

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	Southwest West Central Service Cooperative District #991
Total Grant Amount	\$29,400

Identified Official with Authority

Name of official with authority to sign	Cliff Carmody
Title	Executive Director
Address	1420 East College Drive
City, State and Zip code + 4	Marshall, MN 56258-2065
Phone Number and Email	507-537-2250, cliff.carmody@swwc.org

Primary Program Contact

Name of program contact	Lisa Gregoire	
Title	Director of New Teacher Center	
Address	1420 East College Drive	
City, State and Zip code + 4	Marshall, MN 56258-2065	
Phone Number and Email	507-537-2294, lisa.gregoire@swwc.org	

Teacher Mentorship & Retention of Effective Teachers Grant Program Narrative

Due to the grant funding, SWWC’s proposed grant activities have allowed us to strengthen our existing mentoring program in a variety of ways.

We were able to recruit and begin training another cohort of mentors. In addition to the mentors, we had two administrators participate, to build their background to better support their mentors and educators. The funding made it possible to offer a high-quality, evidence-based training model, at a reduced cost to participants. SWWC was also able to provide professional learning for our mentors around mentoring for equity.

In alignment with our grant project goals, activities and outcomes, SWWC was able to support mentors/coaches this past year with customized, evidenced-based, professional development related to mentoring/coaching for equity and social and emotional learning. This was based on the needs our mentors/coaches were seeing and hearing from request from the teachers they were supporting through a program quality survey given in the spring of 2022, and again at the end of the fall semester in 2022. One of the responses received from a coach in the newest cohort was, *“The support that I received through the SWWC/NTC program was the lifeline to my success. I like having the training spread out so I can learn strategies, tools, teacher language, and other important skills to bring back to my position and implement little by little. The opportunity to reflect and discuss with others before moving on in our learning is extremely important in the learning processes. I felt like I had authentic, relevant, and successful PD for the first time.”*

SWWC was able to hire six Special Education teachers, identified as a license shortage area. All six teachers were supported by a trained mentor coach. SWWC also hire a Social Studies, Math, ECSE and two short -terms subs during the 2022-23 school year, that also received mentor support.

From the 2021-22 to the 2022-23 school years, SWWC was able to retain eight of the nine first year educators that were being supported by mentors. Mentors continued to support these eight educators in their second year as well. SWWC was also able to retain four of the five second year teachers, into their third year, from 2021-22 to 2022-23 school year, being supported by mentors. This equates to retaining 86% of new staff, just short of the 90% goal we had set.

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	Tier 2 new to the	Tier 1 teachers new to the	Teaching residents	Teacher in license	Teachers with special needs	Experienced teachers in

	profession or district	profession or district	profession or district		shortage areas		need of peer coaching
American Indian or Alaskan Native							
Asian or Pacific Islander							
Hispanic							
Black							
Other	4	3	3	0	22	0	0
Total	4	3	3	0	22	0	0

****Number highlighted in yellow is based only on teachers in first three years receiving mentoring/coaching.**

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					
Black					
Other					
Paid Mentors of color who received additional stipends					
Total	0	0	0	0	0

Note: Stipends were not requested in grant funding request. All mentors/coaches are paid employees.

Analysis of Data

Table 1 Analysis: Although we fell a bit short of our goal of retaining 90% of new teachers, we were able to retain 86%, which is an improvement from the past, and a result that SWWC has worked hard towards and is pleased with. SWWC was also able to recruit multiple teachers in identified shortage areas. We believe this can be contributed to being able to provide mentoring/coaching support for these educators in the first three years of their careers.

Table 2 Analysis: Stipends were not part of the grant request, as we have full-release mentor/coaches that are paid employees, so therefore no stipends were awarded.

Additionally, SWWC is appreciative and grateful for the additional funding to continue to grow our mentoring program and provide high quality, ongoing, professional development and support for our mentors/coaches. The funding allowed us to offer additional training at a decreased cost, that was much needed.

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
\$1,800	Professional Development for mentors/coaches out of initial training on September 27.	<input type="checkbox"/> Recruitment <input type="checkbox"/> Retention <input checked="" type="checkbox"/> Induction	PD was intended to give mentors/coaches additional tools to recruit and retain teachers, especially those of color and/or Indigenous background.	New teacher retention was 86%. Teachers of color and/or Indigenous background increased by 0%.
\$6,000	Coaching for Equity professional development led by New Teacher Center held on November 7	<input checked="" type="checkbox"/> Recruitment <input checked="" type="checkbox"/> Retention <input type="checkbox"/> Induction	PD was intended to give mentors/coaches additional tools to recruit and retain teachers, especially those of color and/or Indigenous background.	New teacher retention was 86%. Teachers of color and/or Indigenous background increased by 0%.
\$12,000	Training led by New Teachers Center for new cohort of mentors/coaches on December 6 and 7.	<input type="checkbox"/> Recruitment <input type="checkbox"/> Retention <input checked="" type="checkbox"/> Induction	Increase number of mentors/coaches by 25%.	Six new mentor/coaches received training.
\$6,000	Training led by New Teacher Center for Leadership Team members to support mentors/coaches and teachers on September 15 & December 1, 2022 and January 31, 2023	<input checked="" type="checkbox"/> Recruitment <input type="checkbox"/> Retention <input type="checkbox"/> Induction	Increase number of mentors/coaches by 25% and retain 90% of new teachers.	New teacher retention was 86%. Teachers of color and/or Indigenous background increased by 0%. Six new mentor/coaches received training.
\$1,800	Professional Development for mentors/coaches out of initial training on September 27.	<input type="checkbox"/> Recruitment <input type="checkbox"/> Retention <input checked="" type="checkbox"/> Induction	PD was intended to give mentors/coaches additional tools to recruit and retain teachers, especially those of color and/or Indigenous background.	New teacher retention was 86%. Teachers of color and/or Indigenous background increased by 0%.

\$1,550	Training for Leadership Team members to support mentors/coaches and teachers on March 7, 2023.	<input checked="" type="checkbox"/> Recruitment <input type="checkbox"/> Retention <input type="checkbox"/> Induction	Increase number of mentors/coaches by 25% and retain 90% of new teachers.	New teacher retention was 86%. Teachers of color and/or Indigenous background increased by 0%. Six new mentor/coaches received training.
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****Note:** \$250 of expenses were incurred in 21-22 school year for one hour of professional development related to student behavior interventions for mentors/coaches to better support teachers in this area. SWWC had requested and was granted permission to carryover the remainder of the grant funding to the 22-23 school year.