



Got Support? Uniquely Matching Mentors and Protégés (MMP) of Low-Incidence Disability Fields

Provided by

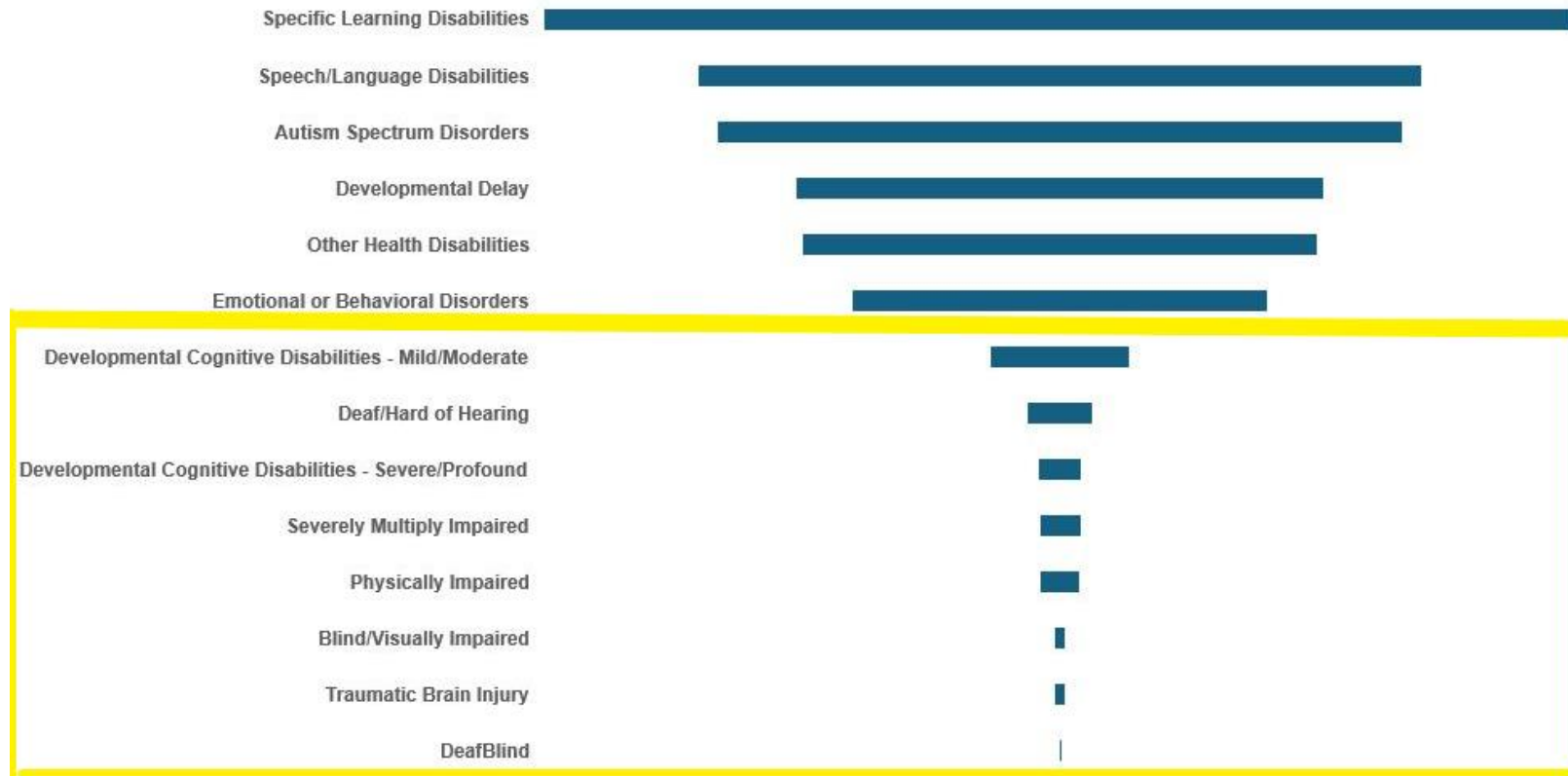
Ann Mayes, Minnesota Mentor Program Specialist

Statewide Professional Development to Support the Workforce and Low Incidence Disability Areas.

Minnesota Mentor Program Focus

Low-Incidence Disability Category	Percentage of Total Special Education
Developmental Cognitive Disabilities - Mild/Moderate	3.3
Deaf/Hard of Hearing	1.52
Developmental Cognitive Disabilities - Severe/Profound	0.99
Severely Multiply Impaired	0.98
Physically Impaired	0.96
Blind/Visually Impaired	0.28
Traumatic Brain Injury	0.23
DeafBlind	0.0073

Primary Disability Child Count 12/1/2023



Although Important, Not the Focus of MMP

Low-Incidence Disability Category	Percentage of Total Special Education
Specific Learning Disabilities	24.24
Speech/Language Disabilities	17.03
Autism Spectrum Disorders	16.11
Developmental Delay	12.38
Other Health Disabilities	12.11
Emotional or Behavioral Disorders	9.78

Minnesota Mentor Program Applications Open Now

- **Protégés** are teachers with little teaching experience or teachers who need continued support and guidance from a mentor.
- **Mentors** are teachers with more than five years of experience who support and guide newer or geographically isolated teachers.



Applying to the Minnesota Mentor Program

- A mentor-protégé relationship can continue **as long as needed**.
- Many teachers of low-incidence disabilities are also isolated, like their students.
- Connecting with other educators across the state in the same field decreases isolation and increases connection to retain educators.

