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Maine's Alternative Certification Mentoring Program

For Special Educators with New Conditional Certification

A project of the University of Maine and the Maine Department of Education

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What is MACM?

Maine's Alternative Certification Mentoring (MACM) Program provides yearlong mentoring and an online seminar-style course in special education to new teachers. This graduate 3-credit course is designed to address topics of critical importance to first-year special educators in areas like special education law, individualized education planning, collaboration, and assessment and evaluation. Mentors work with the teacher via resource modules on topics like instructional design, classroom management, supervising paraprofessionals, and self-care.

Mentors help participants develop an action plan to move them toward professional certification, observe their teaching, and provide ongoing support and problem-solving throughout the school year.

Why does Maine need a mentor program?

Like other states, Maine has a critical shortage of qualified special educators. MACM is designed to provide a trained, experienced special educator mentor and intensive special education training during the critical first year of the conditionally certified special educator's practice. Research suggests that mentoring helps new teachers be more successful educators and less likely to leave the field within the first five years.



Who are the mentors?

Mentors are practicing or recently retired special educators and administrators. Mentors receive training and support from project staff. They may or may not teach in the same district as the participant/mentee.

Local Educational Authorities (LEAs) that have trained special educator mentors coordinate with MACM to use in-house mentors. MACM's goal is to return mentoring to LEA oversight as soon as it has mentor support components in place. Readiness is determined via a self-assessment with supporting documentation.

Who must participate in MACM?

Per Maine DOE Chapter 180 rule, Section 11(5), all conditionally certified special educators in their first year of teaching must participate in *"an alternative certification and mentoring program designated by the*

Department specifically for conditionally certified special education teachers." (05-071 chapter page 10) MACM is the alternative certification mentoring program currently designated by the state. See <http://umaine.edu/edhd/research-outreach/macm/for-school-administrators/> for exceptions to this requirement.

How can I get involved?

MACM recruits qualified special educators, including ESE teachers, and administrators on a rolling basis.

If you're interested in serving as a mentor, upload a resume and letter of interest that includes your teaching philosophy to: umaine.edu/edhd/outreach/macm/macm-mentor-application

Prospective mentors are required to provide recommendations from a colleague, your building administrator, and your special education director or superintendent. If you have retired, recommendations may come from former colleagues, building administrators, and directors or superintendents. Recommendations are sent directly to the Coordinator via a short, confidential survey. The recommendation url is found on the application page.