



AAGEA-AGEM

Developing State Leaders in Arkansas Gifted Education with the Admistrators of Gifted Education Mentoring (AAGEA-AGEM) Certificate Program

A Professional Development Initiative of the
Arkansas Association for Gifted Education Administrators (AAGEA)
and the Arkansas Association of Educational Administrators (AAEA)



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AAGEA-AGEM Mentoring Program Description and Rationale:

Enlightened educators seeking to influence the field's future develop processes to enhance the incremental development of talent in the profession. AAGEA members know that continued professional growth benefits students, educators and administrators and that targeted relationships reinforce the application of professional development. Whether a member is interested in advanced curriculum, program design and evaluation, policy creation, or gifted education advocacy, members can become involved as a mentee or mentor in the **Administrators for Gifted Education Mentoring (AAGEA-AGEM) Certificate Program.**

The AAGEA-AGEM mentoring program was established to provide individualized professional growth opportunities for AAGEA members as a professional development service of the AAGEA organization. Leaders in the AAGEA organization are paired as mentors with members of AAGEA who are seeking to increase their level of expertise on a mutually interesting topic. Together they pursue a program of advanced learning in the field of gifted and talented education. The one-year experience culminates in the development of a meaningful project with results that can be shared with a wider AAGEA/AGATE membership audience. In addition, an AAGEA-AGEM Certificate of Recognition will be provided to mentees and mentors upon successful completion of their project.

The AAGEA-AGEM mentorship program was created to develop state-wide leaders in gifted education across the Natural State using a relationship-based mentoring and coaching design modeled after the national mentoring program of the National Association for Gifted Children (NAGC) Professional Achievement Certificate. "Developing State Leaders in Arkansas Gifted Education with the Administrators for Gifted Education Mentoring (AAGEA-AGEM) Certificate Program" provides the structure for a grass-roots leadership development model utilizing in-state leaders at high levels of gifted education administrative roles across the state. The AGATE conference session will present information and applications for joining the AAGEA-AGEM program as a mentee and mentor. The AAGEA-AGEM roundtable session presented at the AAGEA Fall Workshop will showcase mentoring relationships and developed projects. AAGEA-AGEM provides the mechanism for connecting experienced leaders with new talent in the field thereby fostering positive connections across the state, the sharing of knowledge, understandings, practices, and developing leaders to impact the future of gifted education in Arkansas.

Submitted for AAGEA Board Review: October 15, 2010

Revised: October 28, 2010, March 18, 2011

Submitted by: Dr. Bronwyn MacFarlane, AAGEA Director of Professional Development

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Professional research literature supporting the mentoring process:

Mentoring is a nonjudgmental process built around planning conversations, observations, application, and reflecting conversations. Three major goals are components of mentoring and coaching: (1) establishing and maintaining *trust*, an assured reliance on the character, ability, or strength of someone; (2) facilitating *mutual learning*, the engagement and transformation of mental processes and perceptions; and (3) enhancing collective growth in two areas, as autonomous individuals and simultaneously acting interdependently within a group (Costa & Garmston, 2002). Furthermore, few educational approaches achieve the fullest impact without a mentoring/coaching component. The application of professional development workshops, lectures, and demonstrations increases to 90 percent when mentoring and coaching is integrated in the learning process (Joyce & Showers, 2002).

Annual timeline for the AAGEA-AGEM mentoring program

| <i>Quarterly Timeline</i> | <i>Associated Tasks</i> | <i>Location</i> |
|-------------------------------|--|---|
| Winter | <ol style="list-style-type: none"> 1. AGATE conference information session about AAGEA-AGEM mentoring. 2. Program applications available. | AGATE conference. |
| Winter, Spring, Summer | <ol style="list-style-type: none"> 1. AAGEA call for proposals & mentees. 2. Article in AAGEAN newsletter. 3. Individual mentoring and project work. | Individually determined. |
| Fall | September: <ol style="list-style-type: none"> 1. Announcement of AAGEA-AGEM mentoring program and certificate during the ADE CIV first workshop. 2. Applications due to AAGEA (one week after ADE CIV workshop in September). 3. Pairing of mentors/mentees in September. AAGEA Fall Workshops: <ol style="list-style-type: none"> 4. New mentoring partners meet at AAGEA (beginning of the project year). 5. Concluding mentoring partners will share their projects during the mentoring roundtable session (end of the project). 6. Certificates presented (end of the project). | ADE CIV workshop. AAGEA Fall Workshop. |
| Fall, Winter | <ol style="list-style-type: none"> 1. Individual mentoring conversations cont. 2. AAGEAN newsletter article due of pairs. | Individually determined. AAGEAN article. |

MENTOR Information (AAGEA-AGEM):
Administrators for Gifted Education Mentoring Certificate Program



What is the Administrators for Gifted Education Mentoring Certificate Program?

