# 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 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 | STEP Academy |
| Total Grant Amount | $39,452 |

### Identified Official with Authority

| | |
|---|---|
| Name of official with authority to sign | Mustafa Ibrahim |
| Title | Superintendent |
| Address | 835 5th St E |
| City, State and Zip code + 4 | St Paul, MN 55106 |
| Phone Number and Email | 651-289-6120   mustafa@stepacademymn.org |

### Primary Program Contact

| | |
|---|---|
| Name of program contact | Traci Moore |
| Title | Asst Sup for Academics |
| Address | 835 5th St E |
| City, State and Zip code + 4 | St Paul, MN 55106 |
| Phone Number and Email | 651-289-6120   tmoore@stepacademymn.org |

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

During the 2022-2023 school year, the Teacher Mentorship & Retention of Effective Teachers Grant at STEP Academy strengthened and Supplemented our existing mentorship and retention efforts. First, it allowed us to compensate and nurture teacher leaders as they served as lead teachers, mentoring coordinator, and mentors. These teachers grew in their collaboration and coaching abilities that in turn translates to stronger teaching in the school. In addition, our new teachers capitalized on the experience of returning staff creating stronger effectiveness during teachers' first year at STEP Academy. Having the ability to compensate teachers for their time creates a more purposeful, structured mentoring process that brings support and a quicker ramping up of skills in our classrooms.

## 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Asian or Pacific Islander | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Hispanic | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Black | 0 | 0 | 1 | 0 | 0 | 0 | 2 |
| Other | 0 | 0 | 7 | 0 | 2 | 0 | 5 |
| **Total** | **0** | **0** | **8** | **0** | **2** | **0** | **7** |

**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 | 0 | 0 | 0 | 0 | 0 |
| Asian or Pacific Islander | 0 | 0 | 0 | 0 | 0 |
| Hispanic | 0 | 0 | 0 | 0 | 0 |
| Black | 0 | 1 | 0 | 0 | 0 |
| Other | 0 | 10 | 2 | 0 | 0 |
| Paid Mentors of color who received additional stipends | 0 | 1 | 0 | 0 | 0 |
| **Total** | **0** | **12** | **2** | **0** | **0** |

## Analysis of Data

STEP Academy had an informal mentoring program in place prior to this year's program. It consisted mainly of administrators supporting new teachers and informal matchings of mentor/new teachers. Because we had no funding available to support a mentoring program prior to this year, we did not collect data on our program. This year, we had a mentor coordinator as well as a math and reading lead teacher to support instruction for new staff. We had eight new teachers who benefitted from the program this year with eight mentors. These teachers met monthly with their mentors and processed through formal discussion topics and reflection. They also participated in peer observations. Five of the eight teachers who participated in the mentoring program plan to return in 2023-2024. This is not higher than in other years, but the leadership team at STEP Academy believes that the turnover number would have been higher without the presence of this program this year due to the current climate of teacher shortage.

# 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 |
|---|---|---|---|---|
| $20,000 | Payment to leaders of the Mentor Program | ☐ Recruitment<br>X Retention<br>X Induction | Program Participation Completion, attendance/participation | All three leaders participated fully in their roles with positive participant feedback. |
| $10,000 | Payments to program participants | ☐ Recruitment<br>X Retention<br>X Induction | Surveys, participant tracking, attendance/participation, retention rates | 100% of participants rated the program as a positive addition to their first year. 100% of participants fully participated in the program requirements. 63% of new hires were retained this year. |
| $1794 | PRESS Training | ☐ Recruitment<br>X Retention<br>X Induction | Training completion | 8 new teachers benefitted from this training. |
| | | ☐ Recruitment<br>☐ Retention<br>☐ Induction | | |
| | | ☐ Recruitment<br>☐ Retention<br>☐ Induction | | |