

# 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	Venture Academy
Total Grant Amount	\$62,000

### Identified Official with Authority

Name of official with authority to sign	Michael P. Warner
Title	CEO/Head of School
Address	315 27 <sup>th</sup> Ave SE
City, State and Zip code + 4	Minneapolis, MN 55414
Phone Number and Email	612.723.9990, mwarner@ventureacademies.org

### Primary Program Contact

Name of program contact	Michael P. Warner
Title	CEO/Head of School
Address	315 27 <sup>th</sup> Ave SE
City, State and Zip code + 4	Minneapolis, MN 55414
Phone Number and Email	612.723.9990, mwarner@ventureacademies.org

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

Venture Academy utilizes an ongoing coaching program. A select number of teachers received coaching, mentoring and support in a wide variety of areas, but focused on Restorative Practices. These teachers participated in professional learning and meetings with their mentor.

Two teachers of color were able to secure scholarships to continue their studies through this PELSB grant (though we have not been able to submit for reimbursement yet). One teacher completed their program to add a special education license to their credentials. Two teachers were able to secure a scholarship in high needs areas. One of those teachers obtained an additional Special Education License.

We implemented a restorative practices training program that a variety of staff, including many listed below, were able to participate in.

## 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							
Hispanic	1						
Black			1	1	2		
Other		1					

Total	1	1	1	1	2		
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**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					1
Other					
Paid Mentors of color who received additional stipends					
<b>Total</b>					<b>1</b>

To date, we have not been able to submit reimbursements for the entirety of our program.

**Analysis of Data**

## 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
28,012.94	Mentor/Coach Pay	<input type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction	Teachers met regularly to discuss goals, specific to restorative practices. Notes from Meetings.	100% retention of teachers of color. 100% retention of all teachers in this program.
3,987.06	Future Mentor/Coach Pay	<input type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction	Teachers met regularly to discuss goals, specific to restorative practices. Notes from Meetings.	100% retention of teachers of color. 100% retention of all teachers in this program.
15,000	Future grants/scholarships for BIPOC continuing education	<input type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction	We awarded 2 scholarships this past year to BIPOC teachers. We will award at least one next year.	Both teachers successfully progressed in their career and are returning.
15,000	Future grants/scholarships for high need continuing education	<input type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction	We awarded 2 scholarships this past year, and will. Continue to offer next year while we have funds.	One teacher needed to resign due to family reasons. The other teacher successfully completed their program.
		<input type="checkbox"/> Recruitment <input type="checkbox"/> Retention <input type="checkbox"/> Induction		