

# 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	Excell Academy for Higher Learning
Total Grant Amount	\$37,895

### Identified Official with Authority

Name of official with authority to sign	Sabrina R. Williams
Title	Executive Director
Address	5800 65 <sup>th</sup> Avenue North, #107
City, State and Zip code + 4	Brooklyn Park, MN 55429
Phone Number and Email	763 533-0500

### Primary Program Contact

Name of program contact	Sabrina R. Williams
Title	Executive Director
Address	5800 65 <sup>th</sup> Avenue North, #107
City, State and Zip code + 4	Brooklyn Park, MN 55429
Phone Number and Email	763 533-0500

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

Three of the four schools in this grant did not get the opportunity to initiate their Teacher Mentorship programs during 2022-23; they are planning to do so in the fall of 2023.

Excell Academy did begin a Teacher Mentorship initiative during 2022-23. Due to unforeseen needs, the initiative proceeded differently than was envisioned when the grant was originally proposed. Like many schools in Minnesota, Excell Academy is being impacted by a shortage of teachers – in particular, Excell was unable to find an experienced teacher to fill the teaching position for one of its two fourth-grade classrooms for the 2022-23 school year. In response to this need, the two fourth-grade classrooms were physically combined, and taught by a team of three teachers and a paraprofessional. Two inexperienced teachers were hired, and Excell Academy's remaining experienced fourth-grade teacher was selected as a mentor teacher. The mentor teacher co-taught with the two new teachers throughout the school year, while mentoring them on teaching techniques and strategies.

The mentor teacher was supported by an instructional coach, who coached her on specific instructional practices in response to classroom needs, e.g. lesson planning, and strategies for teaching lessons. The instructional coach provided coaching sessions with the mentor teacher, and modeled best practices. Excell Academy's associate director oversaw the mentor teacher, carrying out observations as part of the school's Q Comp system, and communicating informally with the mentor and mentee teachers on an ongoing basis.

**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.**

<b>Number of teachers disaggregated by race or ethnic group</b>	<b>Tier 3 Teachers new to the profession or district</b>	<b>Tier 2 new to the profession or district</b>	<b>Tier 1 teachers new to the profession or district</b>	<b>Teaching residents</b>	<b>Teacher in license shortage areas</b>	<b>Teachers with special needs</b>	<b>Experienced teachers in need of peer coaching</b>
American Indian or Alaskan Native							
Asian or Pacific Islander							
Hispanic							
Black	1						
Other	1			1			
<b>Total</b>	<b>2</b>			<b>1</b>			

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

<b>Number of Mentors by race or ethnic group</b>	<b>Tier 3 Teachers new to the profession or district</b>	<b>Teaching residents</b>	<b>Teacher in license shortage areas</b>	<b>Teachers with special needs</b>	<b>Experienced teachers in need of peer coaching</b>
American Indian or Alaskan Native					
Asian or Pacific Islander					
Hispanic					
Black					
Other					
Paid Mentors of color who received additional stipends	1				
<b>Total</b>	<b>1</b>				

## Analysis of Data

Excell Academy assessed the effectiveness of teaching in the combined 4<sup>th</sup>-grade classroom primarily in terms of student achievement. Academic results for fourth grade during 2022-23 were quite good, particularly in reading. The school's assessment coordinator provided this summary:

*Excell Academy's 4th grade students showed impressive growth in 2022-2023 despite having some significant challenges. Higher percentages of 4th grade students met their growth targets in both reading and math than did the same school wide. 56.1% of 4th graders met their targets on the Reading MAP assessment while 51.3% of students met their targets school wide. In math, 53.7% of 4th graders met their growth targets while 52.3% of students met their targets in Excell Academy as a whole.*

Grant activities positively impacted the achievement of fourth-grade students, who learned during 2022-23 in an innovative setting with two combined classes and three teachers.

In addition, support was provided for two inexperienced, new-to-the-profession teachers, who grew in their professional practice through mentorship by a veteran teacher. Success of the mentor teacher was attested by Excell Academy's staff choosing her as the school's Teacher of the Year for 2022-23 (each year, staff vote for a teacher of the year and staff member of the year, based on the school's mission and core values).

## 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
\$9,000	Mentor teacher for Excell Academy	<input type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction	MAP tests, Reading and Math	MAP growth results
\$1894	Administrative cost	<input type="checkbox"/> Recruitment <input type="checkbox"/> Retention <input type="checkbox"/> Induction	N/A	N/A
		<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		