



STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING


GRETCHEN WHITMER  
GOVERNOR

MICHAEL F. RICE, Ph.D.  
STATE SUPERINTENDENT

**MEMORANDUM**

**DATE:** August 5, 2021

**TO:** Local and Intermediate School District Superintendents  
Public School Academy Directors

**FROM:** Delsa D. Chapman, Ed.D., Deputy Superintendent   
Division of Educator, Student, and School Supports

**SUBJECT:** Early Career Teacher Mentoring Partnership

To better understand the critical features of, and necessary duration and intensity for, highly effective mentoring programs, Central Michigan University (CMU), in partnership with the American Institutes for Research (AIR), is seeking to provide and measure the effects of personalized mentoring support for beginner or early career teachers in Michigan.

Local educational agencies (LEAs), both traditional public school districts and public school academies (PSAs), are needed as partners to provide early career teachers (ECTs) with an experienced and well-prepared mentor identified by CMU. The mentor will provide a range of supports to meet the individualized needs of each teacher with the goals and initiatives of the host district. Consistent collaboration and communication among the mentor, CMU, and the host LEA will ensure a personalized approach.

The mentor will provide 20 two-hour sessions. Mentors and ECTs will be randomly assigned to one of three groups: face-to-face mentoring, hybrid mentoring, or fully online mentoring.

Required commitment from the LEA:

1. Approximately two meetings with CMU, the mentor, and LEA personnel to understand building/district initiatives and instructional approaches to ensure mentors reinforce desired practices.
2. Regular communication between CMU and building leaders approximately once a month.
3. CMU and AIR access to student achievement data for research comparison purposes.

LEAs may provide additional levels of mentoring support to the teachers.

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LEAs interested in partnering with CMU should contact Dr. Paula Lancaster, dean of the College of Education and Human Services, CMU, at [lanca1pe@cmich.edu](mailto:lanca1pe@cmich.edu) or 616-485-4935, before August 14, 2021.

cc: Michigan Education Alliance  
Confederation of Michigan Tribal Education Directors