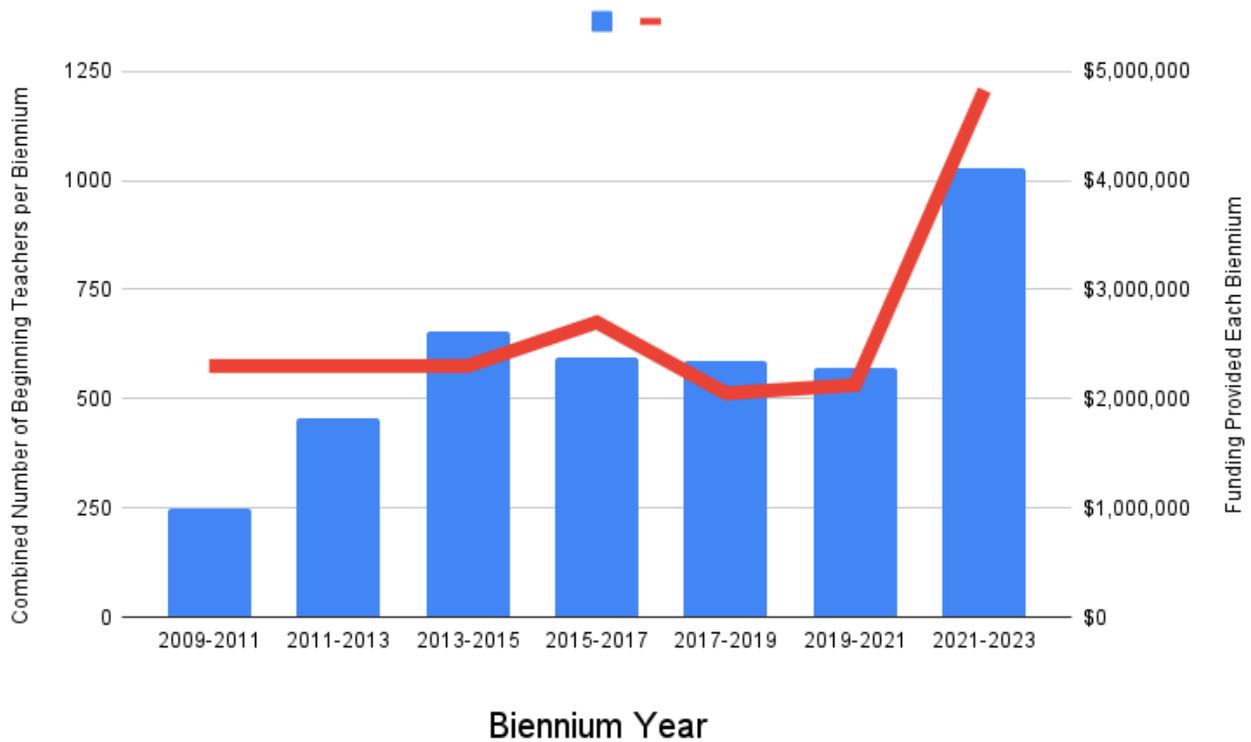


Questions about the North Dakota Teacher Support System Mentoring Program

3/23/23 Committee Work on SB 2013:

How many beginning teachers are enrolled in the program each year?

YEAR	Number of Beginning Teachers Mentored	Funding each biennium
2009-11	247	\$2,300,000
2011-13	454	\$2,300,000
2013-15	653	\$2,300,000
2015-17	594	\$2,700,000
2017-19	588	\$2,050,000
2019-21	570	\$2,125,764
2021-23	1029	\$2,125,764 + \$2,700,000 GEER II =\$4,825,764



What is the retention data? Is there a comparison between teachers who are mentored in NDTSS and teachers who are not?

Dr. Marijke Leibel – Assistant Coordinator at the NDTSS has conducted an annual retention data study. Major findings include:

- 80.5% of Teachers who were mentored in their first year through the NDTSS Mentoring Program continue to teach in ND in their 3rd year.
- 72.5% of teachers who were NOT mentored in their first year continue to teacher in ND in their 3rd year.
- The highest turnover is usually within the first three years of teaching. Turnover is 8% less for teachers who are mentored in the NDTSS.

**North Dakota Teacher Support System
Overview 2023**

The North Dakota Teacher Support System conducts an annual teacher retention study for all new teachers in the state of North Dakota. The comparison of the results are presented in the following charts.

