

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. Cover Sheet
- 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	Rochester Public Schools
Total Grant Amount	\$51,628.00

Identified Official with Authority

Name of official with authority to sign	John Carlson
Title	Executive Director of Finance and Technology
Address	615 7th St SW
City, State and Zip code + 4	Rochester, MN 55901
Phone Number and Email	507-328-3000

Primary Program Contact

Name of program contact	Will Ruffin II
Title	Executive Director of Diversity, Equity, and Inclusion
Address	615 7th St SW
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Phone Number and Email	507-328-4290

Teacher Mentorship & Retention of Effective Teachers Grant Program Narrative

Activity 1: Sustain the teachers of color mentorship program

The Employees of Color Resource Group send out information to all members to **participate in mentorship and collaboration** opportunities. **Two teachers new to the profession** engaged in mentorship and **two other teachers in the Spanish immersion program who teach in a shortage area** were also supported by more veteran teachers so they could be successful in their classrooms. We are hoping to **expand this next year as we plan to partner with the department of curriculum and instruction** and embed the mentorship with mentors of color as part of the induction process rather than an additional support that teachers need to fit into their schedules.

Activity 2: Provide paid opportunities for teachers of color to collaborate with one another (within and between buildings)

The Employees of Color Resource Group organized different opportunities for staff to collaborate with each other. Staff **collaborated on various trainings, projects, and organizing events for the members of color at the district level.**

- Collaboration on trainings allowed for staff to **work together on topics that supported the equity work for the district.** These included Train the Trainer sessions from the Equity Training Institute, the White Privilege Conference, SEL practices for gender and racial equity, Restorative Practices Training, Engaging Muslim Students, School Wide English Learning, and trauma informed practices.
- Some projects for **collaboration included district initiatives** such as developing materials for our Spanish immersion program outside of contract hours, participating in district wide committees such as creating equity-centered professional development, and teachers of color helping each other with curriculum across the district.
- The **Employees of Color Resource Group executive board met five times** throughout the year to collaborate together to plan the events for the group. During these meetings, the group **discussed plans for networking socials, organized to invite speakers, organized professional development opportunities for collaboration, worked on connecting with members, and planned for ways to support members.** The dates for these meetings are as follows:
 - August 4th, 2021
 - October 6, 2021
 - February 2, 2022
 - March 13th, 2022
 - June 17, 2022

Activity 3: Increase financial and systems-level support for the Employees of Color Resource Group (EoCRG) and its Executive Board

The Employee of Color Resource Group currently has **7 members on the executive board.** These members represent all levels of the organization from elementary to secondary. We also reflect the diversity of the district by including several different ethnicities. The executive board meets approximately once per quarter. The funds have helped to **pay for substitute teachers** during those meetings. Each member is also given a **stipend as compensation for working outside of their regular contract hours.** There is an additional rate for the co- leaders, who have increased responsibilities.

Currently the EoCRG is able to provide an **affinity space** for employees of color inclusive of those who are American Indian. At a minimum, the EoCRG will **provide spaces for support and social and community building opportunities once per quarter**.

There were several networking opportunities throughout the year, including meetings on:

- Back to School lunch 8/25/2021
- Virtual 10/8/2021
- In-person meeting: Feb 9th, 2022
- In-person meeting: May 11, 2022
- In-person meeting: June 8th, 2022

These meetings allow for **networking opportunities** as well as increasing support for one another; especially those who are isolated in buildings. The money has helped to pay for food, venue rentals, as well as useful incentives (i.e. professional books, diverse classroom resources, etc.).

The EoCRG also provided a **quarterly newsletter to highlight employees of color** who are doing great work around the district, as we know their efforts are often overlooked and undervalued. This newsletter is also used to **communicate professional development** opportunities, and cultural celebrations. The yearly subscription to Smore (the platform used to develop the newsletter), is paid for from these funds.

Finally, EoCRG was able to **provide tiered professional development** for our members. This professional development was a four part series with Dr. Rita Kohli, the author of *Teachers of Color: Resisting Racism and Reclaiming Education*. The goal of this yearlong trajectory of professional development is to support Employees of Color within Rochester Public Schools to **strengthen their racial literacies as it relates to their professional work**. Participants were guided in applied discussions related to racism and its impacts, offered tools to navigate and resist racism, and provided ways to transform and reimagine their schools and district towards the wellbeing of communities of Color.

The four sessions were \$2500 each for a total of \$10,000. The sessions included:

Session 1: Naming Racism: Friday, November 12, 2021, 4:30-6:30pm

Session 2: Impacts of Racism: Friday, January 14, 2022, 4:30-6:30pm

Session 3: Resisting Racism: Friday, March 11, 2022, 4:30-6:30pm

Session 4: Renaming Racism: Friday, May 13, 2022, 4:30-6:30pm

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	1						
Hispanic	1				2		
Black							
Other							
Total	2				2		

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				3			
Black	1						
Paid Mentors of color who received additional stipends							
Total	1			3			

Analysis of Data

Two teachers new to the profession engaged in mentorship and two other teachers in the Spanish immersion program who teach in a shortage area were also supported by more veteran teachers so they could be successful in their classrooms. The number of mentorship partners is small because there aren't many new teachers to the profession who are entering the workforce in our district. As we continue working on retention efforts, we anticipate the same amount of mentorship partners for next year, and we hope to increase the number of mentorship partners in other shortage areas at Rochester Public Schools.

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
\$3,000.00	EoCRG Co-Leads Stipends	<ul style="list-style-type: none"> ● Recruitment ● Retention ● Induction 		
\$3,750.00	EoCRG Executive Board Stipends	<ul style="list-style-type: none"> ● Recruitment ● Retention ● Induction 		
10,000	Professional Development presented by Rita Kohli	<ul style="list-style-type: none"> ● Recruitment ● Retention ● Induction 		
\$1,201.13	Restorative Practices Training presented by Martine Haglund	<ul style="list-style-type: none"> ● Recruitment ● Retention ● Induction 		
\$8,000	Mentors/Mentee Stipends	<ul style="list-style-type: none"> ● Recruitment ● Retention ● Induction 		
\$5431.32	Lunch for in-person meetings	<ul style="list-style-type: none"> ● Recruitment ● Retention ● Induction 		
\$3285.01	Other Affinity Space Facilitation (books, presenters, etc.)	<ul style="list-style-type: none"> ● Recruitment ● Retention ● Induction 		
\$8847.23	Other Professional Development	<ul style="list-style-type: none"> ● Recruitment ● Retention ● Induction 		
\$847.50	College, Nannies, Sitters, and Tutors	<ul style="list-style-type: none"> ● Recruitment ● Retention ● Induction 		
\$2,800.00	Code 7 for outside of contract hours work	<ul style="list-style-type: none"> ● Recruitment ● Retention ● Induction 		
\$3,600.00	Code 6 substitutes	<ul style="list-style-type: none"> ● Recruitment ● Retention ● Induction 		

