

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

Educator Preparation Provider (EPP)	The University of Memphis
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Local Education Agency (LEA)	Arlington Community Schools
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Term of Agreement	2022-2023
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EPP Contact/Designee	
Name: Dr. Nichelle C. Robinson	Title: Director of Teacher Education
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LEA Contact/Designee	
Name: Ms. Marsha Davis	Title: Accountability Supervisor
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Other Key Staff	
Name: Mrs. Ayanna Perkins Clinical Placement & Induction Coordinator	Name: Dr. Allison Clark Chief of Human Resources
Title:	Title
Name:	Name: <i>Dr. Allison Clark</i>
Title:	Title: <i>Chief of Human Resources</i>

Certification (signatures verify partnership)			
EPP Head Administrator	Name:	Kandi Hill-Clarke	Date: 09/27/2022
	Title:	Dean	
	Signature:	<i>Kandi Hill-Clarke</i>	
LEA Director of Schools	Name:	<i>Jeffery G. Mayo</i>	Date:
	Title:	<i>Superintendent</i>	
	Signature:	<i>Jeffery G. Mayo</i>	<i>9/26/2022</i>

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

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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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 be encouraged to participate in the EDA calibration training offered by the UofM. MTs will be encouraged to 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.