

# IMPACT Grant Application: Cover Sheet

**COVER SHEET TO BE COMPLETED BY THE EDUCATION MINNESOTA  
MEMBER ACTING AS "MEMBER COORDINATOR" FOR THE PROJECT**

Project Title: Duluth Educators Mentorship Program

Amount Requested: \$ 13,500.<sup>00</sup>

Member Project Coordinator Name: GINGER BACKUS

Home Address, City, State, ZIP: 916 10<sup>th</sup> St. Cloquet, MN 55720

Primary Email Address: ginger.backus@isd709.org

Home Phone: 218-341-5713

Organization Project Coordinator Name: Michael Cary

Organization Name: ISD 709 Duluth Public Schools

Organization Address, City, State, ZIP: 215 N. 1<sup>st</sup> Ave E. Duluth, MN 55802

Organization Phone: 218-336-8711

Organization Project Coordinator Email Address: michael.cary@isd709.org

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Team Member 1 Name: Ginger Backus

Team Member 1 Affiliation (organization): Duluth Federation of Teachers

Team Member 1 Email: ginger.backus@isd709.org

Team Member 2 Name: Mary Lou Tarvers

Team Member 2 Affiliation (organization): Retired Duluth Federation of Teachers

Team Member 2 Email: mary.tarvers@isd709.org

Team Member 3 Name: Bernadette Burnham

Team Member 3 Affiliation (organization): Duluth Federation of Teachers

Team Member 3 Email: bernadette.burnham@isd709.org

**YOUR LOCAL/AFFILIATE PRESIDENT SHOULD COMPLETE THIS SECTION.**

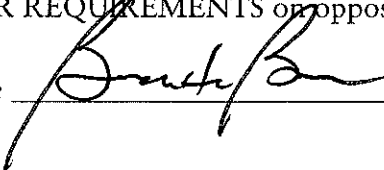
Local or Affiliate Organization: Duluth Federation of Teachers

Local or Affiliate President Name (please print): Bernadette Burnham

President's Phone Number: 218.591.8751

President's Email Address: maygoffergal@gmail.com

My signature below indicates that I have reviewed this application. Should this project be awarded grant funds, the local or affiliate agrees to support the project and help prepare final reports summarizing the project outcomes and related financial expenditures. My signature also certifies that the member coordinator is a member of Education Minnesota holding active membership status. (See MEMBER COORDINATOR REQUIREMENTS on opposite page.)

Signature of Local or Affiliate President: 

Date: 1/14/2016

All applications must be received by this office no later than 4 p.m. Jan. 15, 2015.

Mail/email grant applications to:  
Education Minnesota Foundation for Excellence in Teaching and Learning  
41 Sherburne Ave., St. Paul, MN 55103-2196  
foundation@edmn.org – 800-652-9073



## ED MN Impact Grant Application

The mission of the Duluth Educators Mentorship 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 assignments. The new teacher's ability to become an experienced life-long learner and educator will ultimately affect his/her students and their achievement. Improved student achievement is our ultimate outcome. 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. This program also allows us to provide our educators with professional development in an innovative manner as we work with the leadership of our school district. Through the implementation of the Duluth Educators Mentorship Program, our district has the potential to provide meaningful, long-lasting positive changes in the practices that shape teaching and there by positively impacting student learning.

Using money from the ED MN Impact Grant, tenured teachers (mentors) from various grade levels and curricular areas 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: 1. to retain quality new teacher for the Duluth Public Schools, 2. to provide new teachers the assistance necessary for them to be successful educators, 3. to identify beginning teacher needs and modify support in response to those needs, 4. to create professional growth environments for new and tenured teacher grounded in continuous inquiry, ongoing assessment and problem solving, 5. to recognize and practice the attitudes, behaviors and skills of effective mentors, 6. to encourage rigorous collegial exchanges, and 7. to 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.

We will demonstrate capacity for systematic impact on educators through a continuous evaluation component imbedded into the Duluth Educators Mentorship Program. This project evaluation includes weekly emails to teams for their input, monthly meetings with specific topics and time for teams to work together, review quarterly with our curriculum department director who is our partner to effect and/or support changes in practices to the professional development we strive for through our mentoring program. Useful data

will be shared with teacher teams, building principals, directors, the school board's Education Committee and other key members of Duluth Public Schools to assure educators and students are benefiting from skills acquired through the Duluth Educators Mentorship Program.

Specific tenured staff from across grade levels and curricular areas will be invited to participate in a two day training to be held at the DFT office located at 639 E Central Entrance in Duluth Minnesota. We plan to do this training in June of 2016.

Our mentor 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 Duluth Educators Mentorship 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, behaviors and skills of effective mentors and provide a sustainable venue for active teacher leadership.

With 36% of our staff eligible to retire by 2020, the Duluth Public Schools are at a critical point, and the Duluth Educators Mentorship Program will be a valuable tool in supporting large numbers of new staff. Veteran teachers working with newly hired and non-tenured teachers will promote professional growth and ensure continuity of skill building for every teacher who 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 affect is/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 student who have not been taught by mentored teachers.

It is important to us that this program be sustainable beyond the period of this grant. To that end, the Curriculum Department, Staff Development and our local union (Duluth Federation of Teachers) have already established financial support for the Duluth Educators Mentorship Program to continue for the next 5 years. Sustainability is also maintained as mentees move into the role of mentor which brings us full circle.

The Duluth Educators Mentorship Program is a district wide initiative and as such, could impact at least 50 staff members having a potential to impact over 8000 students and their academic success. This mentorship program will seek to effect meaningful, long lasting change in the policies and practices that shape teaching and learning. Using innovative professional development program designs, and in partnership with others in our district most likely to assist in driving these changes, we ultimately expect to positively impact the learning experiences of Duluth Public School students.

| <b>Amount of \$ requested from grant</b>                | <b>Allocated for:</b>   |
|---|---|
| \$12,000  | Training 30 new mentors over 16 hours at \$25.00 each hour  |
| \$1,500   | The cost of 2 trainers to work with the mentors over the 16 hours and preparation prior to training |
| <b>Total requested from grant:<br/>\$13,500</b>         |   |
| <b>Money provided from other sources</b>                |   |
| \$2,000   | Title II funds for mentor/mentee classroom exchanges  |
| \$5,000   | Duluth Federation of Teachers - funds for monthly training and meetings of mentors and mentees      |
| \$3,750 (in kind)                                       | Technology Support - use of computers, innovation team support, chromebook support                  |
| \$4,000 (in kind)                                       | Clerical, custodial, facilities, instructional coaches, supplies and materials                      |
| \$60,000  | Curriculum and Staff Development funds for mentors to work with mentees for up to 20 hours/yearly   |
| <b>Total from Other Sources<br/>(including in kind)</b> |   |
| <b>\$74,750</b>   |   |
|   |   |