

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)	Germantown Municipal School District
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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. Elissa Stratton	Title: Assistant Superintendent of HR
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Other Key Staff	
Name: Mrs. Ayanna Perkins Clinical Placeme	Name: Mrs. Ayannan Perkins
Title:	Title: Clinical Practice and Induction
Name:	Name:
Title:	Title:

Certification (signatures verify partnership)	
EPP Head Administrator	Name: Kandi Hill-Clarke Date: 09.22.2022
	Title: Dean
	Signature: Kandi Hill-Clarke
LEA Director of Schools	Name: Jason Manuel Date: 9-22-22
	Title: Superintendent of GMSD
	Signature: [Handwritten Signature]

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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 Germantown Municipal School District (GMSD) 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 GMSD 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 GMSD will develop mutually agreed upon observational checklists for use by candidates in the different placement environments.

- UofM and GMSD 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.

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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 Germantown Municipal School District (GMSD) 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. GMSD 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. 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 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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(500 words)

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