

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. **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	Prior Lake-Savage Area Schools (ISD 719)
Total Grant Amount	\$17,881

Identified Official with Authority

Name of official with authority to sign	Dr. Michael Thomas
Title	Superintendent of Schools
Address	4540 Tower Street
City, State and Zip code + 4	Prior Lake, MN 55372
Phone Number and Email	952-226-0010 mthomas@plsas.org

Primary Program Contact

Name of program contact	Julie Siegle
Title	Assistant Director of Teaching, Learning & District Improvement
Address	4540 Tower St, SE
City, State and Zip code + 4	Prior Lake, MN 55372
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Teacher Mentorship & Retention of Effective Teachers Grant Program Narrative

On December 13th, all participants in the New Teacher mentoring program were brought together for training in positive teacher language based on the principles from Responsive Classroom and focused on learning strategies and developing mindsets to increase student achievement for students of color. This training was presented by in-house experts and lasted for 2 hours.

We developed an Affinity group for new teachers of color based at our Spanish Immersion site, La Ola del Lago. This site was selected because the teachers of color hired in the last three years are primarily located at this school. Their work together was focused on Restorative Justice principles focused on implementing and supporting Restorative Circles and was supported by an outside consultant, Liz Schroeder, to build relationships and increase capacity to build an inclusive school community. They have been introduced to the Indigenous wisdom of being “in circle”. The Circle journey for La Ola del Lago started with understanding oral story telling by using “names” as a theme to begin. They have also experienced a circle revealing the importance of “history” and “values”. Most recently a circle space was offered for healing and hope of moving forward with some learning around the 7 Core Assumptions.

In June, La ola del Lago staff will have an opportunity to gather in community for three consecutive mornings with Liz Schroeder and Jamie Barton. They will continue to work as a community to establish ways to move forward and shift the paradigm in their school setting.

Monies were also used to provide grants to individual teachers who were identified by building leaders as needing additional support with meeting students’ social-emotional needs and building positive relationships with students of color. These teachers will attend in-person Responsive Classroom Elementary Core Course training June 20-23 at Eagle Ridge Academy in Minnetonka, Minnesota.

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	1						
Asian or Pacific Islander							

Hispanic	2	1	1				4
Black							
Other	18	4	1				10
Total	21	5	2				11

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					
Hispanic			2		2
Black					
Other					43
Paid Mentors of color who received additional stipends					
Total			2		45

Analysis of Data

This grant opportunity allowed our district the opportunity to provide hands-on experience in how to build community, how to belong to a community and how to create equity and inclusion within. This training has allowed us to build the capacity of the participants to believe that all teaching and learning begins with them as a learner and a member of the community and the greater good. All of the participants of this grant have been hired back for another year. Their employment here is supporting our overall mission for all students to reach their full potential in our ever changing global community.

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
\$875.00	Mentor and Mentee Stipends for Professional Development directly related to increasing student achievement for students of color	<input type="checkbox"/> Induction	Formal Peer Coach and Administrative Observations (2)	Danielson Framework
\$8,590.00	Professional Development directly related to increasing student achievement for students of color and American Indian students in order to close opportunity and achievement gaps.	<input type="checkbox"/> Retention	Formal Peer Coach and Administrative Observations (3)	Danielson Framework
\$8,416.00	Affinity Group participant and facilitator stipends, including benefits and taxes	<input type="checkbox"/> Retention	Formal Peer Coach and Administrative Observations (3 Referrals?)	Danielson Framework