

Confirmation of Application Receipt:

Your proposal was successfully submitted to The NEA Foundation. No further action on your part is required and you can expect to receive notice of your proposal's status shortly. To print a copy of this completed application go to 'File', then 'Print' on your browser toolbar. Click here to return to the homepage when you are finished.

Applicant Information

Contact Type Lead Applicant

Salutation

* **First Name** Ginger

* **Last Name** Backus

*** Job Category**

Other

* **Home Address** 916 10th Street

Home Address - Line 2

* **Home City** Cloquet

* **Home State** Minnesota

* **Home Zip** 55720

* **Work Telephone** 218-336-8940

NEA Membership Yes

NEA Membership Number**NEA Member SSN**

* **School/Institution** Ordean East Middle School

* **Work Address** 2900 E. 4th Street

* **Work City** Duluth

* **Work State** Minnesota

* **Work Zip** 55812

* **Work Title** Guidance Counselor

* **Home Telephone** 218-341-5713

* **Work Fax** 218-336-8949

* **E-mail Address** ginger.backus@isd709.org

*** Grades Taught**

6th Grade

7th Grade

8th Grade

* Subjects Taught
Counseling

* Percentage of Free and Reduced Lunch Students 26

* American Federation of Teachers Membership Yes

* Work Experience in Education 37

Partner Information

Salutation

First Name Bernadette

Last Name Burnham

Job Category
Librarian

Home Address 4130 W. 4th Street

City Duluth

State Minnesota

Zip 55807

Home Telephone 218-591-8751

How did you hear about the NEA Foundation's grants? A state or local NEA leader

Have you previously applied for a grant from the NEA Foundation? No

NEA Membership Yes

NEA Membership Number

School/Institution Laura MacArthur Elementary

Work Address 720 N. Central Ave.

Work City Duluth

Work State Minnesota

Work Zip 55807

Work Title Media Specialist

Work Telephone 218-336-8900

Work Fax 218-336-8904

Email Address bernadette.burnham@isd709.org

Grades Taught Kindergarten
1st Grade
2nd Grade
3rd Grade
4th Grade
5th Grade

NEA Member SSN

Subjects Taught Technology
Other

Percentage of Free and Reduced Lunch 77.4
Students

American Federation of Teachers Yes
Membership

Work Experience in Education 16

Fiscal Agent

* Fiscal Agent Name Duluth Public Schools

* Address 215 E. 1st Street

* City Duluth

* State Minnesota

* Zip 55812

Fiscal Agent Agreement

* Signature of Authorized Representative Christopher Peterson

Proposal Information

* Application Type Group

* Project Title Teacher Mentoring

* Requested Amount \$5,000

* Proposal Budget mentor grant.xlsx (9 K), uploaded by ginger backus on 10/08/2015

* Students Benefited 8100

* Educators Benefited 50

Additional Support

\$60,000. Staff Development/Curriculum funds for mentoring program

\$5,000. Duluth Federation of Teachers - funds for new mentor training.

\$2,000. Federal Title II - funds for mentor/mentee classroom exchanges

\$3,750. Technology support - use of computers, Innovation team support, chrome book support

\$4,540 In Kind support - clerical, custodial, facilities, instructional coaches, supplies and materials

Total additional support is \$75,290.

* Summary

The mission of this program is to provide high quality professional development experiences through the training of mentors so that we will continue to attract, induct, support and retain quality teachers of varied cultural, social and linguistic backgrounds who are new to their teaching assignment. The new teacher's ability to become an experienced life-long learner and educator will ultimately affect his/her students and their achievement. The mentor program will also support ISD 709 goals of high achievement for all, safe and welcoming environment for everyone in our schools and effective and efficient systems.

* Describe the professional development plan. What are your goals in this learning? What learning resources do you plan to use?

Tenured teachers (mentors) will be invited to participate in an intensive, two day training to assist in professional growth, provide support to, and have a collaborative relationship with a mentee (first year educator). New and tenured staff will have continued opportunity to participate in professional development throughout the school year.

Through the training of mentors, we will meet the following goals:

- retain quality new teachers for the Duluth Public Schools.
- provide new teachers the assistance necessary for them to be successful educators.
- identify beginning teacher needs and modify support in response to those needs.
- create professional growth environments for new and tenured teachers grounded in continuous inquiry, ongoing assessment and problem solving.

- recognize and practice the attitudes, behaviors and skills of effective mentors.
- encourage rigorous collegial exchanges.
- provide a sustainable venue for active teacher leadership.

We will be using the Mentorship Training materials from the New Teacher Center, University of California, Santa Cruz along with Charlotte Danielson's Framework for Teaching.

*** How, when, and where will the learning be accomplished?**

Specific tenured staff will be invited to participate in a two day training (8:30 - 3:30) to be held at the DFT office located at 639 E. Central Entrance Duluth, MN 55811.

This training will take place June 15-16, 2016.

Where - DFT office

*** How does the proposed professional development advance your professional goals? How does it advance your workplace goals?**

Our training will enhance the veteran teacher's ability to really listen, challenge, support and help new teachers to move forward in their professional practice. We hope to provide an environment where students take on responsibility for their learning and can monitor that learning against clear standards. Integrating the Charlotte Danielson Framework will help us to reach this goal. We understand that effective teachers are directly tied to successful students. Mentoring new staff by veteran staff will allow for professional conversations between and among educators around the complex task of teaching. The mentor program will support ISD 709 district goals of high achievement for all, safe and welcoming environment for everyone and effective and efficient systems. Through the Mentor Program we hope to retain quality new teachers, identify new teacher needs and modify support in response to those needs, recognize and practice the attitudes, behavior and skills of effective mentors and provide a sustainable venue for active teacher leadership.

*** What is the need for this professional development? How did you and your colleagues assess the need? Please define need in terms of both student need and professional need by the applicant(s).**

Duluth Public Schools are in a critical time period for the Mentorship Program to be carried out with 36% of our staff eligible to retire by 2020. Veteran teachers working with newly hired and non-tenured teachers will promote professional growth and ensure continuity of skill building for every teacher that is involved in the Mentorship Program. From this program the new teacher's ability to become an experienced, life-long learner and educator will ultimately effect his/her students and their achievement. Research shows that teachers who have been mentored, not only remain in teaching, but that their students' success ranks above those students who have not been taught by mentored teachers.

Data was collected by our Human Resources department indicating that of the 700 certified staff 36% are eligible to retire by 2020.

*** How will this project continue beyond the grand period? How will you continue sharing the knowledge gained in this project? Describe sharing in relation to your colleagues, students, and administrators.**

The Curriculum Department, Staff Development and our local union have already established financial support for the Mentorship Program to continue for the next 5 years.

Mentors trained in the Mentorship Program will continue to support newly hired staff and those new to their teaching positions in our district. Additional mentors will be trained annually. Research shows that students of mentored teachers have greater success in school. Administrators have higher quality staff when new teachers have been mentored.

Sustainability is also maintained as mentees move into the role of mentor which brings us full circle.

Required Signatures

- * Lead Applicant Signature Ginger Backus
- * Lead Applicant Signature Date 10/14/2015
- * Principal or Dean Signature Gina Kleive
- * Principal or Dean Signature Date 10/14/2015

Need Support?