Supporting Early Career Teachers through State Partnerships
What is a State Partnership?

State partnerships are agreements between CEC 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
How to Start the Conversation

**Step 1**
Identify an appropriate contact at the state’s Department of Education

**Step 2**
Connect with CEC’s senior management to develop a strategy

**Step 3**
CEC will reach out to the contact and start the conversation

**Step 4**
CEC will negotiate a package of benefits for the organization

**Step 5**
CEC acquires the group and coordinates with the state Unit to deliver benefits

**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.
<table>
<thead>
<tr>
<th>5-7 business days</th>
<th>2-5 business days</th>
<th>Month 1</th>
<th>Months 2-11</th>
<th>Month 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEC Member Services Team manually processes each membership.</td>
<td>CEC senior leadership works with the state Unit to develop an action plan</td>
<td>Onboarding sequence sends a series of welcome emails to members</td>
<td>CEC &amp; Unit engages cohort members with programming</td>
<td>Renewal</td>
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</tbody>
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**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.
Ohio Plans for Cohort 2

➔ 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