# Educator Preparation Provider/Local Education Agency State-Recognized Partnership Agreement

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<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Title</th>
<th>Email Address</th>
<th>Phone Number</th>
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<tbody>
<tr>
<td><strong>Educator Preparation Provider (EPP)</strong></td>
<td>The University of Memphis</td>
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<td><strong>Local Education Agency (LEA)</strong></td>
<td>Arlington Community Schools</td>
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<td><strong>Term of Agreement</strong></td>
<td>2020-2021</td>
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<tr>
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<td>Assistant Dean for Student Success</td>
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<td></td>
<td>Dr. Allison Clark</td>
<td>Chief of Human Resources</td>
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<tr>
<td><strong>Certification (signatures verify partnership)</strong></td>
<td>Kandi Hill-Clark</td>
<td>Dean</td>
<td>Kandi Hill-Clark</td>
<td>1/12/2021</td>
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<tr>
<td></td>
<td>Jeffrey G. Mayo</td>
<td>Superintendent</td>
<td>Jeffrey G. Mayo</td>
<td>1/7/2021</td>
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January 2020
The University of Memphis College of Education (UofM) and Arlington Community Schools (ACS) have established a State Recognized Partnership Agreement. This partnership allows both parties to focus specific attention on recruitment and selection strategies for this district.

To meet this district's needs, the following mutually agreed upon recruitment and selection strategies will be utilized:

1. Arlington Community Schools will send the University of Memphis an announcement of the Spring Job Fair which is open to all University of Memphis education students.

2. UofM will invite a representative from ACS to attend any education fairs that are hosted by the UofM College of Education.
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State-Recognized Partnership Agreement

Prompt 2: Identify how entities will collaborate to select, prepare, evaluate, support, and retain high-quality clinical educators, both provider and school-based, who demonstrate a positive impact on candidates' development and pre-K-12 learning and development. (500 words)

UofM and Arlington Community Schools will work collaboratively to achieve the following goals.

Select - Mentor teachers (MTs) must have taught in a K-12 school. MTs must have a minimum of three (3) years of teaching experience. MTs should have received an overall observation score of a 4 or 5 on the TEAM. MTs must be licensed in the area in which they are teaching and serving as a mentor.

Prepare - MTs will be encouraged to participate in the co-teaching workshop offered by the UofM with their teacher candidate. MTs will participate in the EDA calibration training offered by the UofM. MTs will participate in mentor meetings planned by the university supervisor, clinical placement coordinator, and the Director of Teacher Education & Clinical Placement.

Evaluate - Candidates will complete a survey about their experiences with mentor teachers and supervisors during the Spring semester. UofM and ACS will analyze data about mentor teachers to determine needs and patterns. UofM track first destination data (job location, TEAM scores, etc.) for teacher candidates after graduation. The district will evaluate teachers in terms of collaboration using TEAM scores. UofM will evaluate EPP based clinical mentors at the middle and end of each term using a UofM developed evaluation instrument.

Support - The district and UofM will plan mutually beneficial professional development for mentor teachers. Sessions would be co-planned (ex. training each semester, co-teaching workshop, and coaching/mentoring training). Trainings may be conducted during the summer to utilize mentor teacher/teacher leader flex hours if available. Training will be provided on-site in the Arlington school district to further strengthen partnerships. To make further connections with mentor teachers in a smaller campus, presenters will join supervisor meetings virtually. Principals will also receive direct communications from the Director of Teacher Education and Clinical Practice for general information (important dates, placement changes, etc.). Principals are also invited to orientation meetings with the mentor teachers.

Retain
University offers the $300 stipend and an additional $100 for participating in the co-teaching workshop (unless MT selects district flex hours). UofM will have an End of Year Banquet to say "thank you" to the mentor teachers, principals, and districts. UofM will engage in positive recognition through social media. Arlington Community Schools and the University of Memphis will collaborate when needed to update and refine mutually agreed upon clinical educator requirements.

January 2020
Arlington Community Schools (ACS) and the University of Memphis, College of Education, Department of Leadership (LEAD) have established a state recognized partnership agreement to meet district needs for improving school leadership preparation.

ACS has identified the following actions alongside The University of Memphis to strengthen and streamline the various strategies used to improve the school leader pipeline. LEAD will work together and/or with ACS to consider the following goals/strategies to meet ACS' needs.

LEAD and ACS will expand on ways to promote school leadership preparation to meet district goals.

To meet the district's needs, the LEAD and ACS will consider the following strategies to recruit students into respective programs:

1. Establish "Look For's" in school leadership candidates as part of the selection process to identify key competencies such as leadership potential, problem solving, independent/critical thinking, conceptual skills, and student connections.

2. LEAD will conduct a recruitment campaign, designed to positively change the narrative about being a school leader. This campaign will highlight school leadership as a profession. This campaign will require public and private entities to work together to share the benefits of living and working in Memphis Metro Area (great cost of living, better standard of living) and the rewards of the school leadership profession.
Prompt 2: Identify how entities will collaborate to select, prepare, evaluate, support, and retain high-quality clinical educators, both provider and school-based, who demonstrate a positive impact on candidates' development and pre-K-12 learning and development. (500 words)

LEAD will work together and/or with ACS to achieve the following goals and strategies as part of ongoing efforts to meet district needs.

Selection- LEAD will work together and/or with ACS to select clinical mentors. Clinical mentor requirements include a minimum of three years of experience, areas of licensure/endorsement, highly effective rating (overall score of 4 or 5 on the previous year's evaluation), and willingness to support a school leader candidate for their clinical experience. During selection, ACS representatives will provide guidance regarding schools currently serving as a clinical school provider. ACS working together and/or with the Department of Leadership may select current or retired certified school leaders to serve as clinical supervisors. LEAD and ACS may determine additional requirements for clinical supervisors. LEAD will hire and pay clinical supervisors.

Placement- LEAD will develop a placement process for school leader candidates that includes clear criteria on where candidates are placed, why they are placed in a particular school, and how the placement decision was made. LEAD's process will be inclusive of, rather than additional to or in place of, existing ACS policies and protocols.

Preparation- ACS and LEAD will work together to provide mentors with skills/information to effectively support school leader candidates. Sessions will include training on the roles and responsibilities of clinical educators (mentors and supervisors), an orientation to district priorities, culturally relevant pedagogy and practices, and professional expectations.

Evaluation- LEAD and ACS will work together to develop a process for observing clinical educators and providing actionable feedback for improvement, specifically in the area of mentoring and coaching relationships. Observation and feedback are intended to identify growth and development needs for clinical mentors and assist in determining whether an individual should continue as a mentor.

Support- LEAD and ACS will work together to develop and deliver optional training for clinical mentors based on areas identified for improvement and/or ACS identified needs. Focused training will include training on social-emotional leadership strategies, legal and ethical issues, aspects related to school finance, curriculum and instructional review, etc.