

TERI Partner Network Year 4 Report: Collaborations to Recruit, Prepare, Place & Support New Teachers

December 13, 2013



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CEHD Profile

Enrollment-- 4,757 students

- 2,348 Undergraduate
- 2,409 Graduate

Ethnicity, overall in CEHD:

- 22 % Students of Color
- 69 % White
- 6 % International (285 students come from 51 different countries.)

444 teacher license recommendations in 2012-13

- 258 initial licensure in 20+ programs
- 186 additional licensure/endorsements

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TERI's Key Design Elements

- 1) Two-way school/district partnerships with clinical focus
 - co-teaching
 - school site liaisons with clusters of teacher candidates
 - recruitment pathways with induction support
- 2) Prepare new teachers as adaptive experts who:
 - differentiate for learners
 - use data to adjust instruction
 - focus on student assets (ELL, SpEd, social class, etc.)
- 3) Share accountability
 - performance assessments
 - teacher effectiveness measures
 - continuous improvement model



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TWO-WAY PARTNERSHIPS

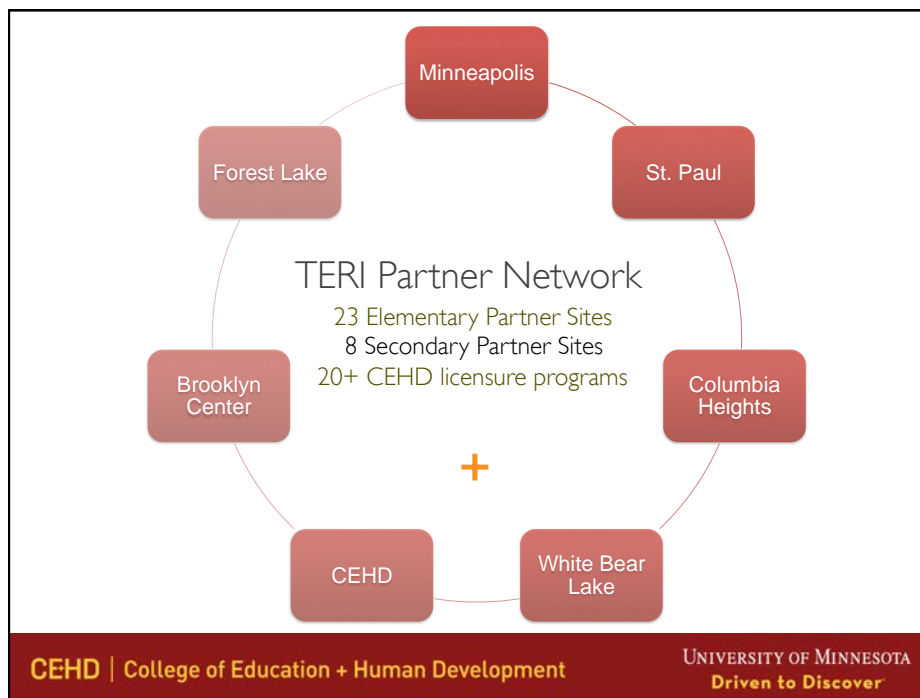
NCATE awards highest distinction, renewed accreditation to CEHD teacher education programs



The University of Minnesota's College of Education and Human Development (CEHD) has been **awarded the highest standard of accreditation** and was **recognized for exemplary performance in its partnership with local schools** by the National Council for Accreditation of Teacher Education (NCATE).

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Mentoring with Co-teaching in Partner Schools



	2009	TODAY
Average # of Hours in field	704	900
Total Hours for all programs	236,001	256,430




Collaboratively
we provided
professional
development to
861 teachers,
17 principals, 43 co-teaching specialists, and
52+ university supervisors/staff/faculty
to support co-teaching
in 35 schools
for
630+ teacher
candidates
since 2010




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TEACH

Discover your future



>

Recruitment Campaigns & Scholarships

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Teacher Education Enrollment Data: 2010 to 2012

Curriculum & Instruction, AgEd PhyEd & Music	2010 Cohort	2011 Cohort	2012 Cohort
Total enrolled	311	326	246
Female	218 (70.1%)	248 (76.1%)	190 (77.2%)
Male	93 (29.9%)	78 (23.9%)	56 (22.8%)
Students of color	28 (9.0%)	35 (10.7%)	32 (13.0%)
International	3 (1.0%)	1 (0.3%)	3 (1.2%)
Mean entry GPA (for the BA degree)	3.27	3.35	3.38

