

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	Southwest West Central Service Cooperative District #991
Total Grant Amount	\$29,400

Identified Official with Authority

Name of official with authority to sign	Cliff Carmody
Title	Executive Director
Address	1420 East College Drive
City, State and Zip code + 4	Marshall, MN 56258-2065
Phone Number and Email	507-537-2250, cliff.carmody@swwc.org

Primary Program Contact

Name of program contact	Lisa Gregoire
Title	Director of New Teacher Center
Address	1420 East College Drive
City, State and Zip code + 4	Marshall, MN 56258-2065
Phone Number and Email	507-537-2294, lisa.gregoire@swwc.org

Teacher Mentorship & Retention of Effective Teachers Grant Program Narrative

In alignment with our grant project goals, activities and outcomes, SWWC was able to support their current mentors/coaches this past year with some customized, evidenced-based, professional development related to student behaviors, in February of 2022. This was based on the needs our mentors/coaches were seeing and hearing from request from the teachers they were supporting. In addition, SWWC was able to recruit two additional Special Education teachers, which is identified as a license shortage area. However, neither of these teachers were from underrepresented racial or ethnic groups. Given the timeline of the grant (starting in mid-November), the fact that we were able to hire at this time of the school year, especially in a shortage area, was a victory for meeting the needs of our students.

At this time, we are not able to provide data on retaining the current teaching staff. This data will be available upon the onset of the 2022-23 school year. We believe we will be able to retain 90% of the current teaching staff being supported by a mentor/coach, which is the goal we had set to be supported through some of the TMRG grant funds.

SWWC has requested and received approval to carryover unused grant funding. The funding will allow us to provide additional professional development for current mentors/coaches, as well as train additional mentor/coaches, in alignment with the submitted grant proposal from SWWC.

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							
Other		1	1		2		
Total		1	1		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							
Black							
Other							
Paid Mentors of color who received additional stipends							
Total	0	0	0	0	0	0	0

Analysis of Data

Table 1 Analysis: SWWC received notification of being awarded grant funding on November 23, 2021. Due to the time in the school year, the school year had already begun, but we were fortunate enough to hire two additional Special Education teachers. Both received support from a trained instructional coach for the remainder of the year. Special Education is also identified as a license shortage area.

Table 2 Analysis: Stipends were not part of the grant request, as we have full-release mentor/coaches, so therefore no stipends were awarded.

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
\$250 plus travel expenses (not covered by grant funds)	SWWC Behavior Analyst led a professional development session on recognizing student behaviors and strategies that could be used to de-escalate, upon request from instructional coaches to meet a need their teachers were seeing across classrooms.	<input type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction	Instructional Coaches attending professional development session.	90% of instructional coaches were in attendance.
		<input type="checkbox"/> Recruitment <input 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		
		<input type="checkbox"/> Recruitment <input type="checkbox"/> Retention <input type="checkbox"/> Induction		

Providing evidenced-based professional development is in alignment with grant proposal. This would not have been possible without grant funding.

Note: SWWC Service Cooperative requested, and received approval, to extend unused grant funds to the 2023 Fiscal Year. This was the only grant related expense incurred during the 2021-22 school year. SWWC has \$29,150 remaining in grant funding. This will be used to provide additional professional development for current mentor/coaches, assist in promoting the induction program to recruit new teachers, and training for new mentor/coaches and leadership.

