

# 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, 2021 to [Grants.PELSB@state.mn.us](mailto:Grants.PELSB@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	Minnesota Association of Agricultural Educators
Total Grant Amount	\$30,000
Identify the category you applied under	<input type="checkbox"/> a school district <input type="checkbox"/> group of school districts <input checked="" 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	Jessica Daberkow
Title	President, Minnesota Association of Ag. Educators
Address	
City, State and Zip code + 4	
Phone Number and Email	

### Primary Program Contact

Name of program contact	Lavyne Rada
Title	Coordinator
Address	146 Ruttan Hall; 1994 Buford Ave
City, State and Zip code + 4	St. Paul MN 55108
Phone Number and Email	605-695-1861; rada@umn.edu

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

This teacher retention project is led by the Minnesota Association of Agriculture Educators, including the teachers in the 209 schools that compose its membership. It is also in collaboration with the Minnesota Teacher Induction Program at the University of Minnesota, and Agricultural Education teacher education programs at University of Minnesota – Twin Cities, UMN – Crookston, and Southwest Minnesota State University. Our project targeting a teacher licensure shortage area is in partnership with the Minnesota Department of Education – Office for Career and College Success, Career and Technical Education, the Minnesota Agricultural Education Leadership Council, and the Minnesota FFA Foundation.

Minnesota Association of Agriculture Educators members teach at and represent 209 schools and districts. Minnesota Association of Agriculture Educators has partnered with the Minnesota Teacher Induction Program to develop a phase-two program focused on teacher growth and retention, particularly as Agricultural Education (as well as Career and Technical Education as a whole) is a licensure shortage area and the profession has a critical need for non-traditional teachers (i.e., teachers of color and teachers who are American Indian).

In June of 2021, 11 teachers participated in the Ideas for Innovation and Instruction retreat. Due to COVID-19 restrictions, we have rescheduled the majority of our program for August 2021. We are unable to report details of our participants at this time as individual availability has changed due to the rescheduling. We will submit a final report when our rescheduled event is complete.

## 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						

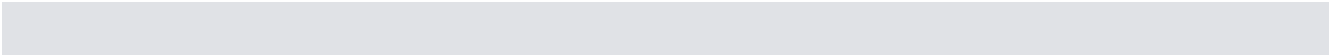
\*Teaching residents are those in a special in-service induction program, usually with a reduced instructional loads during the first year of employment and additional mentoring and/or professional development. For the purposes of this grant, residents are not pre-service candidates seeking initial licensure 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.**

\*Please note in your analysis if this data is a duplicated headcount, meaning teachers are counted in more than one racial/ethnic category.

<b>Mentor Demographics</b>	Paid a stipend as part of a larger mentorship program	Paid an additional stipend
American Indian or Alaskan Native		
Asian		
Black, Not of Hispanic Origin		
Hawaiian/Pacific Islander		
Hispanic		
Multiple Categories		
White, Not of Hispanic Origin		
<b>Total</b>		

**Analysis of Data**



We are unable to report this data at this time due to COVID-19 restrictions requiring our program be rescheduled. We will submit this data in a final report after our rescheduled program is complete.

## 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.

### 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.

An additional \$10,000 supports the programming for the Resources for Professional Learning Program. This funding is provided by a grant through the Minnesota Agricultural Education Leadership Council.

## 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"/> Mentoring <input type="checkbox"/> Induction		
		<input type="checkbox"/> Mentoring <input type="checkbox"/> Induction		
		<input type="checkbox"/> Mentoring <input type="checkbox"/> Induction		
		<input type="checkbox"/> Mentoring <input type="checkbox"/> Induction		
		<input type="checkbox"/> Mentoring <input type="checkbox"/> Induction		