Unique Benefits of the Minnesota Mentor Program

- A mentor-protégé relationship can continue **as long as needed**.
- Many teachers of low-incidence disabilities are also isolated, like their students, therefore...
- Connecting with other educators across the state in the same low-incidence disability field decreases isolation and increases connection to retain educators.

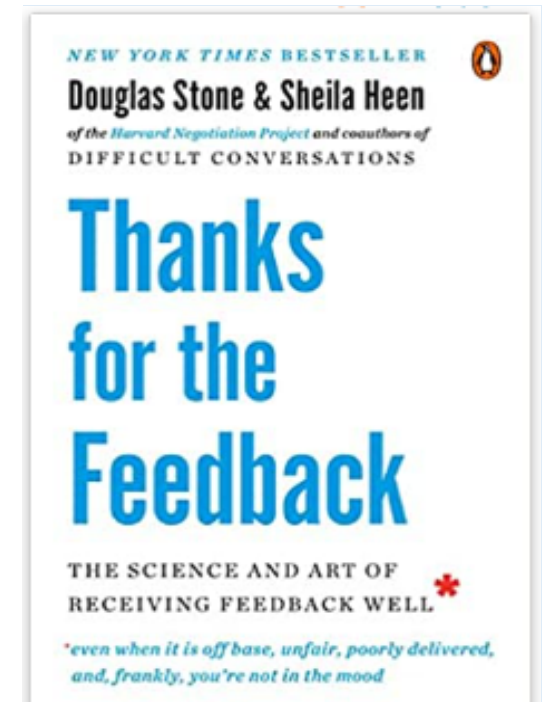
Mentor and Protégé Matches

- Teaching in the **same low-incidence disability field**
- Similar setting (e.g., itinerant with itinerant; or Setting III with Setting III)
- Instructional age range of students
- Specific skills (e.g., Braille instruction)
- Mentor or protégé requests are considered.

Mentor and Protégé Activities and Supports

Annual, virtual MMP **Kick-Off** in early August:

- **MMP Book:** “Thanks for the Feedback: The Science and Art of Receiving Feedback”
- **Breakout Rooms:** For mentor-protégé teams
- **One-Page Descriptions**
- **Morning Plenary Session** and activities based on the MMP Book with low-incidence disabilities focus



Low-Incidence Disability-Specific Activity Logs

- Individualized Google Forms
- Disability-Specific Resources and Practices
- Meeting Tracking Sheet for Mentors
- IEP and Assessment Resources
- Assistive Technology Supports



The screenshot shows a Google Form interface. At the top, there is a logo for 'Minnesota Low Incidence Projects' featuring a red map of Minnesota. Below the logo, a blue bar indicates 'Section 1 of 17'. The main title of the form is 'Minnesota Mentor Program: P/HD Mentor-Protégé Activity Log'. Below the title, there is a brief instruction: 'Use this form to document the topics and work that your mentor-protégé team completes throughout the school year. Both the mentor and protégé need to provide input.'

Electronic Monthly Newsletter: October to April

Includes:

- Mentor and protégé discussion ideas.
- Highlights low-incidence-specific activities and suggestions.
- Reminders about using the disability-specific activity logs that include specific topics.
- And more...

March 2024

MN MENTOR PROGRAM

The Minnesota Mentor Program matches mentors and protégés in the low-incidence special education licensure areas of Autism Spectrum Disorders (ASD), Blind/Visually Impaired (B/VI), Deaf/Hard of Hearing (D/HH), Developmental and Cognitive Disabilities (DCD) and Physical/Health Disabilities (P/HD). In the areas of ASD and DCD, teachers supporting students in the severe to profound range, including severe multiple impairments (SMI), are matched as well.

STATEWIDE MAILING LISTS

To stay connected with resources and information in your low-incidence special education area of license, subscribe to your field's mailing list. If you have students with combined hearing and vision loss, consider subscribing to the DeafBlind listserv.

Charting the Cs
2024 In-Person Conference
Making Our Mark

Day 1: Monday, April 15, 2024, 8:00 a.m. - 4:00 p.m. In-Person
Day 2: Tuesday, April 16, 2024, 8:00 a.m. - 4:00 p.m. In-Person
Day 3: Wednesday, April 17, 2024, 9:00 a.m. - 1:00 p.m. In-Person

Click: **Registration is OPEN:**
Charting the Cs In-Person Conference

subscribe

The Impact of MMP Mentors

- 94% of protégés felt they had enough communication support (2022-2023 survey results)

Mentoring was most impactful:

- Addressing work-related stress
- Creating low-incidence disability-specific accessible materials
- Writing and implementing IEPs and due process
- Collaboration strategies with colleagues

MMP Mentor Qualities Valued by Protégés

- Knowledgeable and experienced in the **same low-incidence disability field**
- Comfortable with questions and helped think through situations
- Took time to learn about protégé as a person
- Available for impromptu texts, videos, or phone calls
- Approachable: protégé could contact the mentor and get a timely response

Mentor Support and Resources

Tools for Mentors



Minnesota Mentor Program (MMP) Mentors Only
Presented by: Dr. Hilary Maag
January 18, 2024

S.I.G.N. Academy, LLC

Minnesota Mentor Program Website



More Information: NEST Booth at Charting the Cs





Thank you!

Ann.Mayes@brightworksmn.org

612-638-1527 videophone