

# FY23 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, 2023 to [Laura.Dyer@state.mn.us](mailto: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 | Anoka-Hennepin Teachers of Color Coalition (AHTOCC) |
| Total Grant Amount                   | 16400   |

### Identified Official with Authority

|   |                                       |
|---|---------------------------------------|
| Name of official with authority to sign | Valarie Holthus                       |
| Title                                   | Anoka-Hennepin Education MN President |
| Address                                 | 3200 Main St NW #360                  |
| City, State and Zip code + 4            | Minneapolis, MN 55448                 |
| Phone Number and Email                  | 763-421-9110 valerie.holthus@edmn.org |

### Primary Program Contact

|                              |                                |
|------------------------------|--------------------------------|
| Name of program contact      | Verna Wong                     |
| Title                        | Former AHTOCC Cochair          |
| Address                      | 2400 Lowry Ave. N.             |
| City, State and Zip code + 4 | Minneapolis                    |
| Phone Number and Email       | 952-807-8599 wong.vp@gmail.com |

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

The PELSB Grant awarded sought to strengthen these goals for the Anoka-Hennepin Teachers of Color Coalition.

- Support a larger network of BIPOC teachers
- Support the self-organizing efforts of AHTOCC members
- Be safe, caring, and flexible due to the demands of teaching during the COVID-19 pandemic
- Garner the expertise and skills of AHTOCC members

Funding from this grant supplied leadership, facilitation, and participation stipends for people involved in self-organizing work throughout the two-year grant period.

- In the 21-22 school year, a monthly BIPOC elementary cohort was formed representing teachers across six schools to discuss leadership opportunities, professional development, and concerns regarding inconsistent practices among administration to support equity initiatives. Funding provided participants with stipends for their participation in the elementary cohort. Funding also provided a leadership stipend for one elementary school teacher who provided consistent leadership and mentorship to this group.
- Throughout the two years, AHTOCC leaders have been consulting with Dr. Jasmine Tang through academic book studies. We met in small groups over a few months in the 21-22 school year and 22-23 school year to unpack racial identity and race in the United States as it pertains to education and writing development. Dr. Tang's work was integral in supporting leaders in A-H by building stronger connections with one another and leaders of color outside of our organization. Funding provided facilitation stipends to Dr. Tang for her mentorship of AHTOCC leaders.
- AHTOCC chair continues to build relationships with the district's mentoring program. Last year, co-chairs Verna and Natasha met with leaders to discuss teacher terminations and spoke at a mentorship meeting about AHTOCC. This year, Natasha Brown (co-chair) supported the mentoring program by connecting with Osseo school teachers about their mentorship model that partners with their local union and district in supporting mentorship for teachers of color. Funding provided facilitation and leadership stipends to AHTOCC co-chairs in their facilitation of meetings with mentorship programs and leaders and supporting the elementary cohort.
- Grant funds were also used to support the self-organizing efforts of teachers of color, specifically teachers at Champlin Park High School. At Champlin Park, three teachers lead the Champlin Park Educator of Color affinity space. Leadership stipends provided further capacity for three teachers to meet with teachers at Champlin Park about work concerns and needs, especially about terminations throughout the 2-year grant period. Leaders brought concerns to the administration, union leaders and negotiations, and district leaders.

## 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.**

**Because we are an affinity group not affiliated with a school district, we were told by Laura Dyer that we did not have to complete program data.**

| 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  |   |  |   |                    |                                   |                             |   |
| Total  |   |  |   |                    |                                   |                             |   |

**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  |   |  |   |                    |                                   |                             |   |

**Analysis of Data**

**Because we are an affinity group not affiliated with a school district, we were told by Laura Dyer that we did not have to complete program data.**

## 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   | Leadership Stipends <ul style="list-style-type: none"> <li>• Champlin Park EOC</li> <li>• Elementary Affinity</li> <li>• AHTOCC Cochairs</li> </ul> | <input type="checkbox"/> Recruitment<br><input checked="" type="checkbox"/> Retention<br><input type="checkbox"/> Induction | Sign-Ins<br>Notes<br>Reflection                  | Stipends paid for a consultation, leaders and participants for their time and labor over the grant period. Much of the is labor is often expansive and yet unnoticed as teachers look for ways to sustain their leadership and meet the real and immediate needs of teachers, especially with work concerns.<br><br>There is still more support needed for elementary school teachers to address isolation and leadership alignment.<br><br>AHTOCC leaders and the mentorship program are looking for ways to partner in aligning efforts. |
| 1500   | <ul style="list-style-type: none"> <li>• Dr. Jasmine Tang</li> <li>• A-H Mentorship Facilitation with AHTOCC Cochair</li> </ul>                     | <input type="checkbox"/> Recruitment<br><input checked="" type="checkbox"/> Retention<br><input type="checkbox"/> Induction | Sign-In<br>Notes<br>Reflection                   |  |
| 2500   | Participation Stipends for Elementary Cohort  | <input type="checkbox"/> Recruitment<br><input checked="" type="checkbox"/> Retention<br><input type="checkbox"/> Induction | Sign-In<br>Meeting Minute<br>Notes<br>Reflection |  |