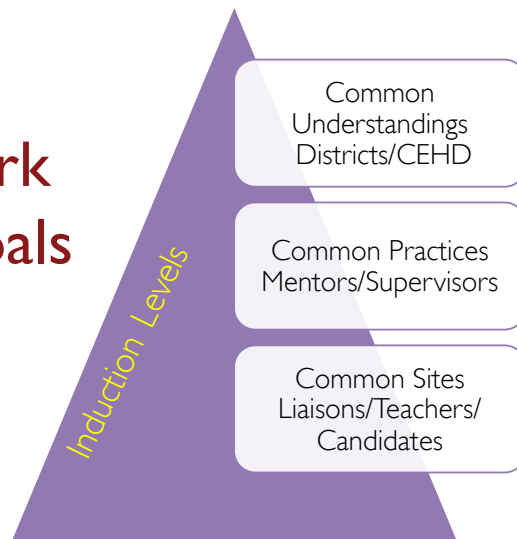
Scholarship Support for Teacher Education Students

Scholarships awarded to 2012-13 cohort	
Students of color (self-identified)	Students (all)
N= 23	N= 55
\$162,800	\$205,250

Awards ranged from \$2,000 - \$10,000
 Students of color scholarship average = \$7,078
 Average scholarships to all students = \$3,731

Cost of UMN-TC post-baccalaureate licensure program = ~\$30,000

TERI Network Induction Goals



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School-University Partnerships need Site Liaisons who:

- Provide onsite support for clusters of teacher candidates and their cooperating teachers
- Recruit and retain new teachers
- Model research-based practices to improve student learning

	CEHD	District	School
Induction Liaisons	\$52,000 (5)*	--	
District Liaisons	\$50,000 (1)** \$10,000 (1)**	\$12,500 (1)	--
Partnership/ Research Liaisons	\$14,500 (1)* \$5,000 (1)***		\$14,500 (1)

*Campbell funds; **Bush grant; ***Donors' scholarships

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PREPARE



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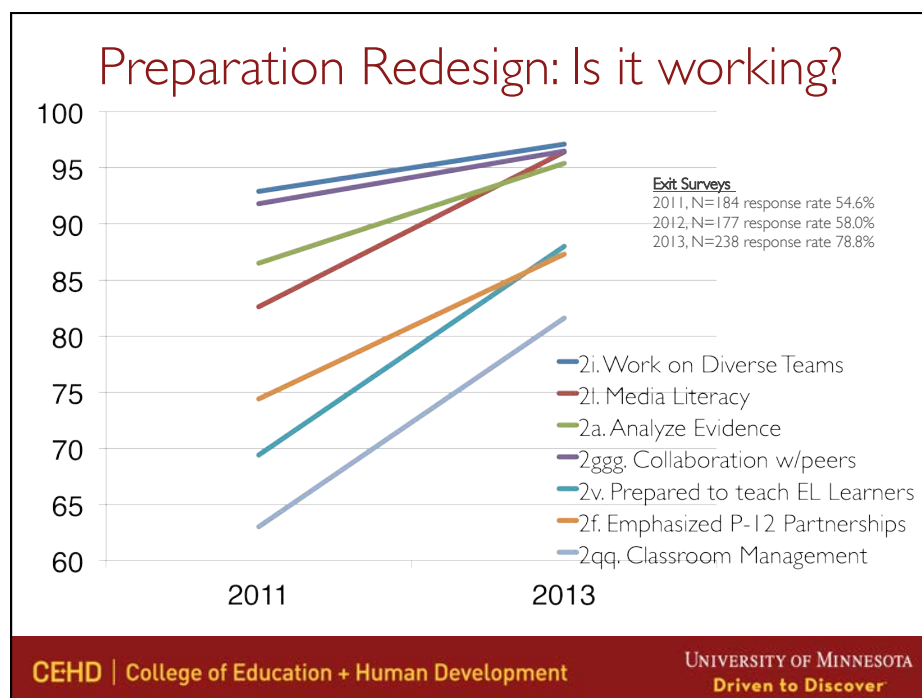
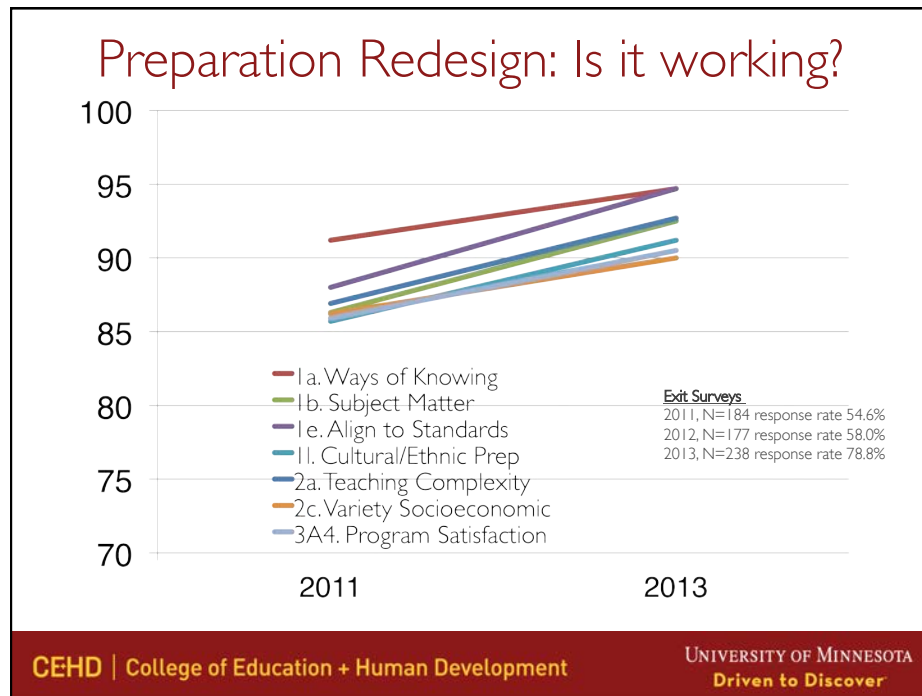
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How we redesigned preparation to address diversity and equity

