



Teacher Mentorship & Retention of Effective Teachers Grant Report Form

Submitted By: Eastern Carver County Schools (ISD 112)
Address: 11 Peavey Road
Chaska, MN 55318
Program Contact: Jim O'Connell
Director of Administrative Services
952-556-6251 occonnellj@district112.org
Date: July 22, 2020

Teacher Mentorship & Retention of Effective Teachers Grant Report

Grantee Information

Legal Name of Applicant Organization	Eastern Carver County Schools
Total Grant Amount	\$10,000.00
Identify the category you applied under	<input checked="" 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"/> a coalition of schools, teachers <u>or</u> non-licensed educators

Identified Official with Authority

Name of official with authority to sign	Dee Dee Kahring
Title	Director of Finance and Operations
Address	11 Peavey Road
City, State and Zip code + 4	Chaska, MN 55318
Phone Number and Email	952-556-6261 kahringd@district112.org

Primary Program Contact

Name of program contact	Jim OConnell
Title	Director of Administrative Services
Address	11 Peavey Road
City, State and Zip code + 4	55318
Phone Number and Email	952-556-6251 oconnellj@district112.org

Teacher Mentorship & Retention of Reflective 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.

- Luz María Frías (Affinity Group Facilitator)
<https://www.thesavvycoach.com/> Luz’s company provides cultural competency and leadership development for organizations, executives, and emerging leaders. They offer a full spectrum of coaching services that aim to help their clientele clarify their goals, communicate effectively, positively influence others, and negotiate using a cross-cultural approach. Luz Maria Frias is an experienced public speaker, having delivered over one hundred (100) presentations, on topics including, but not limited to: Race Equity, Implicit Bias, Inclusion, Cross-cultural Competency, and Gender Equity.
Accolades
- Attorney of the Year Award, Minnesota Lawyer
- 100 People to Know in 2019, Twin Cities Business
- The Real Power 50 Award, Minnesota Business Journal
- Women in Business Award, Minneapolis/St. Paul Business Journal
- Diversity & Inclusion Award, Minnesota Lawyer

- Since mid-April we have been meeting 2x a month as a group. Due to COVID, we haven’t been able to meet in person yet. In addition, our staff members were focused on supporting our students and families during remote learning. Although this occupied the time and space for each of us, we consistently had an average of 15 staff members joining our meeting virtually. Staff who participated in the Affinity Group were teachers, para-professionals, administrators, and Intercultural Specialists. Staff who participated were Asian, Black and Hispanic. The staff stated that they really valued and appreciated a cultural affinity space where they could talk about issues and topics that were important to them

through a culturally relevant frame and platform. Many of them expressed the need to maintain this space, especially since a number of them have been trying to connect in other ways. Many of them mentioned that they hadn't met many of the other staff of color in the district, and listening to their narrative and background was empowering. From an evaluative standpoint, we are accomplishing what we originally set out to do. Many staff of color feel isolated and lonely from school to school, and this affinity group has provided an opportunity to expand their network, as well as increase a feeling of belonging. In addition, we recently were informed that one of our paraprofessionals that joined the group has enrolled in a teaching licensure program and will begin teaching this fall. This is a testament to this group and the support that this provides.

Table 1: Total number of teachers new to the profession or district that received mentoring as a result of this grant – Not applicable

Table 2: Total number of mentors who were paid stipends under this grant for providing mentorship to teachers – Not applicable

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.

- Bi-weekly gatherings with an average of 15 staff members.

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.

- No additional funding sources were used at this time
- Bi-weekly gatherings to create community and sense of belonging
- Share information regarding licensure programs (one paraprofessional enrolled in teacher licensure program)
- Encourage staff to participate in numerous leadership and community gathering opportunities

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
\$2000.00	Affinity Group Meetings	<input type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction	Continued employment with district	100% Retention
		<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		