

TMRG Grant Report 7.15.20

Grantee Information

Grant Official with Authority

- Dr. Richard McGregory
- Executive Director of Strategic Communications, Achievement Accountability, Assessment and Technology
- 4148 Winnetka Ave. N
- New Hope, MN 55427
- 763.504.8000
- richard_mcgregory@rdale.org

Primary Program Contact

- Carla Reeck
- Director of Curriculum and Instruction
- [same address]
- 763.504.8149
- carla_reeck@rdale.org

Table 1: Total number of teachers new to the profession or district that received mentoring as a result of this grant

***We are not using funds until fall of 20-21 SY**

Teachers Mentored Using Grant Funding	American Indian or Alaskan Native	Asian or Pacific Islander	Hispanic	Black	White	Other
Tier 3 Teachers new to the profession or district						26
Tier 2 new to the profession or district						10
Tier 1 teachers new to the profession or district						0
Teaching residents*						0
Teacher in license shortage areas						150
Teachers with special needs						NA
Experienced teachers in need of peer coaching						775
Total: All teachers supported by grant funding						233

*Teaching residents are those in a district to complete teacher preparation, usually with a student teaching placement.

Table 2: Total Number of mentors who were paid under this grant for providing mentorship to teachers.

***We are not using funds until fall of 20-21 SY**

46 Mentors

Retention Strategies:

The Robbinsdale Area Schools 2017-2019 Collective Bargaining Agreement states the following: The School Board may terminate or place probationary teachers on unrequested leave from their teaching area and from any other fields to which they are assigned, in reverse order of their employment. No teacher who has acquired continuing contract rights shall be placed on unrequested leave of absence while probationary teachers are retained in positions for which the teacher who has acquired continuing contract rights is licensed.

This agreement adds the following to the provision above beginning with the 2018-2019 group of hired teachers:

Additional exceptions: Notwithstanding the provisions above, if reducing a probationary teacher before another probationary teacher within the same year of hire would prevent students from having access to effective teachers who are members of populations underrepresented among the licensed teachers in the district or school and who reflect the diversity of enrolled students, the District may retain the teacher even if the retained teacher is a teacher with less seniority. These exceptions would only be available to teachers holding Tier 3 or Tier 4 licenses and would not be available to any teacher holding a Tier 1 or Tier 2 license.

This is found in the Memorandum of Agreement, Section 7-1-3-1.

Additional Funding:

We utilize some Title II and some district professional learning dollars to fund our current mentor program.

Table 3: Funding Breakdown

***We are not using funds until fall of 20-21 SY**

Funding will be used to pay Mentor stipends and substitutes for probationary teachers to attend professional learning events.