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.

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	Intermediate District 287
Total Grant Amount	$ 25,648.74
Identify the category you applied under	☑ a school district ☐ group of school districts ☐ a coalition of school districts, teachers <u>and</u> teacher education institutions ☐ a coalition of schools, teachers <u>or</u> non-licensed educators

Identified Official with Authority

Name of official with authority to sign	Sandy Lewandowski
Title	Superintendent
Address	1820 Xenium Lane North
City, State and Zip code + 4	Plymouth, MN 55441-3708
Phone Number and Email	763-550-3535

Primary Program Contact

Name of program contact	Jon Voss
Title	Director of Teaching & Learning
Address	1820 Xenium Lane North
City, State and Zip code + 4	Plymouth, MN 55441-3708
Phone Number and Email	763-550-7134

Teacher Mentorship & Retention of Effective Teachers Grant Program Narrative

Due to the shift to distance learning in response to COVID-19, we postponed our grant activities until the 2020-2021 school year. Our teachers received training and support in distance learning, but the goals of the grant project will be more effective if applied from the beginning of next school year. We will be developing training and support for teachers this summer, with more time to prepare for the scenarios that we may encounter.

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.

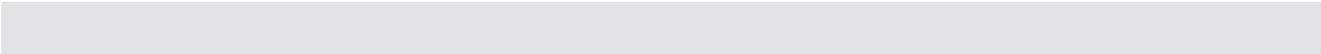**Table 1: Total number of teachers new to the profession or district that received mentoring as a result of this grant.**

Teachers Mentored Using Grant Funding	American Indian or Alaskan Native	Asian or Pacific Islander	Hispanic	Black	White	Other
Tier 3 Teachers new to the profession or district	0	0	0	0	0	
Tier 2 new to the profession or district	0	0	0	0	0	0
Tier 1 teachers new to the profession or district	0	0	0	0	0	0
Teaching residents*	0	0	0	0	0	0
Teacher in license shortage areas	0	0	0	0	0	0
Teachers with special needs	0	0	0	0	0	0
Experienced teachers in need of peer coaching	0	0	0	0	0	0
Total: All teachers supported by grant funding	0	0	0	0	0	0

*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	0	0
Asian or Pacific Islander	0	0
Hispanic	0	0
Black	0	0
White	0	0
Other	0	0
Total	0	0

Analysis of Data

No data to report, as project will begin in July 2020

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.

We have included negotiation proposals to mitigate the application of seniority and unrequested leaves of absence if their application would result in any violation of affirmative action, which shall include race, ethnicity and/or color, the loss of a licensed/certified employee in a shortage area, or the retention of a licensed/certified employee on an improvement plan. We have provided financial incentives by offering a signing bonus for teachers in shortage areas.

We have developed a "grow your own" program, our West Metro Partnership, to identify and recruit current non-licensed educational. We provided coaching to beginning teachers in core instructional and classroom management strategies. We are developing racial affinity groups, focus groups for staff of color, and recruitment of staff of color to leadership teams.

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.

$41,175 in stipends for mentors for teachers and educational assistants.
$110,104.30 in reimbursements to teacher in our grow your own program.

These funds have supported teachers new to the profession or district, teachers of color, teachers in license shortage areas and experienced teachers in need of coaching,

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
0		☐ Recruitment ☐ Retention ☐ Induction		
		☐ Recruitment ☐ Retention ☐ Induction		
		☐ Recruitment ☐ Retention ☐ Induction		
		☐ Recruitment ☐ Retention ☐ Induction		
		☐ Recruitment ☐ Retention ☐ Induction		