

LEADING FOR CHANGE PROTOCOL

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<u>ACTIVISTS</u>	<u>PLAN</u>	<u>BENEFITS</u>	<u>CAPITAL</u>
<p>Retired Educators/ UCEA/KCEA will recruit retired educators to participate in the program.</p>	<p>R.E.P.S. (Retired Educators Providing Support) is a free mentoring program that pairs retired educators with 2nd-4th year teachers for support outside of the classroom. They are paired as close as possible by subject/grade level taught.</p>	<p>This program will assist in retention and the development of highly effective teachers that will directly impact student learning in the classroom.</p>	<p>Time to train the “mentor’s,” cost for the “meet n’ greet,” stipend for the “mentors” and “mentees.”</p>
<u>PROBLEM</u>			
<p>Due to low salaries and lack of support, 40 to 50% of teachers leave the classroom within the first five years. Most 2nd -4th year teachers do not have mentoring beyond the first year of teaching.</p>			
<p>The goal is to establish a free mentoring program where retired educators provide support to 2nd – 4th year teachers outside of the classroom.</p>			
<u>CHAMPIONS</u> <u>INFLUENCERS</u> <u>RESOURCE PROVIDERS</u>	<u>TARGET</u>	<u>PAYBACK</u>	<u>MOMENTUM</u>
<p>U.C.E.A. (Upper Cumberland Association) is the sponsor. Second – fourth year teachers and retired teachers.</p>	<p>U.C.E.A., KEA, NEA, Local District Administration, retired educators to support the program for the 2nd-4th year teachers, supporter groups that sponsor grants and/or mentoring.</p>	<p>The “mentees” gain support outside the classroom assisting in their development as highly effective teachers. (21st Century Skills, critical thinking, problem solving, and collaboration) Directly impacting student learning. R.E.P.S share experiences, stay relevant, foster learning.</p>	<p>Identify 1 contact person to buy into the program within the district to assist in communication and visibility. Recruitment plan to begin near the end of the teacher’s first year.</p>