North Dakota Teacher Retention Rate for School Year 2021-2022							
	NDTSS	<i>n</i>	Non-NDTSS	<i>n</i>	Difference	<i>n (total)</i>	Total
2015-16	66.3%	201 / 303	59.3%	219 / 369	7.0%	672	62.5%
2016-17	74.9%	218 / 291	61.8%	207 / 335	13.1%	626	67.9%
2017-18	74.9%	191 / 255	71.8%	204 / 284	3.1%	542	73.2%
2018-19	78.4%	261 / 333	72.8%	259 / 356	5.6%	689	75.5%
2019-20	83.3%	235 / 282	79.4%	282 / 355	3.9%	637	81.2%
2020-21	89.9%	259 / 288	85.8%	241 / 281	4.1%	569	87.9%
Total 6-Year Retention Rate	77.9%	1,752	71.6%	1,980	6.3%	3735	74.6%

NDTSS	Non-NDTSS	
77.9% Six-year retention rate	71.6% Six-year retention rate	NDTSS retention rate is 6.3% higher than Non-NDTSS. The retention rate for new teachers who are in the <u>NDTSS Mentoring Program is consistently greater in comparison to Non-NDTSS teachers.</u>
<ul style="list-style-type: none"> • Receive a state trained, experienced, and supported mentor teacher • Mentor teacher participates in timely professional learning throughout the year 	If available, mentoring may be done at a local level	New teachers who receive mentoring and support during the first years of teaching are more effective and likely to stay in the classroom longer (Madigan & Kim, 2022). Teacher attrition is detrimental to the organization of schools, cohesion of communities, and student growth (Amitai & Houtte, 2022).
80.5% Average new teacher three-year retention rate	72.5% Average new teacher three-year retention rate	The highest turnover is usually within the first three years of teaching. Turnover is 8% less for teachers who are mentored in the NDTSS.
47.0% Percentage of new teachers who were supported by NDTSS prior to GEER II Funding	53.0% Percentage of new teachers who <u>were not supported</u> by NDTSS prior to GEER II Funding	In 2022-2023, 442 new teachers and 227 second year teachers have been enrolled in the NDTSS mentoring program, approximately doubling the amount of new teachers who have been able to be part of the NDTSS in past years.
Can participate in the Beginning Teacher Networks through REA or School District	Can participate in the Beginning Teacher Networks through REA or School District	All beginning teachers are encouraged to participate in local Beginning Teacher Networks as a supplement to the Mentoring Program.

Is it a 2-year program?

In 2022-23, 442 first year teachers and 227 second year teachers were enrolled in the NDTSS Mentoring Program, approximately doubling the number of new teachers who have been able to be part of the NDTSS in the past years.

The addition of the 2nd year mentoring program was made possible by additional funding through the GEER II funds.

Past funding has allowed about 500 first year teachers to be mentored each year. The program has had to close its enrollment in August each year for the past 3 biennium.

Full funding as requested in the Governor's Executive Budget would allow NDTSS to keep enrollment open for all first-year teachers in the state and continue the 2nd year teacher mentoring program.

Which school districts use the NDTSS Mentoring Program?

Districts Participating in the NDTSS Mentor Program															
Spring 2010-Spring 2023															
District	SPRING 2010	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-2020	2020-2021	2021 - 22	2022-23	
Adams (closed)				X											
Alexander				X	X	X								x	
Anamoose-Drake	X		X	X	X	X	X		X	X			x	x	
Apple Creek						X									
Ashley		X	X	X	X		X			X	X	X	x	x	
Barnes County North											X			x	
Beach							X	X	X						
Belcourt								X	X				x	x	
Belfield			X	X	X	X	X	X	X	X	X	X	x	x	
Berthold	X														
Beulah			X	X	X	X		X	X	X	X		x	x	
Billings County/Medora						X									
Bismarck	X	X	X	X	X	X	X	X	X	X	X	X	x	x	
Bottineau	X														
Bowbells				X	X	X	X		X	X		X	x		
Bowman County											X			x	
Burke Central		X	X	X	X	X			X			X		x	
Cannonball/Solen	X	X	X		X										
Carrington		X	X	X	X	X	X	X	X		X	X		x	
Carson					X	X									
Cavalier					X	X									
Center-Stanton	X		X	X	X		X							x	
Central Cass							X		X	X	X	X		x	
Central Valley	X	X													
Devils Lake				X	X	X	X	X	X	X	X	X		x	
Dickinson					X		X		X	X	X	X	x	x	
Divide County		X	X		X		X	X	X	X		X	x		
Drake										X			x		
Drayton			X					X	X	X					
Dunseith	X	X	X	X	X	X	X			X					

