

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.

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	New Millennium Academy
Total Grant Amount	\$44,000

Identified Official with Authority

Name of official with authority to sign	Thomas Thao
Title	Interim Co-Executive Director of Academics
Address	5105 Brooklyn Blvd
City, State and Zip code + 4	Brooklyn Center, MN 55429
Phone Number and Email	763-235-7925 Thomas.thao@nmaedu.org

Primary Program Contact

Name of program contact	Thomas Thao
Title	Interim Co-Executive Director of Academics
Address	5105 Brooklyn Blvd
City, State and Zip code + 4	Brooklyn Center, MN 55429
Phone Number and Email	763-235-7925 Thomas.thao@nmaedu.org

Teacher Mentorship & Retention of Effective Teachers Grant Program Narrative

NMA instituted a teacher mentorship program to all new to NMA teachers and this grant strengthened the effectiveness of our mentorship program by ensuring that all new to NMA teachers had a mentor, access to professional learning, and opportunities to share learning with others. This means that every teacher that was new to NMA or new to the teaching profession were paired up with an experienced teacher at NMA. Mentorship activities occurred monthly. We were able to use this grant to support the pairs of mentorships to attend the Minnesota Council of Teachers Spring conferences to further develop the relationships and professional growth of our teachers with other educators across the state. In addition to attending the state conferences, all participants had to bring back what they learned at the conference to our school by creating a Professional Development that was shared with all of our staff. This further developed their professional learning by encouraging our mentor programs to teach what they learned to others.

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	4	2					
Hispanic							
Black							
Other	5					2	

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

Number of Mentors by race or ethnic group	Tier 3 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				4
Hispanic					
Black					
Other					2
Paid Mentors of color who received additional stipends					
Total					

Analysis of Data

NMA is committed to recruit and retain teachers of color, specifically Asian and Hmong teachers who represent our student population. We've made some huge efforts in recruiting more Asian and/or Hmong teachers as seen in the increase of 6 Asian and/or Hmong teachers in the past year. In addition to recruiting new to NMA teachers of Asian and/or Hmong backgrounds, we've also strategically strengthened our retention efforts by placing our current Asian and/or Hmong teachers as mentors to continue to grow their professional practice. Providing mentoring opportunities allows are experienced teachers to become invested in our school. This two fold approach of recruiting new to NMA Asian and/or Hmong teachers while providing leadership opportunities to current experienced Asian and/or Hmong teachers have greatly contributed to our recruitment and retention rates in the last year where over 85% of our teachers returned to SY22-23.

In addition to our stipends for our mentor and mentee programs, we've also been able to expand our "grow your own" initiative by providing tuition reimbursement for aspiring teachers to get their teaching license. We currently have three aspiring teachers who have been accepted into our "grow your own" program at NMA.

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
\$4,458.95	Mentorship Stipends and Benefits	<input type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction	Monthly Mentor Meetings	Notes from agendas
\$8,252.11	Mentee Stipends and Benefits	<input type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction	Monthly Mentor Meetings	Notes from Agendas
\$3,553.00	Tuition Reimbursement	<input type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction	Reimbursement Forms	Receipts
\$280.31	Tuition Reimbursement	<input type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction	Reimbursement Forms	Receipts
\$1,936.66	Tuition Reimbursement	<input type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction	Reimbursement Forms	Receipts
\$4,185.00	Tuition Reimbursement	<input type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction	Reimbursement Forms	Receipts