



# Teacher Mentorship and Retention Grant

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## SWWC Progress Report

Starting in the 2018-19 school year, SWWC invested in the New Teacher Center and their Instructional Coaching program. The results were astounding around teacher effectiveness and retention. SWWC selected two outstanding individuals to participate in the trainings provided by New Teacher Center and they become full-time Instructional Coaches in the 2019-20 school year. The individuals selected were Annie Dettman and Jessica Robinson. Each of them provide Instructional Coaching supports to 12 Special Education Teachers that have been assigned to them. That is a total of 24 throughout the agency. These teachers are located at our 6 Educational Learning Centers and work specifically with students diagnosed with Autism and/or extreme behaviors.

Both Annie and Jessica abide by the New Teacher Center standards and meet with each of their assigned teachers for 180 minutes a month. During these sessions, they provide supports around curriculum, instruction, lesson planning, and student learning. The Instructional Coaches, along with the teachers, have access to numerous tools and resources from the New Teacher Center around these specific topics. I have included in this report data and information around this cohort and how often the coaches met with their assigned teachers as well as how often the tools are utilized.

In terms of retention, SWWC was able to maintain 100% of teachers that were provided support from one of our Instructional Coaches in the 2018-29 school year. In the most current 2019-20 school year, amidst the Coronavirus pandemic, SWWC was able to retain 83% of its Special Education Teachers that were provided an Instructional Coach and the supports that come along with it. In previous years, the 5-year average of retention was 74%. That is an increase of nearly 10% in retention efforts. Improved retention is not only beneficial for the agency, but also for the students they serve. Consistency from year-to-year is so impactful on student learning and outcomes.

Although this data isn't specifically tracked, we in Human Resources hear countless praises and compliments from our Administrators regarding the investment we at SWWC have made into the New Teacher Center supports. We have made it a priority to develop and retain our Special Education Teachers. Annie and Jessica do a phenomenal job in helping us achieve that. We appreciate the financial assistance PELSB has given us in terms of the Teacher Mentorship and Retention grant. If there are any further questions, please feel free to reach out to Abby Polzine, Director of Human Resources, at [Abby.Polzine@swwc.org](mailto:Abby.Polzine@swwc.org) or 507-537-2243.

