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, 2021 to Grants.PELSB@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		Stonebridge World School
Total Grant Amount		$5,900
Identify the category you applied under		[X] a school district [ ] group of school districts [ ] a coalition of school districts, teachers and teacher education institutions [ ] a coalition of schools, teachers or non-licensed educators

Identified Official with Authority

Name of official with authority to sign	Barbara Novy
Title	Executive Director
Address	4530 Lyndale Ave S
City, State and Zip code + 4	Minneapolis, MN. 55419
Phone Number and Email	612-877-7402. bnovy@sbwschool.org

Primary Program Contact

Name of program contact	Heather Newman
Title	Academic Director
Address	4530 Lyndale Ave S
City, State and Zip code + 4	Minneapolis MN 55419
Phone Number and Email	612-877-7401 hnewman@sbwschool.org

Teacher Mentorship & Retention of Effective Teachers Grant Program Narrative

The mentorship program at Stonebridge was focused on providing support to less experienced teachers and teachers new the district.

Mentors were assigned a group of teachers and weekly checked with the teachers to provide support. This year we were on distance learning until we started to bring students back on January 19, 2021.

Stonebridge teachers from the beginning of the year with distance learning were on site doing live instruction through their smart TV as well as teaching essential worker students in their classroom. This allowed mentors to go into classrooms and do walkthroughs to observe the lesson as well as join via zoom. In addition, this year teachers were able to have in person social distance coaching meetings with their mentor regularly. We found It was especially important this year for teachers to have the additional support and coaching mentors were offering with all the challenges distance learning and hybrid teaching presented to less experienced teachers.

Mentors met with the Academic Director to discuss the mentor/teacher coaching sessions and brainstorm increased ways to provide support and instructional strategies with the challenges that this year presented . Stonebridge was able to conduct the teacher evaluations as planned and reached the projected outcome with all teachers but one scoring 2.5 or above on their evaluations.

We know that the additional support a mentor offers less experienced teachers as well as teachers new the district is essential. At Stonebridge it has been instrumental in helping teachers continue to attain student growth, which has been reflected in the NWEA scores where over 50% of students are reaching their growth goal for the year.

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.

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					5	
Tier 2 new to the profession or district		1	1	2	5	
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.

*Please note in your analysis if this data is a duplicated headcount, meaning teachers are counted in more than one racial/ethnic category.

Mentor Demographics	Paid a stipend as part of a larger mentorship program	Paid an additional stipend
American Indian or Alaskan Native		
Asian		
Black, Not of Hispanic Origin	1	1
Hawaiian/Pacific Islander		
Hispanic		
Multiple Categories		
White, Not of Hispanic Origin	2	
Total	3	1

Analysis of Data

It is not duplicated in large mentor program. It is duplicated in paid additional stipend.

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.

> Stonebridge provides financial incentives to all teachers beginning in their fifth year. Stonebridge will provide an additional incentive to all teachers of color beginning in their fifth year. We are currently considering if we can provide an additional incentive each year to teachers of color.

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.

> General Education Funds are used to support retention efforts through incentives for teachers of color, teachers who are American Indian, teachers in license shortage areas.

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
$5,700	Mentor Stipends	☒ Mentoring ☐ Induction	Tracking form for walkthroughs, zoom observations & coaching meetings	Data gathered indicated date of observatory coaching sessions. What was discussed during the meeting with teachers. Teachers utilized strategies discussed and follow up walkthroughs were conducted with mentors.
$200	Academic Director (Mentor Coordinator)	☐ Mentoring ☒ Induction	Meeting with individual mentors periodically	Discussed mentor coaching sessions to review support & instructional coaching recommendations and follow through strategies.
		☐ Mentoring ☐ Induction		
		☐ Mentoring ☐ Induction		
		☐ Mentoring ☐ Induction		