

# Teacher Mentorship & Retention of Effective Teachers Grant Report Form

## Instructions:

Please send an electronic copy of the Teacher Mentorship & Retention of Effective Teachers final completed report by June 30, 2020 to [saba.teshome@state.mn.us](mailto:saba.teshome@state.mn.us).

## Report components:

- I. Coversheet
- II. Teacher Mentorship & Retention of effective Teachers Program Narrative – Please describe how you have strengthened and/or supplemented your existing mentorship and retention efforts and how the awarded funds allowed you to do this work. Additionally, describe any specific work done to support teachers new to the profession or district, including teaching residents, teachers of color, teachers who are American Indian, teachers in license shortage areas, teachers with special needs, and/or experienced teachers in need of peer coaching. Finally, using the methodologies outlined in the “Progress Monitoring” portion of your original proposal, evaluate the effectiveness of the funded work.
- III. Program Data – Please provide data from the year funded by the grant. Please also describe how grant funding has impacted the data from the most recent reporting year. You are welcome to include graphs.
- IV. Additional Reporting Requirements – Please provide information on any additional funding that was used to support mentorship and retention efforts. Districts and schools must also provide information on retention strategies that were developed as a part of the grant program.
- V. Teacher Mentorship & Retention of effective Teachers Grant Funds Expenditure – Please list all awarded funds, differentiating between funds spent and funds yet to be spent this fiscal year. Fill in the “method of progress monitoring” and “data” columns based on the information in sections VI of your proposal.

## Teacher Mentorship & Retention of Effective Teachers Grant Report

### Grantee Information

Legal Name of Applicant Organization	Regents of the University of Minnesota
Total Grant Amount	\$11, 149.00
Identify the category you applied under	<input type="checkbox"/> a school district <input type="checkbox"/> group of school districts <input type="checkbox"/> a coalition of school districts, teachers <u>and</u> teacher education institutions <input type="checkbox"/> Xa coalition of schools, teachers <u>or</u> non-licensed educators

### Identified Official with Authority

Name of official with authority to sign	Kirsten Jamsen
Title	Center for Writing
Address	10 Nicholson Hall, 216 Pillsbury Dr
City, State and Zip code + 4	Minneapolis, MN 55455
Phone Number and Email	612-625-5355, kjamsen@umn.edu

### Primary Program Contact

Name of program contact	Lee Fisher
Title	Minnesota Writing Project Director
Address	10 Nicholson Hall, 216 Pillsbury Dr
City, State and Zip code + 4	Minneapolis, MN 55455
Phone Number and Email	612-625-6323, lcf@umn.edu

## Teacher Mentorship & Retention of Effective Teachers Grant Program Narrative

Our project is a day-long event that brings together teachers of color and American Indian teachers from schools and districts in the Twin Cities metro area to learn, write, and connect with one another. The first half of the day will include a large-group workshop facilitated by Verna Wong and Meng Yang that explores community cultural knowledge (Yosso, 2005) towards the goal of sustainable professional engagement. This will be followed by a writing marathon (conceptualized by Dr. Richard Louth, Southern Louisiana Writing Project Director) that invites participants to explore their thinking as it related to space. Attendees will have an opportunity to connect socially over lunch before shifting to a selection of small-group breakout sessions. The day will end with a final gathering and a chance for people to connect with others to make plans for extensions from the learning and thinking that occurred during the day.

The date we scheduled this event for was April 25, 2020, but we were unable to hold our event due to COVID-19 and the shelter-in-place orders from the state government. We plan to meet as a group in August 2020 to make plans for future virtual event or series of events in the upcoming school year to use grant funds that honor the goals of our original application.

Because we did not hold our event, we have no data to share in the subsequent sections at this time. We look forward to using these funds to support the original proposal plan, either by holding this one-day event as planned during the 2020-21 school year or by offering a related program that honors the identified goals and outcomes identified in the proposal. We will share the outcomes in a final report reflecting on the event activities, participants, and use of funds.

## Teacher Mentorship & Retention of Effective Teachers Grant Program Data

Please provide the total expected numbers and percentages of total participants for each of the following groups that your program will involve. Numbers may reflect teachers in multiple categories being counted more than once. Each category's percentage is of the total number of teachers being mentored under this grant.

**Table 1: Total number of teachers new to the profession or district that received mentoring as a result of this grant.**

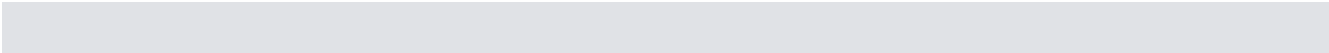
<b>Teachers Mentored Using Grant Funding</b>	American Indian or Alaskan Native	Asian or Pacific Islander	Hispanic	Black	White	Other
Tier 3 Teachers new to the profession or district						
Tier 2 new to the profession or district						
Tier 1 teachers new to the profession or district						
Teaching residents*						
Teacher in license shortage areas						
Teachers with special needs						
Experienced teachers in need of peer coaching						
Total: All teachers supported by grant funding						

\*Teaching residents are those in a special in-service induction program, usually with a reduced instructional loads during the first year of employment and additional mentoring and/or professional development. For the purposes of this grant, residents are not pre-service candidates seeking initial licensure in their field and participating in a PELSB-approved residency program or student teachers completing other licensure programs.

**Table 2: Total number of mentors who were paid stipends under this grants for providing mentorship to teachers.**

Mentor Demographics	Paid a stipend as part of a larger mentorship program	Paid an additional stipend
American Indian or Alaskan Native		
Asian or Pacific Islander		
Hispanic		
Black		
White		
Other		
Total		

**Analysis of Data**



## Teacher Mentorship & Retention of Effective Teachers Grant Additional Reporting Requirements

### Retention Strategies

Per Minn. Stat. §122A.70, a school district that receives a grant must negotiate additional retention strategies for teachers who are of color or who are American Indian in their beginning years of employment, such as financial incentives for working in the school/district for at least five years or providing collegial support through teacher placement. Please describe the strategies your organization developed.

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### Additional Funding

Please list any and all additional funding you used to support teacher mentorship and retention efforts. Specify if these funds were used to support teachers new to the profession or district, including teaching residents, teachers of color, teachers who are American Indian, teachers in license shortage areas, teachers with special needs, and/or experienced teachers in need of peer coaching.

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## Teacher Mentorship & Retention of Effective Teachers Grant Funds Expenditure

**Table 3: Grant Funds Expenditure**

Amount	Description of Use of Funds	Primarily Used for:	Method of Progress Monitoring	Data
		<input type="checkbox"/> Recruitment <input type="checkbox"/> Retention <input type="checkbox"/> Induction		
		<input type="checkbox"/> Recruitment <input type="checkbox"/> Retention <input type="checkbox"/> Induction		
		<input type="checkbox"/> Recruitment <input type="checkbox"/> Retention <input type="checkbox"/> Induction		
		<input type="checkbox"/> Recruitment <input type="checkbox"/> Retention <input type="checkbox"/> Induction		
		<input type="checkbox"/> Recruitment <input type="checkbox"/> Retention <input type="checkbox"/> Induction		