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

State for Preparation Provider:
The University of Memphis

State for LEA:
Collierville Schools

Agreement Year:
2020-2021

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January 2020
The University of Memphis College of Education (UofM) and Collierville Schools (Collierville) 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:

- UofM COE Induction Coordinator and recruiter will connect with high school teaching groups within your district (CTE, Future Teachers of America, Educator's Rising)
- UofM will invite students who participate in these groups to attend Become A Tiger, Become A Teacher event.
- UofM will make the district aware of all UofM and COE education fairs.
- The district will make UofM aware of all job fairs held in the district as well as job openings in the district.
- UofM and Collierville will identify and emphasize mutually agreed upon strategies for good teaching in all environments.
- UofM will provide early opportunities for districts to discuss the benefits of working in their district.

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| From p. 3: 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) |

UoF and Collierville Schools (Collierville) will work collaboratively to achieve the following goals.

**Select:** Mentor teachers (MTs) must have at least 3 years of teaching experience. MTs must have an average score of 3, 4, or 5 on the TEAM. MTs must be licensed and endorsed by the state of TN in the area of study of their teacher candidate.

**Prepare:** MTs will participate in the co-teaching workshop offered by the UoF with their teacher candidate. MTs will participate in the EDA calibration training offered by the UoF. 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. Collierville will evaluate teachers in terms of collaboration using TEAM scores.

**Support:** The district and UoF will plan mutually beneficial professional development for mentor teachers. Sessions will be co-planned (ex. training each semester, co-teaching workshop, coaching/mentoring workshop, ideas to help teacher candidates manage the stress, etc.). District personnel can lead some of the workshops. For instance, since the student population is primarily first-generation, student teachers may need additional supports. Provide a co-led courageous conversations coaching session for mentor teachers. The district and UoF will collaborate when needed to update and refine mutually agreed upon mentor teacher requirements.

**Retain:** Incentives for retention:
- University offers the $300 stipend and an additional $100 for participating in the co-teaching workshop
- UoF will plan an End of Year Banquet to say "thank you" to the mentor teachers, principals, and districts.
- Highlighting a teacher candidate and their mentor teacher focusing on how the relationship has grown. Highlighting mentors who have mentored for several years (COE website and social media on all sites)

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Prompt 1: Identify the collaboratively-developed recruitment and selection strategies and goals.
(500 words)

Collierville Schools (Collierville) 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.

Collierville 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 Collierville to consider the following goals/strategies to meet Collierville’s needs.

LEAD and Collierville will expand on ways to promote school leadership preparation to meet district goals. Specific attention will be given to recruitment and selection strategies for increasing the number of students enrolling in LEAD’s school leadership preparation programs, with a focus on recruiting and hiring school leaders with diverse racial, ethnic, socioeconomic, linguistic, and cultural backgrounds.

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

1. Jointly establishing “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.

4. Conducting 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.

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**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 Collierville to achieve the following goals and strategies as part of ongoing efforts to meet district needs.

**Selection:** LEAD will work together and/or with Collierville to implement a process for selecting clinical mentors. This could include how the district identifies school leaders to serve as clinical mentors and how LEAD requests placements for school leader candidates. 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, Collierville representatives will provide guidance regarding schools currently serving as a clinical school provider. Collierville working with the Department of Leadership may select current or retired certified school leaders to serve as clinical supervisors. LEAD and Collierville may determine additional requirements for clinical supervisors.

**Placement:** Collierville and 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 Collierville policies and protocols.

**Preparation:** Collierville 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 Collierville 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. Evaluation tools/surveys can be collaboratively developed as needed to provide information regarding the clinical educator experience.

**Support:** LEAD and Collierville will work together to develop and deliver training for clinical mentors based on areas identified for improvement and/or Collierville 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.

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