The Proper Way of Mentoring Special Educators

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There's a shortage of special educators these days. Special education teachers are badly needed by almost all of school districts today. Over the next years, thousands of new special educators are required to continue improving the educational system in the country.

Special educators leave their jobs a lot faster than regular teachers. This is because of the tasks that are placed on their backs. Special educators are tasked to manage IEPs, give alternative assessments, become paraprofessionals, use assisting technologies, comply with complex legislation, and write all the paperwork. All of these they have to do, on top of the emotional and physical toll of doing individualized instruction.

The effective way of mentoring special educators play a special role in their development and preservation. To mentor special education teachers, the following should be done:

1. Effective identification, recruitment, and selection of mentors.
   There may be a handful of special education teachers. But only a few of them are really up to the task. Before training a teacher to be special education teachers, they have to be psychologically, physically, and emotionally up to the task.

2. Provide adequate action planning
   With the many tasks facing a special educator face, mentors should take part in the action planning process in every way they can. Mentors should be always available for the teacher could confer with them. Mentors should take part of the special educator's task every time they can.

3. Continuous evaluation
   The evaluation of special educators should be continuous. The regular evaluation of special education teacher is going to be helpful in determining whether or not the skills and abilities of the teachers are up to the present challenges of their job. Should teachers fall short, they can easily update their knowledge through retraining.

4. Address diminishing support
   Diminishing support for special educators is real. Expect this to happen even if you have tried hard to provide the support special educators need. Whenever the support of your team to special teachers is failing, address it with a special meeting to solve the immediate problems the teacher encounter at hand.

These are just some of the things can do to properly mentor special education teachers so that they won't give up their jobs easily. Their roles are indispensable so they have to be given the proper attention they need.
References:

