Teacher Mentorship & Retention of Effective Teachers Grant Report Form

Instructions:

Please send an electronic copy of the Teacher Mentorship & Retention of Effective Teachers final completed report by June 30, 2020 to saba.teshome@state.mn.us.

Report components:

I.   Coversheet

II.   Teacher Mentorship & Retention of effective Teachers Program Narrative – Please describe how you have strengthened and/or supplemented your existing mentorship and retention efforts and how the awarded funds allowed you to do this work. Additionally, describe any specific work done to support teachers new to the profession or district, including teaching residents, teachers of color, teachers who are American Indian, teachers in license shortage areas, teachers with special needs, and/or experienced teachers in need of peer coaching. Finally, using the methodologies outlined in the "Progress Monitoring" portion of your original proposal, evaluate the effectiveness of the funded work.

III.   Program Data – Please provide data from 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.   Additional Reporting Requirements – Please provide information on any additional funding that was used to support mentorship and retention efforts. Districts and schools must also provide information on retention strategies that were developed as a part of the grant program.

V.   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	
Total Grant Amount	
Identify the category you applied under	☐ a school district ☐ group of school districts ☐ a coalition of school districts, teachers <u>and</u> teacher education institutions ☐ a coalition of schools, teachers <u>or</u> non-licensed educators

Identified Official with Authority

Name of official with authority to sign	
Title	
Address	720 4th Ave. S.
City, State and Zip code + 4	St. Cloud, MN 56301
Phone Number and Email	320.308.4932; ResearchNow@stcloudstate.edu

Primary Program Contact

Name of program contact	
Title	
Address	
City, State and Zip code + 4	
Phone Number and Email	

Teacher Mentorship & Retention of Effective Teachers Grant Program Narrative

Unfortunately due to the Covid-19 pandemic, our summer CAMP (Community & Academic Mentor Partnership) for new teachers scheduled for June 16-18, 2020 was canceled. However, with the permission to roll over unused funds, we've scheduled a planning meeting for early August. The exact date will be determined once fall school schedules are determined. Our planning team will assess the needs and schedules of the new teachers, and begin implementing the same components of our grant (belonging, reflecting, planning, and engagement).

Due to the closing of face to face classrooms, the move to online learning for both teachers and students, and the overwhelming workload that was required for new teachers to meet the needs of their students; and once it was clear that we would not be able to hold our CAMP, all planning was suspended.

Teacher Mentorship & Retention of Effective Teachers Grant Program Data

Please provide the total expected numbers and percentages of total participants for each of the following groups that your program will involve. Numbers may reflect teachers in multiple categories being counted more than once. Each category's percentage is of the total number of teachers being mentored under this grant.

Table 1: Total number of teachers new to the profession or district that received mentoring as a result of this grant. Due to Covid-19 no teachers were able to participate in grant funded projects.

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						
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						
Total: All teachers supported by grant funding						

*Teaching residents are those in a special in-service induction program, usually with a reduced instructional loads during the first year of employment and additional mentoring and/or professional development. For the purposes of this grant, residents are not pre-service candidates seeking initial licensure in their field and participating in a PELSB-approved residency program or student teachers completing other licensure programs.

Table 2: Total number of mentors who were paid stipends under this grants for providing mentorship to teachers. Due to Covid-19, no stipends were paid to mentors.

Mentor Demographics	Paid a stipend as part of a larger mentorship program	Paid an additional stipend
American Indian or Alaskan Native		
Asian or Pacific Islander		
Hispanic		
Black		
White		
Other		
Total		

Analysis of Data

Due to Covid-19, no grant funds were used, and no data collected.

Teacher Mentorship & Retention of Effective Teachers Grant Additional Reporting Requirements

Retention Strategies

Per Minn. Stat. § 122A.70, a school district that receives a grant must negotiate additional retention strategies for teachers who are of color or who are American Indian in their beginning years of employment, such as financial incentives for working in the school/district for at least five years or providing collegial support through teacher placement. Please describe the strategies your organization developed.

> Due to Covid-19 and our inability to begin or complete our project, no negotiations took place regarding retention strategies or financial incentive for new teachers.

Additional Funding

Please list any and all additional funding you used to support teacher mentorship and retention efforts. Specify if these funds were used to support teachers new to the profession or district, including teaching residents, teachers of color, teachers who are American Indian, teachers in license shortage areas, teachers with special needs, and/or experienced teachers in need of peer coaching.

> Due to Covid-19 and our need to cancel the CAMP program, no additional funds were used to support mentorship and retention efforts.

Teacher Mentorship & Retention of Effective Teachers Grant Funds Expenditure

Table 3: Grant Funds Expenditure   No grant funds were used due to Covid-19

Amount	Description of Use of Funds	Primarily Used for:	Method of Progress Monitoring	Data
		☐ Recruitment ☐Retention ☐Induction		
		☐ Recruitment ☐Retention ☐Induction		
		☐ Recruitment ☐Retention ☐Induction		
		☐ Recruitment ☐Retention ☐Induction		
		☐ Recruitment ☐Retention ☐Induction		