The AAGEA-AGEM mentoring program is an individualized, mentored professional growth experience designed to increase expertise and leadership potential within the organization and across the state.

AAGEA-AGEM participants are paired with an experienced leader in gifted education and/or an AAGEA board mentor (past or present) who is a state recognized leader in the field of gifted and talented education. Together you will pursue a program of advanced learning. As a mentor, you will coordinate an individually tailored one year program of professional growth filled with learning experiences based on mutually agreed upon goals. The program culminates in a professional portfolio that demonstrates expertise in four areas: knowledge, reflective understanding, problem solving, and dissemination/service in an area of interest related to gifted and talented education. **The AAGEA-AGEM program is available to all current members of AAGEA:** administrators, teachers, gifted education coordinators and specialists, counselors, parents, and provides a unique collaboration opportunity for everyone involved.

Qualifications of the Mentor

Mentors should demonstrate (1) current knowledge in their area of expertise, (2) active involvement in AAGEA and AGATE, gifted education task forces or other groups, (3) an ability to work collaboratively, (4) dedication and interest in facilitating the professional growth of colleagues in gifted and talented education, (5) current membership in AAGEA, and (6) an AAGEA board member- past or present.

How can you help?

Individuals with expertise in the following areas are in greatest demand: identification, social emotional needs, curriculum differentiation and modification, parenting, creativity, program development, program evaluation, special populations, early childhood, visual and performing arts, professional development, middle school, secondary education, public policy, technology, and student assessment.

Commitment of the Mentor

The mentoring term runs from September to September at the AAGEA Fall Workshop.

Mentors must be willing to engage in a one-year commitment which involves approximately 25 hours of conference time (phone, email, AGATE/AAGEA conference encounters) with their mentees.

It is anticipated that most communication will occur via email; however, the mentor must be available to meet with the mentee at two annual AAGEA fall workshops or an appropriate replacement professional venue. Each mentoring partnership will be expected to present their projects at the Fall Workshop and submit an article discussing their project to the AAGEAN newsletter. In addition, mentors must be willing to share their mentoring experience by helping train future mentors.

Each mentoring pair will be able to attend the second Fall Conference for half price of the conference fee.

Application Procedures

Potential AAGEA-AGEM Mentors supply the following information with their application form:

1. a personal letter addressing your experience in gifted education.
2. a current resume or curriculum vita demonstrating the mentor's professional expertise.
3. one letter of support written by a colleague attesting to the mentor's expertise in the areas indicated on the application, or a letter written by a former mentee attesting to a shared mentoring or related experience.

AAGEA-AGEM MENTORSHIP APPLICATION (MENTOR)
Applications must be postmarked by September 10.



Name: _____
Address: _____
City: _____ State: _____ Zip: _____ Email: _____
Home Phone: _____ Work Phone: _____ Fax: _____
AAGEA Membership # _____ When did you join AAGEA? _____
List any AAGEA Board positions and years: _____

Areas of Expertise that you are willing to mentor others (rank order the following topics from 1 to 5 that you have expertise to mentor, with 1 as the highest interest):

- identification state monitoring first year leader administrative record keeping
- social emotional needs curriculum development program development technology
- program evaluation special populations creativity curriculum differentiation
- early childhood middle schools thinking skills secondary education
- professional development public policy advocacy other (specify) _____

Name of current gifted coop: _____

Please provide the following information with this application:

1. a personal letter addressing your experience in gifted education.
2. a current professional resume or curriculum vita demonstrating the mentor's professional expertise with the names of two references and their email addresses or phone numbers.
3. one letter of support written by a colleague attesting to the mentor's expertise in the areas indicated on the application, or a letter written by a former mentee attesting to a shared mentoring or related experience.

I understand my obligations as an AAGEA-AGEM program mentor.

Signature Date

Mail application form and supporting documents to:

Arkansas Association of Educational Administrators
c/o AAGEA-AGEM Mentoring Program
219 South Victory
Little Rock, AR 72201
Voice (501) 372-1691 / Fax (501) 372-2807

The Administrators for Gifted Education Mentoring (AAGEA-AGEM) Certificate Program is a personalized mentoring educational experience. It is NOT a recognized credential program, however it is an advanced professional training opportunity from a state recognized organization and a state leader in the field. The AAGEA-AGEM Mentoring Certificate is intended to supplement, rather than supplant, educational opportunities provided by the state department of education, state or national organizations, or universities.

MENTEE Information (AAGEA-AGEM):
Administrators for Gifted Education Mentoring Certificate Program



What is the Administrators for Gifted Education Mentoring Certificate Program?