- Common curriculum:
 - Culture, Schools and Communities
 - Child and Adolescent Development for Teaching and Learning
 - Academic Language and English Learners
- Common assessments:
 - Case Studies of Learners
 - Teacher Identity Self-Study
 - edTPA
 - Professional Rotations

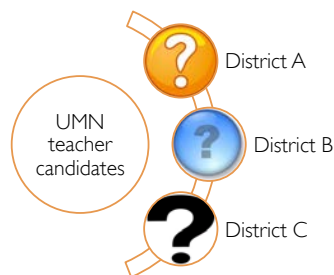
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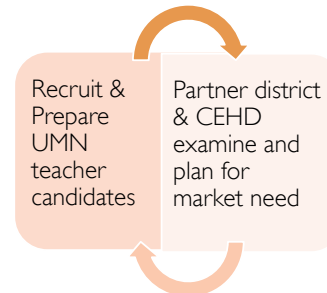


Placement/Employment

THEN: CEHD and districts not connected regarding hiring or employment needs



NOW: Employer services, new recruitment pathways, PDS clusters, liaisons & market analysis



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What our graduates tell us:

Percentage at program exit who plan to teach for more than 6 years

2009	2010	2011	2012	2013
88.1%	88.2%	89.2%	92%*	93.9%**

Percentage employed in teaching positions in first year after licensure

2009 cohort	2010 cohort	2011 cohort	2012 cohort
78.7%	80.5%	78.6%	85.5%***

*2012 Exit Survey, n=174, 63.9% response rate on this question

**2013 Exit Survey, n=231, 78.8% response rate on this question

***2013 Transition to Teaching Survey, n=152, 49.9% response rate overall

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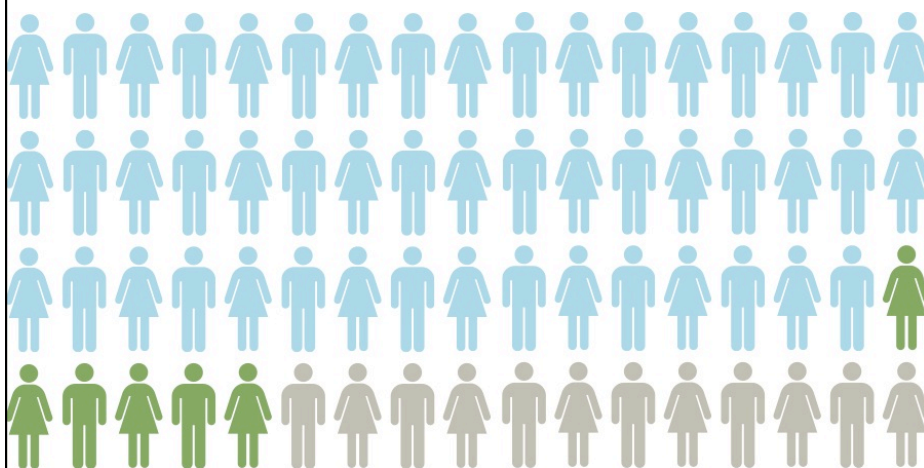
Elementary & Early Childhood Education



