



Chairman Sorvaag and members of the Senate Appropriations Education and Environment Committee,

My name is Erin Jacobson, and I have had the privilege of coordinating North Dakota's teacher mentoring program for the past seven years. Recently, we rebranded as **ND RISE—Retaining, Inspiring, and Supporting Educators**—to reflect our mission.

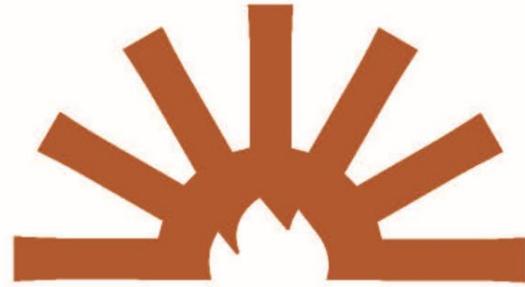
Since 2009, the **ND State Legislature** has made critical investments in this program, improving **teacher retention, student achievement, and leadership development** statewide. The **Task Force on Teacher Retention and Recruitment, the Governor's Executive Budget, and the House Education and Environment Appropriations Committee** all support funding ND RISE at **\$4.5 million** to implement a **graduated mentorship program** for teachers in their first three years in a new position, with **measurable outcomes and annual reporting** for accountability.

This funding would:

- Provide mentoring for all **first-, second-, and third-year teachers**, as well as those transitioning to new roles in North Dakota's public and non-public schools.
- Fully fund **Beginning Teacher Network Grants** to supplement mentoring through **REAs and districts**.
- Support **professional development** for instructional coaches, mentors, and beginning teachers to enhance leadership and effectiveness.
- Continue improving **teacher retention, job satisfaction, and overall teacher quality**.

The **program review** distributed today highlights ND RISE's impact across **100+ districts annually**, with testimonials from **administrators, mentors, and new teachers**.

At this time, I invite my colleague, **Marijke Leibel**, to share how this investment is helping **retain teachers across North Dakota**.



NDRISE

RETAINING, INSPIRING, AND SUPPORTING EDUCATORS

Senate Appropriations
March, 2025



NDRISE

**NORTH DAKOTA STATE LEGISLATORS HAVE INVESTED IN
TEACHER MENTORING SINCE 2009.**

THIS INVESTMENT HAS

**increased teacher retention,
positively impacted student
achievement, and empowered
teacher leaders across the state.**

ND.GOV/ESPB/WELCOME-ND-RISE

New Name

SAME GREAT OUTCOMES

ND RISE formally NDTSS



Retaining, Inspiring, and Supporting Educators

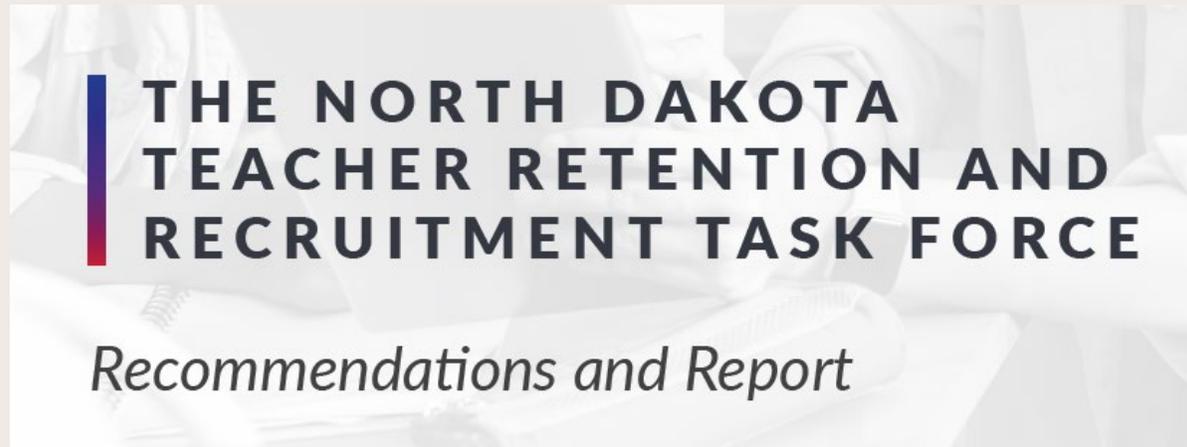
- ✱ ND RISE works to build the capacity of teacher leaders to develop a system of support for effective teachers in every school in our state.
- ✱ Statewide Structured Mentoring Program
- ✱ Coaches Academy & Continued Learning for Instructional Coaches
- ✱ Beginning Teacher Network Grants through REAs and Districts
- ✱ Robust Professional Learning Opportunities for Mentors, New Teachers, and Administrators.
- ✱ Over 4,000 new teachers and their mentors have been supported since 2009.
- ✱ New Teachers in the ND RISE Mentoring Program stay in teaching longer than other teachers.
- ✱ The rate of retention is consistently greater for ND RISE teachers.
- ✱ The greatest attrition rate occurs within the first two years of teaching.