The AAGEA-AGEM mentoring program is an individualized, mentored professional growth experience designed to increase expertise and leadership potential within the organization and across the state.

AAGEA-AGEM participants are paired with an AAGEA current or past board mentor who is a state recognized leader in the field of gifted and talented education. Together you will pursue a program of advanced learning. As a mentee, you will plan together with a mentor an individually tailored one year program of professional growth filled with learning experiences based on mutually agreed upon goals. The program culminates in a professional portfolio that demonstrates expertise in four areas: knowledge, reflective understanding, problem solving, and dissemination/service in an area of interest related to gifted and talented education. **The AAGEA-AGEM program is available to all current members of AAGEA:** administrators, teachers, gifted education coordinators and specialists, counselors, parents, and provides a unique collaboration opportunity for everyone involved.

Qualifications of the Mentee

Mentees should demonstrate (1) involvement in the gifted education field, (2) current membership in AAGEA, (3) an ability to work collaboratively, (4) dedication and interest in working with a mentor for professional growth in gifted education, and (5) the identification of a goal-oriented problem that you wish to improve upon with mentoring in a specific related area of interest such as: identification, social emotional needs, curriculum differentiation and modification, parenting, creativity, program development, program evaluation, special populations, early childhood, visual and performing arts, professional development, middle school, secondary education, public policy, technology, and student assessment.

Commitment of the Mentee

The mentoring term runs from September to September at the AAGEA Fall Workshop.

Mentees must be willing to engage in a one-year commitment which involves approximately 25 hours of conference time (phone, email, AGATE/AAGEA conference encounters) with their mentors. Mentoring program partners will meet to begin and conclude the program in September, ideally at two AAGEA Fall Workshops. It is anticipated that most communication will occur via email; however, partners are expected to meet in person at two appropriate professional venues. Each mentoring partnership will be expected to present their projects at the Fall Workshop and submit an article discussing their project to the AAGEAN newsletter. In addition, mentees must be willing to share their experience with future mentees. Each mentoring pair will be able to attend the second Fall Conference for half price of the conference fee.

Application Procedures (Please provide the following with the application):

1. A letter stating your goals for the AAGEA-AGEM Mentoring program with respect to your position. Indicate how the program and a mentor will contribute to your own development in the selected area of interest. Provide a goal that you wish to accomplish in the selected area of interest and include a “descriptor of the problem.”
2. A professional resume or curriculum vita with the names of two references and their email addresses or phone numbers.
3. \$25.00 processing fee must be included with this application.

AAGEA-AGEM MENTORSHIP APPLICATION (MENTEE)

Applications must be postmarked by **September 10.**

Name: _____

Address: _____

City: _____ **State:** _____ **Zip:** _____

Email: _____

Home Phone: _____ **Work Phone:** _____

AAGEA Membership # _____ **When did you join AAGEA?** _____

Role (check one): administrator G/T specialist teacher counselor parent other

Where did you hear about this program? AGATE Conference AAGEA Fall Workshop
 personal contact AGATE website Other: _____

This year we have mentors available in the following areas (rank order the following topics from 1 to 5 that you have interest, with 1 as the highest interest):

- identification state monitoring first year leader administrative record keeping
 social emotional needs curriculum development program development technology
 program evaluation special populations creativity curriculum differentiation
 early childhood middle schools thinking skills secondary education
 professional development public policy advocacy other (specify) _____

Name of current gifted coop & gifted specialist: _____

Please provide the following with this application:

1. A letter stating your goals for the AAGEA-AGEM Mentoring program with respect to your position. Indicate how a mentor in the area selected above, and this program, would add to your own development in the area selected. Provide a goal that you wish to accomplish in the area of interest that was selected above. Include a “descriptor of the problem.”
2. A professional resume or curriculum vita with the names of two references and their email addresses or phone numbers.
3. \$25.00 processing fee should be included with this application.
4. **Mail application form and supporting documents to:**

Arkansas Association of Educational Administrators
 c/o AAGEA-AGEM Mentoring Program
 219 South Victory
 Little Rock, AR 72201
 Voice (501) 372-1691 / Fax (501) 372-2807

*Application to this program does not guarantee acceptance; it is limited due to the number of mentors available. Applicants are encouraged to reapply. This program is for the applicant’s professional and personal growth. It is not meant to supply a consultant to work with a district. The Administrators for Gifted Education Mentoring (AAGEA-AGEM) Certificate Program is a personalized mentoring educational experience. **It is NOT a recognized credential program;** however, it is an advanced professional training opportunity from a state recognized organization and a state leader in the field. The AAGEA-AGEM Mentoring program is intended to supplement, rather than supplant, educational opportunities provided by the state department of education, state or national organizations, or universities.*