2013: 50 of 68 are teaching full-time in schools

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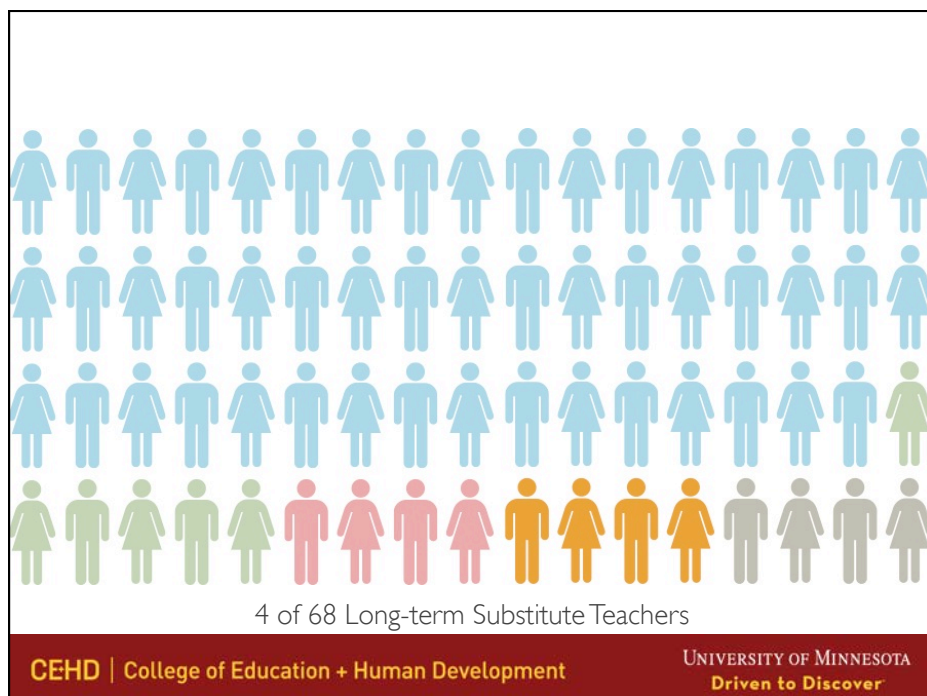