**SOUTHWEST WEST CENTRAL SERVICE COOPERATIVE**

**SWWC**

*Education & Administrative Resources*

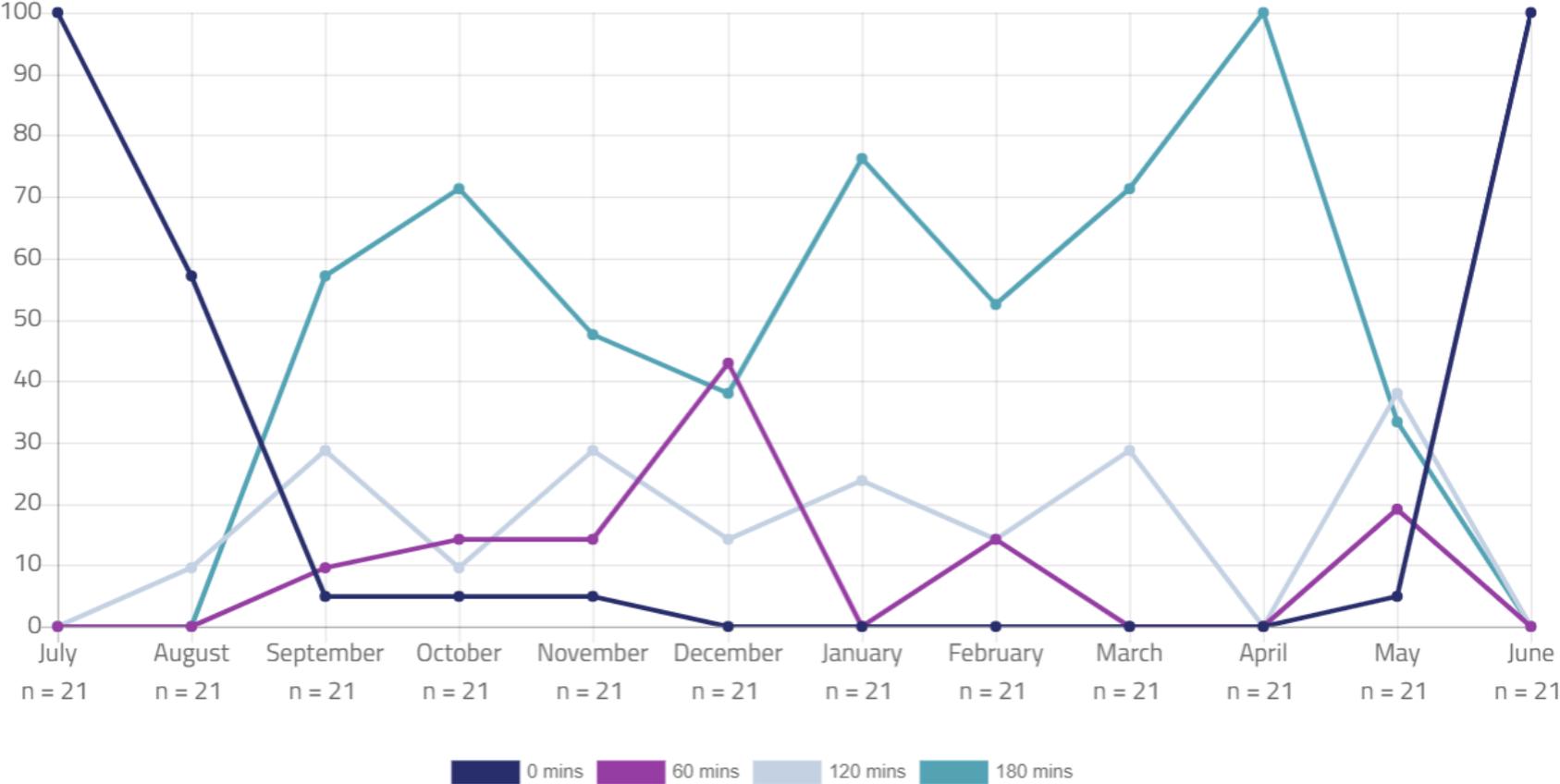
**Instructional Coaching Dashboard**

**Cohort 1**

**June 11, 2020**

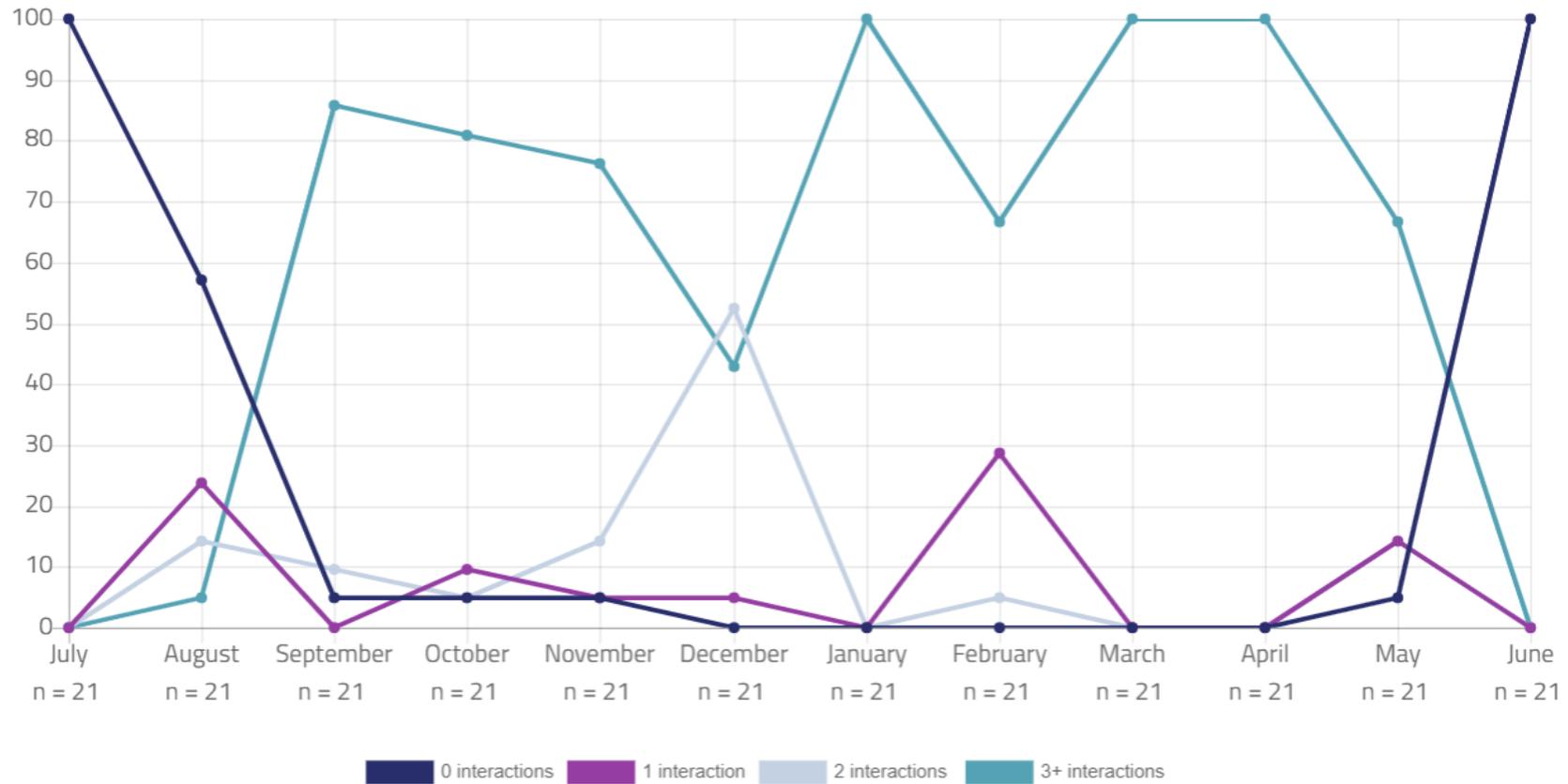
# Interaction Time

Percent of Teachers with 0, 60, 120 and 180 mins of Support per Month



