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

Educator Preparation Provider (EPP) | The University of Memphis

Local Education Agency (LEA) | Tipton County School Districts

Term of Agreement | 2020-2021

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Certification (signatures verify partnership)
EPP Head Administrator
Name: Kandi Hill-Clarke
Title: DEAN
Signature: Kandi Hill-Clarke
Date: 1/15/2021

LEA Director of Schools
Name: John Combs
Title: Superintendent
Signature: John Combs
Date: 12/13/20

January 2020
The University of Memphis College of Education (UofM) and Tipton County Schools (Tipton) 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 Tipton will collaboratively develop an early field experience seminar class in which students are connected to partner schools/districts and engage in a variety of placements before sophomore/junior field experiences i.e., (rural placements, urban placements, suburban placements and charter and lab school placements).
- UofM and Tipton will develop mutually agreed upon observational checklists for use by candidates in the different placement environments.
- UofM and Tipton 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 the various school/district environments.
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 Tipton County Schools 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 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. Tipton will evaluate teachers in terms of collaboration using TEAM scores.

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, 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. Additionally, a workshop on teaching in a rural school district will be provided by Tipton district personnel. UofM and Tipton will collaboratively provide a co-led courageous conversations coaching session for mentor teachers. The district and UofM 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
- UofM will have the End of Year Banquet to say "thank you" to the mentor teachers, principals, and districts.
- UofM will highlight a teacher candidate and their mentor teacher focusing on how the relationship has grown. UofM will highlight mentors who have mentored for several years (COE website and social media on all sites)

January 2020
Tipton County Schools (Tipton) 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.

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

LEAD and Tipton 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 as well as possessing knowledge on how be an effective rural school leader.

To meet the district’s needs, the LEAD and Tipton 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, knowledge of rural education, problem solving, independent/critical thinking, conceptual skills, student connections, aligning recruitment and selection approaches to district needs.

2. Jointly conducting a recruitment campaign, designed to positively change the narrative about being a rural 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 Tipton County (great cost of living, better standard of living) and the rewards of the school leadership profession.
LEAD will work with Tipton to achieve the following goals and strategies as part of ongoing efforts to meet district needs.

Selection- LEAD will work with Tipton to implement a process for selecting clinical mentors that includes co-developed mentor skills and competencies. 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, Tipton representatives will provide guidance regarding schools currently serving as a clinical school provider. Tipton working with the Department of Leadership may select current or retired certified school leaders to serve as clinical supervisors. LEAD and Tipton may determine additional requirements for clinical supervisors.

Placement- Tipton 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 Tipton policies and protocols.

Preparation- Tipton 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, effective practices for rural school leaders, and professional expectations.

Evaluation- LEAD and Tipton 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 Tipton will work together to develop and deliver training for clinical mentors based on areas identified for improvement and/or Tipton 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.