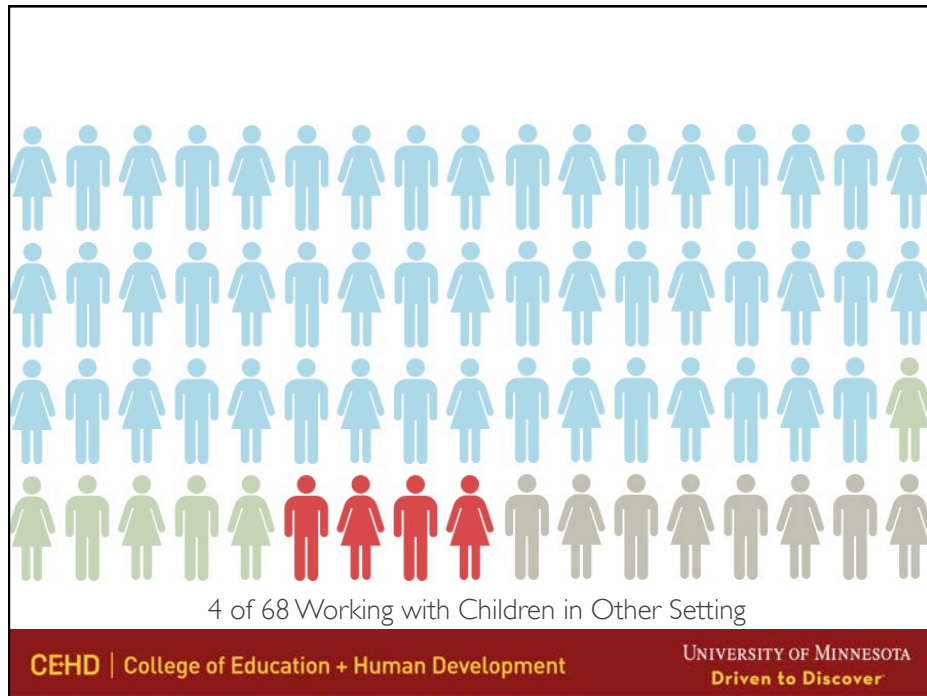
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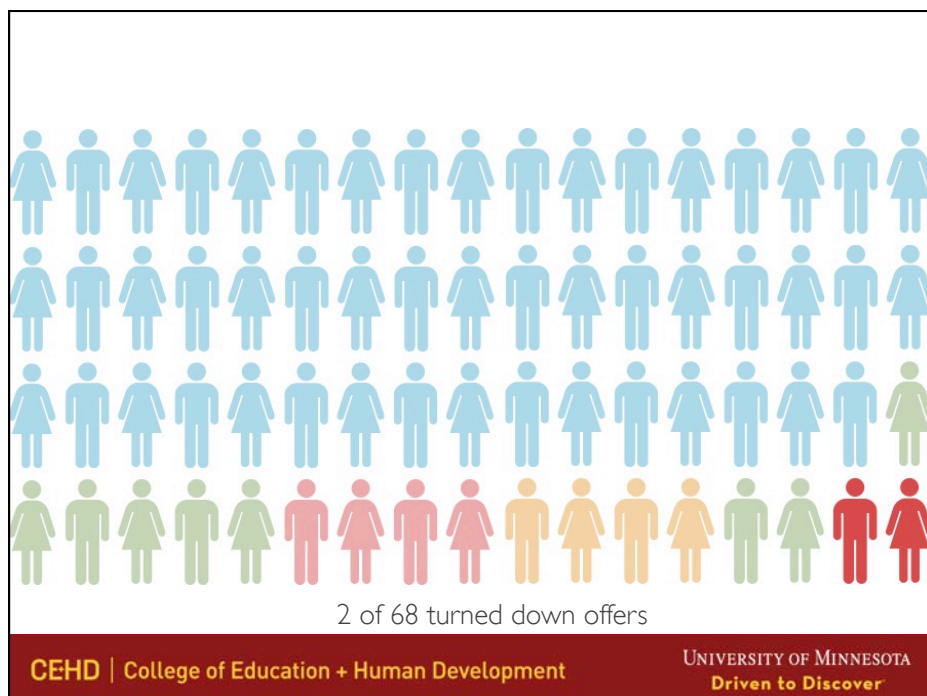
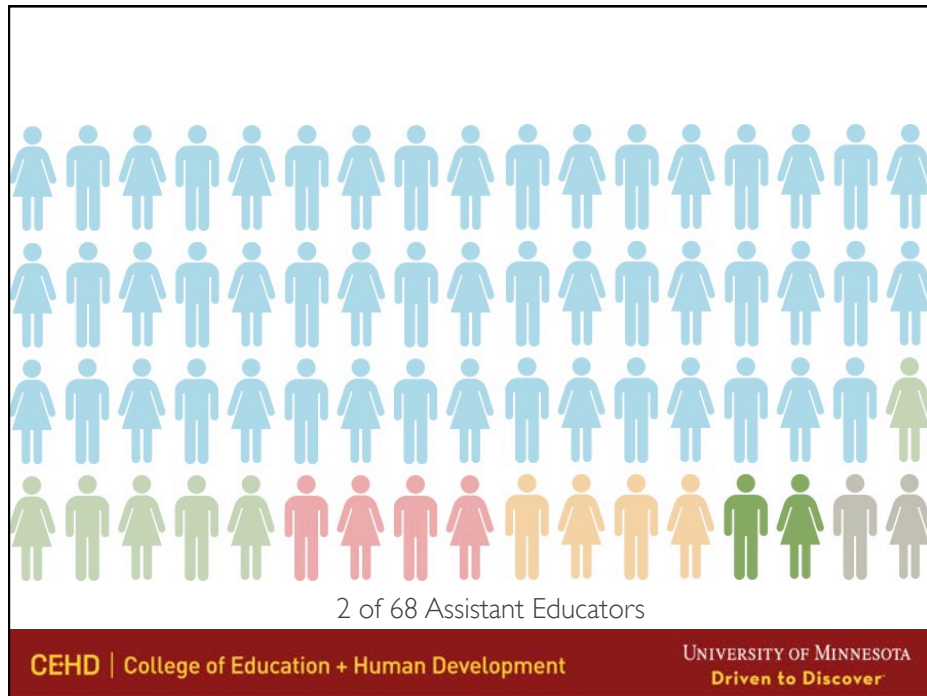