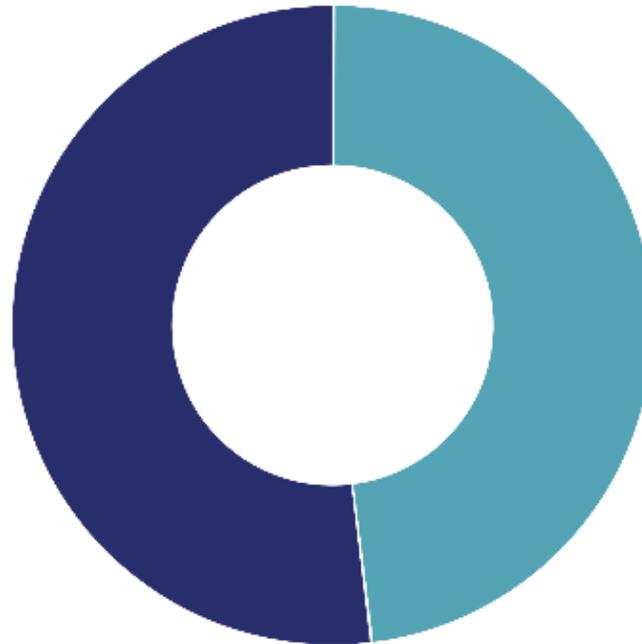
# Number of Interactions

Percent of Teachers with 0, 1, 2 and 3+ Interactions per Month



# Interactions with Tool Use

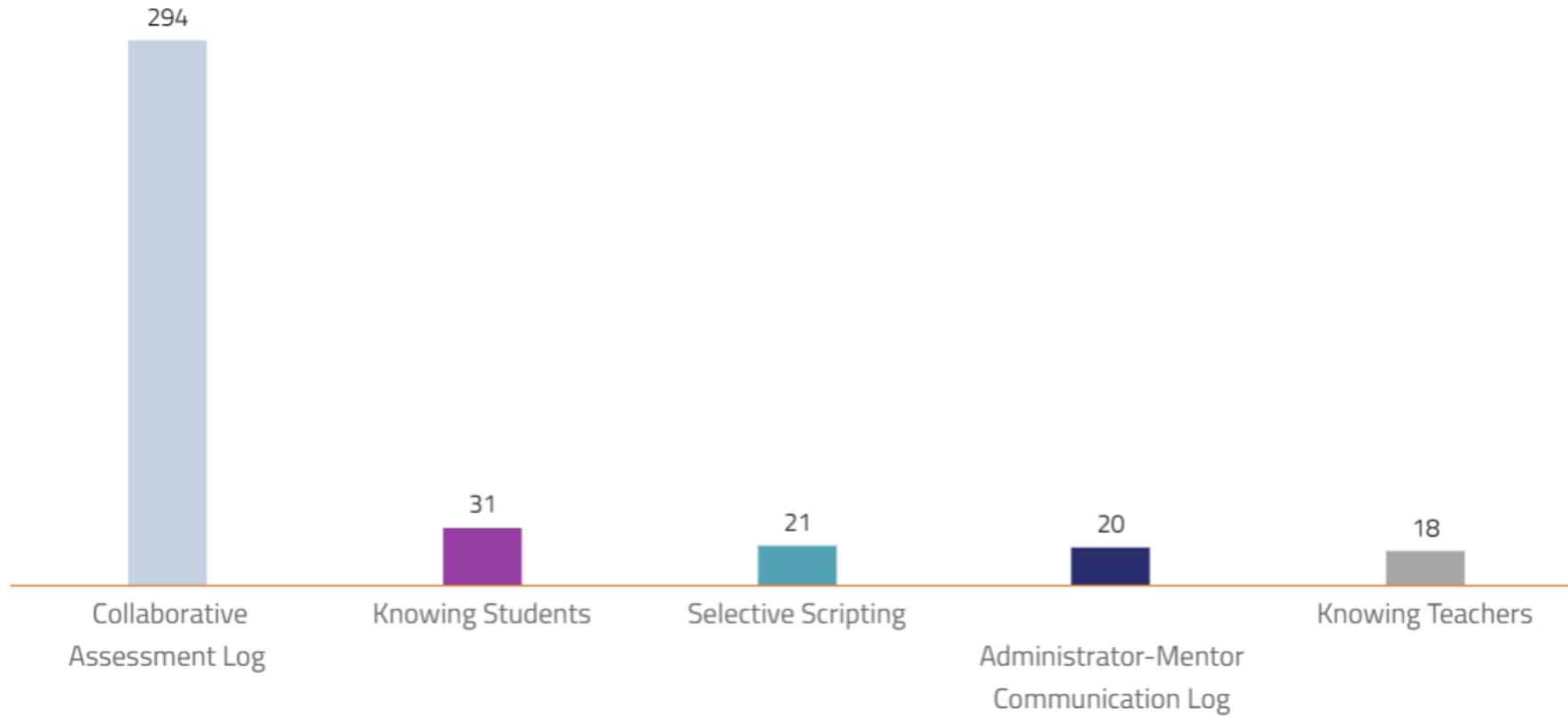
Teacher Interactions with at least 85% Tool Use



48%

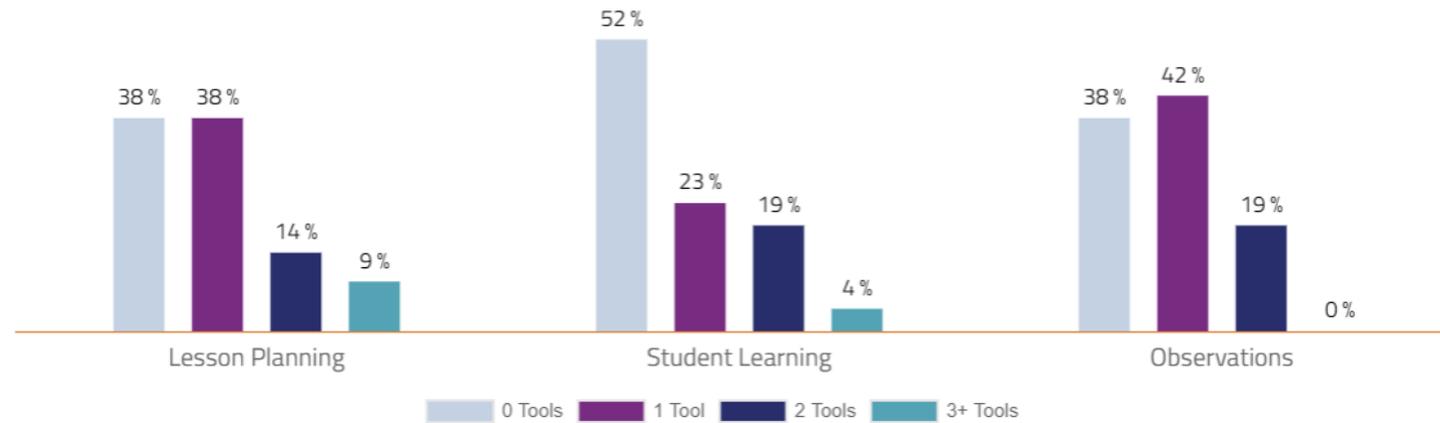
of teachers had interactions that included at least 85% tool use.

# Top 5 Tools Used



# High Leverage Tools

Percent of Teachers with High Leverage Tools



Lesson Planning: Instructional Groups, Planning Conversation Guide

Student Learning: Analyzing Student Learning

Observation: Observation Cycle