**RECOMMENDED
BY THE
GOVERNOR-
APPOINTED
TASK FORCE ON
TEACHER
RETENTION
AND
RECRUITMENT.**



**LEARN
MORE!**



FUND MENTORSHIP

The Task Force recommends the legislature fund a graduated mentorship through the ND RISE program for teachers within their first three years in a new position. This mentorship program would include measurable outcomes and be results-based through annual public reporting.

Mentorship is crucial to the retention of new teachers in their first three years. Research shows that [teacher retention](#) rates drop significantly in the first two years, and the third year is a notable predictor for teachers deciding to stay in the profession. Furthermore, [lack of teacher support](#) is cited as a top reason for leaving the profession.

Mentorship programs are designed to help teachers in their first three years to develop [self-efficacy](#), effective teaching strategies and better classroom management. Data indicates that teachers who participate in NDRISE have [higher retention rates](#) compared to teachers not in the program. By expanding this program, new teachers can develop their presence in the classroom, increasing their likelihood of staying in the educational field.

ANALYSIS OF 2025-27 EXECUTIVE BUDGET

Supplement to the

Report of the Legislative Management

Budget Section



69th Legislative Assembly

January 2025

A-3

10. Provides for an increase in the teacher mentorship program of \$2 million from the general fund, to provide a total of \$4.5 million, of which \$2 million is from the general fund and \$2.5 million is from other funds made available from general fund carryover deposited in the department's operating fund, to expand the program to a 3-year mentorship.

<https://ndlegis.gov/fiscal/69-2025> Governor's Budget

North Dakota Century Code – Teacher Support Program

15.1-18.2-05. Teacher support program - Establishment.

The education standards and practices board shall:

1. Establish and administer a teacher support program;
2. Employ an individual to serve as a teacher support program coordinator;
3.
 - a. Select and train experienced teachers who will serve as mentors for first-year teachers and assist the first-year teachers with instructional skills development; or
 - b. If a school district or other employing entity listed in section 15.1-18.2-07 is not in need of mentors for its first-year teachers, select and train experienced teachers who will work with school district administrators and administrators from the other employing entities to identify the needs of the non-first-year teachers and help the non-first-year teachers address their particular needs through the use of:
 - (1) Research-validated interventions; and
 - (2) Proven instructional methods.

15.1-18.2-06. Teacher support program - Availability of services.

The education standards and practices board may use any moneys it receives for the teacher support program to provide staff compensation, training, evaluation, and stipends for mentors and experienced teachers who assist first-year and non-first-year teachers participating in the program, and to pay for any other administrative expenses resulting from the program; provided, however, that the board may not expend more than five percent of the moneys for administrative purposes.

15.1-18.2-07. Teacher support program - Authorized service recipients.

The education standards and practices board may provide support services to teachers employed by:

1. School districts;
2. Special education units;
3. Area career and technology centers;
4. Regional education associations; and
5. Schools funded by the bureau of Indian education.

Requested funding for the 2025-27 Biennium

If ND RISE is expanded to include teachers in their third year, as recommended by the Task Force and outlined in the Governor's Budget, a fully funded, graduated mentorship program would require \$4.5 million.

This \$4.5 million would:

- Allow us to provide mentoring for all first, second, and third-year teachers, as well as those transitioning into new roles at any public or non-public school in North Dakota.
- Ensure full funding of Beginning Teacher Network Grants to supplement mentoring efforts through REAs and districts.
- Provide necessary professional development for instructional coaches, mentors, and beginning teachers, fostering teacher leadership, and enhancing effectiveness.
- Continue to positively impact teacher retention, job satisfaction, and overall teacher quality.