District	SPRING 2010	2010- 11	2011- 12	2012- 13	2013- 14	2014- 15	2015- 16	2016- 17	2017- 18	2018- 19	2019- 2020	2020- 2021	2021 - 22	2022- 23
Hope				X			X	X	X	X		X	x	x
Jamestown	X	X	X	X	X	X	X	X	X	X	X	X	x	x
Kensal								X						
Kidder County							X		X					
Killdeer										X				
Kulm										X		X	x	
Lakota						X	X					X		
LaMoure			X		X	X	X					X		
Langdon Area						X	X	X	X	X				x
Larimore	X	X		X	X	X	X	X				X	x	x
Leeds					X					X	X			
Lidgerwood										X		X		x
Linton		X						X	X	X				
Lisbon			X	X	X	X	X	X	X	X	X	X	x	x
Litchville-Marion								X	X	X	X		x	
Little Heart Dist 4	X						X	X						
Lone Tree			X	X							X			
Maddock		X	X	X	X		X							
Mandan	X	X	X	X	X	X	X	X	X	X	X	X		x
Manvel	X					X				X	X	X		x
Maple Valley/Tower City					X	X		X						
Mapleton				X		X	X	X		X		X	x	x
Marmat (Youth Correction)							X	X						
Max							X		X	X		X		
Mayville-Portland CG									X	X	X	X		x
McClusky		X	X	X	X	X	X	X			X		x	
McKenzie County				X						X				
McVile/Dakota Prairie										X	X	X		
Medina										X	X		x	x
Menoken							X							
Midkota			X	X	X	X				X	X	X		x
Midway	X	X			X	X	X			X	X		x	
Milnor	X			X	X			X	X	X	X	X	x	x

District	SPRING 2010	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-2020	2020-2021	2021 - 22	2022-23
Minot	X	X	X	X	X	X	X	X	X	X	X	X	x	x
Minto			X		X	X		X		X	X	X	x	
Mohall Lansford Sherwood			X				X	X	X	X				
Montpelier			X		X	X	X	X				X		
Mott/Regent			X		X	X	X					X	x	x
Mt. Pleasant		X	X											x
Munich					X	X							x	
Napoleon					X		X	X		X		X		
Naughton						X								
Nedrose										X		X	x	x
Nesson Dist 2- Ray			X			X	X			X				
New Public Dist #8			X	X	X	X	X	X						
New Rockford-Sheyenne						X								x
New Salem-Almont	X		X	X	X	X	X	X	X		X	X	x	x
New Town				X										
North Border	X	X		X		X								x
North Sargent		X				X		X	X			X		
North Star					X	X	X	X	X		X			
Northern Cass				X	X	X	X				X	X		
Northwood	X			X		X		X		X	X	X	x	
Oakes					X	X	X	X	X	X	X	X	x	x
Ojibwa Indian School										X				
Page								X						
Park River Area	X	X		X	X	X	X	X	X	X	X	X	x	x
Parshall										X				x
Pingree-Buchanan					X					X				
Powers Lake				X							X	X	x	x
Ray/Nesson			X			X	X							
Richardton-Taylor		X		X		X								x
Richland	X	X		X	X			X	X			X		
Rolette						X	X	X		X				
Rugby		X	X	X		X	X	X	X	X	X	X	x	x
Sargent Central								X	X	X	X			x
Sawyer			X	X					X					x

District	SPRING 2010	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-2020	2020-2021	2021 - 22	2022-23
Selfridge	X	X		X	X							X	x	
South Heart		X					X		X		X			x
St. John Public	X	X		X		X	X	X				X	x	
St. Thomas Public										X				
Stanley				X		X								
Starkweather										X				
Sterling	X				X			X						x
Strasburg				X	X									
Surrey					X	X	X	X						
Thompson						X	X	X			X		x	x
Tioga	X	X	X	X		X	X	X		X	X	X	x	x
Towner-Granville-Upham	X		X		X	X	X	X	X	X	X	X	x	x
Turtle Lake-Mercer				X	X	X	X	X	X	X	X	X	x	x
Twin Buttes							X							
Underwood	X			X		X				X	X	X		x
Valley City	X			X			X	X	X	X	X	X		x
Valley-Edinburg								X	X			X	x	
Velva	X	X	X	X		X		X	X	X	X		x	
Wahpeton				X	X	X	X	X	X	X	X	X	x	x
Warwick	X	X	X	X		X		X	X					
Washburn		X	X	X	X				X	X	X	X	x	x
West Fargo		X	X	X	X	X	X	X	X	X	X	X	x	x
White Shield			X		X	X	X				X	X		
Williams County District 8									X			X	x	x
Williston	X	X	X	X	X	X	X	X	X	X	X	X	x	x
Wilmac				X										
Wilton			X	X		X	X		X	X	X	X	x	x
Wing	X	X		X	X	X								
Yellowstone			X		X	X		X	X	X			x	

TOTAL = 160 districts have participated over the last 11 years

*These districts are reported by administrators through the NDTSS Mentoring Program enrollment.

Updated March 2023

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<https://www.nd.gov/espb/welcome-north-dakota-teacher-support-system>