



Opportunity Through Education

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MEMORANDUM NO. 2022–095

TO: School District Superintendents
Principals
Curriculum Directors
Personnel Directors
Special Education Directors

FROM: Wanda Maloney, Chief Policy Officer

DATE: August 22, 2022

SUBJECT: Grant Focused on Teacher Retention

GRANT TO IMPROVE TEACHER MORALE AND RETENTION THROUGH FEEDBACK ON CLASSROOM PRACTICE

A new program is available to improve teacher morale and retention through asset-based feedback on classroom practice. The program serves teachers in any assignment area in grades 6 to 12.

The program is funded by a federal grant led by American Institutes for Research (AIR) and supported by the Wyoming Department of Education. Districts can learn more at a webinar starting at 4 p.m. on September 7, 2022 ([register here](#)) or watch the webinar recording. Interested districts should submit an [online application](#) by September 14; the application takes about 10 minutes to complete.

The program uses instructional coaching cycles to highlight strengths in teachers' classroom practice. Positive reinforcement helps teachers reflect on their successes and expand on them. It holds promise to improve morale and retention. In studies, it has had positive impacts on student engagement and achievement.

The grant will pay both teachers and coaches. AIR will pay teachers to attend a two-hour orientation in the fall. Then teachers complete the coaching in about five cycles before the school year ends. In each cycle, the teacher videotapes a lesson and interacts with a coach for about one hour. The cycle occurs online to eliminate travel.

Coaches will also receive a stipend. AIR will work with districts to identify staff with available time or hire educators who have retired or temporarily left the classroom. These staff will undergo training totaling about six days. They will then conduct the coaching cycles, each requiring four-five hours of their time. These staff will also receive ongoing guidance as they learn to use the program.

For more information, contact Dr. Marlene Darwin at mdarwin@air.org at AIR or Laurel Ballard, State Director of Digital Learning and Innovation, at 307-777-8715 or laurel.ballard@wyo.gov.