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 Narrativ**e – 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	Independent School District 281
Total Grant Amount	$13,549.96

Identified Official with Authority

Name of official with authority to sign	Marti Voight
Title	Assistant Superintendent
Address	4148 Winnetka Ave N
City, State and Zip code + 4	New Hope, MN 55427-1288
Phone Number and Email	763-504-8070 marti_voight@rdale.org

Primary Program Contact

Name of program contact	Anh Tran
Title	Director
Address	4148 Winnetka Ave N
City, State and Zip code + 4	New Hope, MN 55427-1288
Phone Number and Email	763-504-8035 anh_tran@rdale.org

Teacher Mentorship & Retention of Effective Teachers Grant Program Narrative

Robbinsdale Area Schools was awarded $13,549.96 to be utilized as described in the chart below. None of these activities could have been possible without the grant.

Activity	Outcome
Mentor Stipends - Increase mentorship stipends in general and also for mentors with more than 3 mentees, mentors who are teachers of color, and lead mentors for schools with four or more mentors.	We were able to increase the stipends to attract additional mentors, including a few teachers of color. The stipends also supported lead mentors to take on some additional responsibility and provide greater consistency and support at our sites with higher numbers of probationary staff.
Professional Learning - Provide professional learning for both mentors and mentees focused on anti-racist educational practices.	We were able to hire a consultant to offer professional learning that addressed anti-racist education to both our mentees and mentors. The evaluations were extremely positive indicating the content was well received and participants were engaged in deep self-reflection and excited for continued action, requesting additional sessions.
Mental Health - Provide activities for mentor teachers and probationary teachers that supported mental health and well being including team building.	We had our Employee Assistance Program vendors and onsite clinic staff, which offers mental health services, share information with our probationary teachers. We also were able to provide some additional team building activities with the funds.
Affinity Group - probationary teachers of color to connect and support one another with guidance.	Due to some significant turnover of staff and responsibilities within both our Achievement and Integration and Human Resources departments, we were unable to facilitate affinity group meetings for our probationary teachers of color the 2022-2023 school year. We have plans to utilize these funds for that purpose for 2023-2024. We understand that we may not be granted additional monies until those funds are expended.

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	4						
Hispanic					1		
Black	3	6			2		
Other	94	12	2		27		
Total	101	19	2		30		

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	2		2		
Hispanic					
Black	1				
Other	67		12		
Paid Mentors of color who received additional stipends	3		2		
Total	67		13		

Analysis of Data

In the last three years, our number of mentees has steadily grown while our number of mentors has dipped (at the height of COVID) and then increased again in the last 2022-23 school year. The grant has helped to attract additional mentors, including mentors of color. We have also increased our attention to equity and added more specific support for equity and anti-racist education, supported by this grant, which will hopefully both attract and retain the few teachers of color we do have. It is critical that we provide differentiated support for our mentees to retain our staff, reduce turnover, and support their induction into the field and our district culture and practices, enabling them to be successful and in turn, our students to be successful.

School Year	Mentors	Mentees
2020-2021	66	185

2021-2022	58	189
2022-2023	70	216

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
$5,637.17	Basic stipend for mentors	✔ Recruitment ☐ Retention ☐ Induction	Contact Log Site Level Meetings District Check-In Sessions	100% completed
$1,324.24	Stipends for mentors working with 3+ mentees	✔ Recruitment ☐ Retention ☐ Induction	Contact Log Site Level Meetings District Check-In Sessions	100% completed
$172.06	Stipends for mentors of color	✔ Recruitment ☐ Retention ☐ Induction	Contact Log Site Level Meetings District Check-In Sessions	100% completed
$286.77	Stipends for lead mentors at sites with 4+ mentors	✔ Recruitment ☐ Retention ☐ Induction	Contact Log Site Level Meetings District Check-In Sessions	100% completed
$2,200	Anti-racism workshop for mentors	☐ Recruitment ✔ Retention ☐ Induction	Evaluation Form	!00% participants completed
$2370.46	Anti-racism workshop for mentees	☐ Recruitment ✔ Retention ✔ Induction	Evaluation Form	100% participants completed
$469.55	Mental health and team building activities	☐ Recruitment ✔ Retention ☐ Induction	Check-In Form	
$1089.71	These funds were NOT expended for affinity group activities.	☐ Recruitment ☐ Retention ☐ Induction		