

FY22 Teacher Mentorship & Retention of Effective Teachers Grant Report Form

Instructions:

Please send an electronic copy of the Teacher Mentorship & Retention of Effective Teachers Grant (TMRG) final completed report by June 30, 2022 to Laura.Dyer@state.mn.us.

Report components:

- I. Coversheet
- II. Teacher Mentorship & Retention of Effective Teachers Program Narrative – Please describe how your proposed activities for the teacher mentorship program has strengthened and/or supplemented your existing or attempted mentorship or retention efforts and how the awarded funds allowed you to do the work.
- III. Program Data – Please provide data from the past 3 years, as well as 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. 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	Ubah Medical Academy Charter School
Total Grant Amount	\$13,500

Identified Official with Authority

Name of official with authority to sign	Faysal Ali
Title	Executive Director
Address	1600 Main Street
City, State and Zip code + 4	Hopkins, MN 55343
Phone Number and Email	612-237-7411 Faysal.ali@umahs.org

Primary Program Contact

Name of program contact	Faysal Ali
Title	Executive Director
Address	1600 Main Street
City, State and Zip code + 4	Hopkins, MN 55343
Phone Number and Email	612-237-7411 Faysal.ali@umahs.org

Teacher Mentorship & Retention of Effective Teachers Grant Program Narrative

This was the first year Ubah Medical Academy started Teacher Mentorship and Retention Program using grant Money. Since this was a new program to Ubah, the main goal of the program was to retain, and foster development of teachers who will receive guidance and support necessary for new teachers to succeed, and, thus, to increase student achievement. Our Mentor teachers were assigned to guide and provide assistance and support to new teachers during school hours, PLC meetings, department meetings, grade level meetings, as well as one-on-one conferences to establish a rapport with the new teachers.

Mentor teachers guiding and supporting newly licensed teachers as well as teachers new to the district increased new teacher capacity. Grant money was used to support teachers new to the profession; Using grant money, teacher mentors were able to set aside time to meet individual mentees during school hours as well as after school. Within these time (sometime during professional learning sessions), but mainly individualized sessions, mentor teachers focus on building relationships, collaborating and supported their mentees to improve their skills, such as classroom management, parent engagement, and learn school cultural protocols. We will continue our teacher-mentoring program next year.

Teacher Mentorship & Retention of Effective Teachers Grant Program Data

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

Number of teachers disaggregated by race or ethnic group	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
American Indian or Alaskan Native							
Asian or Pacific Islander							

Hispanic							
Black		2	4				
Other	2	1					
Total			8				

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

Number of Mentors by race or ethnic group	Tier 3 Teachers new to the profession or district	Tier 2 new to the profession or district program	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
American Indian or Alaskan Native							
Asian or Pacific Islander							
Hispanic							
Black				1			
Other				3			
Paid Mentors of color who received additional stipends							
Total				4			

Analysis of Data

Our Mentoring Program started in the middle of the academy year, 2021-2022. Since there was no other formal mentoring program in place in prior years, we intentionally designed the program in a way that mentors have the ability and time to first build positive relationship with mentees, provide and emotional support, and assist with instructional and classroom management strategies, and both mentors and mentees feel fit. Mentors were available to answer any questions that the new teaches may have, even when they are not in PLC sessions, or one-on-one meetings.

Because of this program, we were able to retain seven of the eight teachers who participated in mentoring program. Only one teachers decided not to come back next year because he is moving to another state.

Next year, Ubah will continue to providing professional development including peer coaching, mentoring, and ongoing support throughout the academic year.

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
\$8000	Mentor stipends	<input type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction		
\$3500	Mentee Stipends	<input type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction		
\$2,000	Substitute teacher	<input type="checkbox"/> Recruitment <input checked="" 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		