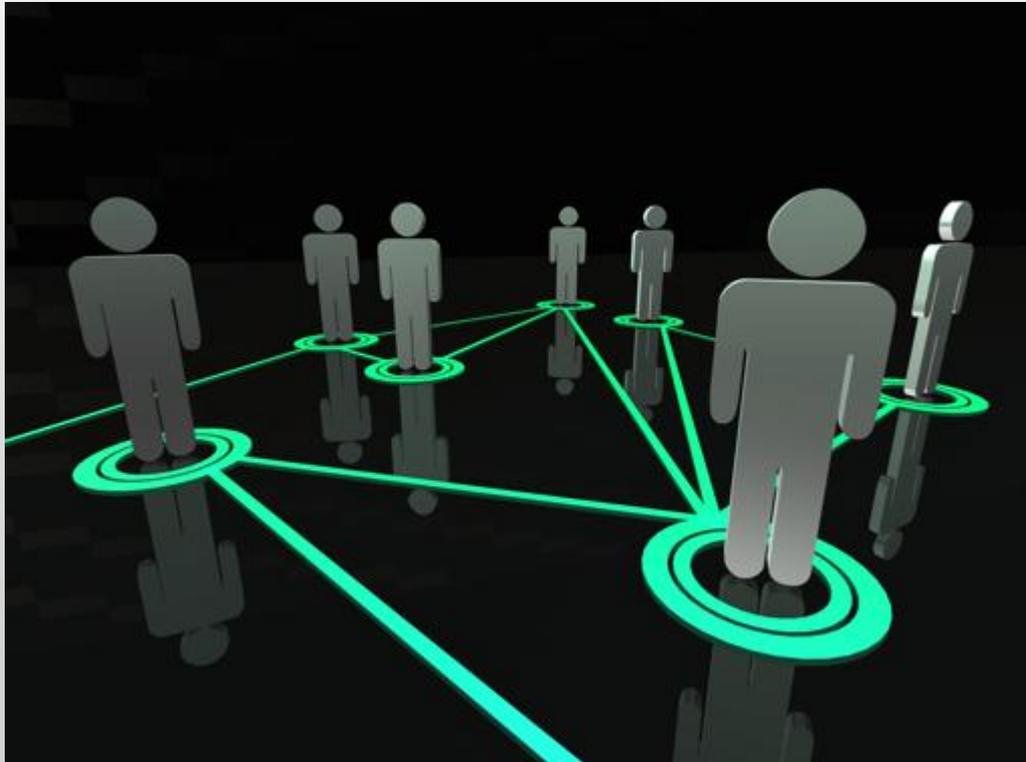
Intentional design promotes reflection

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



Photo courtesy of Cassell Elementary

Successful Implementation



User login

Username or e-mail: **Required**

Password: **Required**

[Log in](#)

[Request new password](#)



NTC's Partners

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

Current 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...

“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.”



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

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

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

“My mentor has been my salvation.”



Thank you

For More Information

<http://newteachercenter.org/eMSS>

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