

Supporting Our Own Through ESP Mentoring: Lessons from the Field

April 15, 2021
7:00-8:30pm EDT

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ESP Growth Continuum

The Eight Universal Standards

1. Communication
2. Cultural Competence
3. Organization
4. Reporting
5. Ethics
6. Health and Safety
7. Technology
8. Professionalism

<https://www.nea.org/professional-excellence/professional-learning/esps/continuum>



The **GOAL** of “Supporting Our Own Through Mentoring” is to improve both paraeducator leadership and the skills of the new paraeducators, to directly improve student learning and equity in education



What are the benefits to the Mentor?



What are the benefits to the Mentee?



What are the benefits to the Student?



What are the benefits to the School?



In the beginning...

An idea was formed



Action Plan Proposal

(Recommended by NEA)

- Establish Pilot Steering Committee
- Identify Funding Support
 - Apply for NEA ESP Planning Grant (\$1500)
 - VT NEA Start-up Funds (\$5000)
- Obtain Mentoring Training for selected pilot mentors
 - VT NEA-Juliette Longchamp
- Work with HR to identify New Paraeducators for pilot
- Launch Pilot in August 2020
- Preservice Orientation
- Monthly Meetings



Action Plan Proposal 2020-2021

- Pilot Program-2 schools
- Lead Trainers for each building will assess need and perform mentor services for this year.
- Provide mentor services to any ESP on an improvement plan



Goals for the Pilot Year

- ❑ To develop paraeducator leaders to mentor and train new paraeducators at 2 pilot schools
- ❑ To support new paraeducators in the District to improve student learning and paraeducator retention



Setting up the Program:

The ESP Mentoring Handbook



Surveys and Reflections



Areas of Learning from this year...so far:

- Always overestimate the numbers of mentors needed.
- The need to create a school year calendar of dates/events for mentors and to facilitate discussions.
- More opportunity for mentor/mentee meetings as whole group for community building.
- Create a list of acronyms.
- Leadership and decision making.
- Create a binder of resources for new hires along with the mentor/mentee handbook.



Action Plan: 2021-2022

- Expand program to other district schools for their pilot year.
- Lead trainers and steering committee choose and train mentors.
- Lead trainers available for consult.



Q&A



Thank you for joining us-
Feel free to email us if you have
any questions or comments:

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