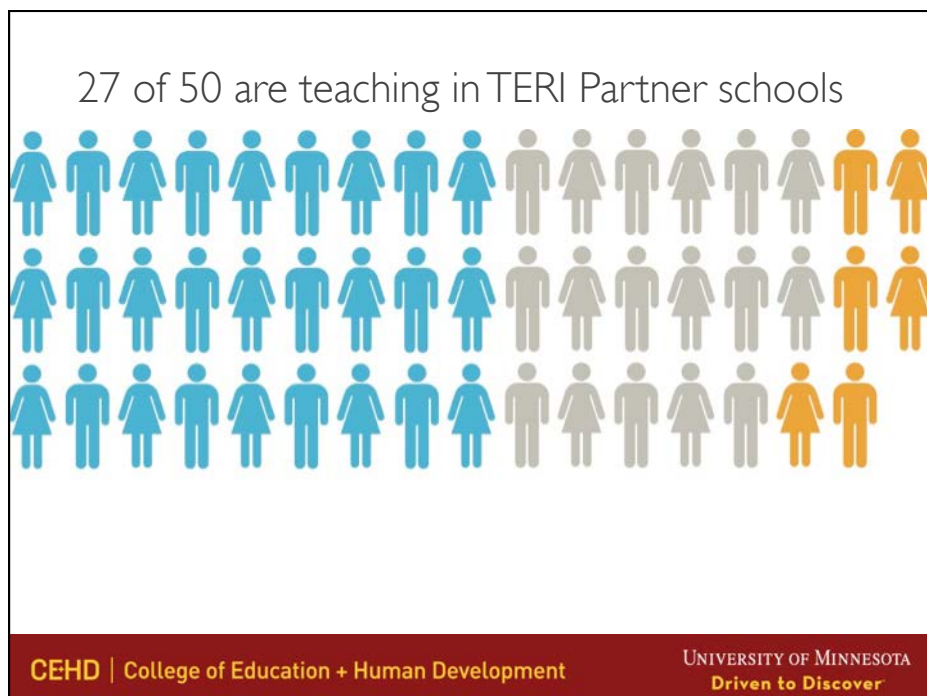
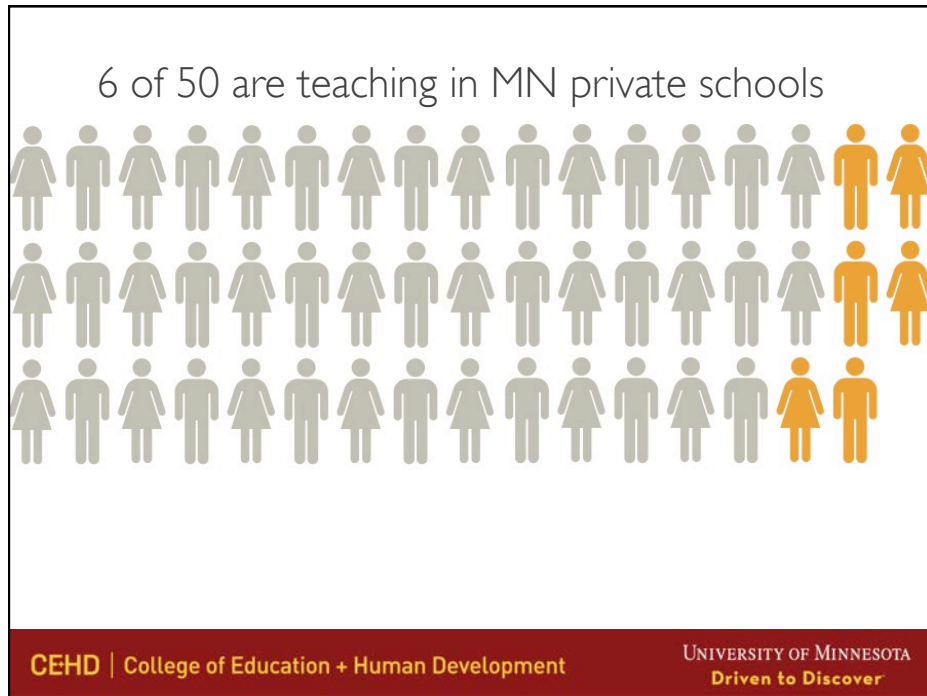
6 of 68 Resource Teachers- Literacy or Math

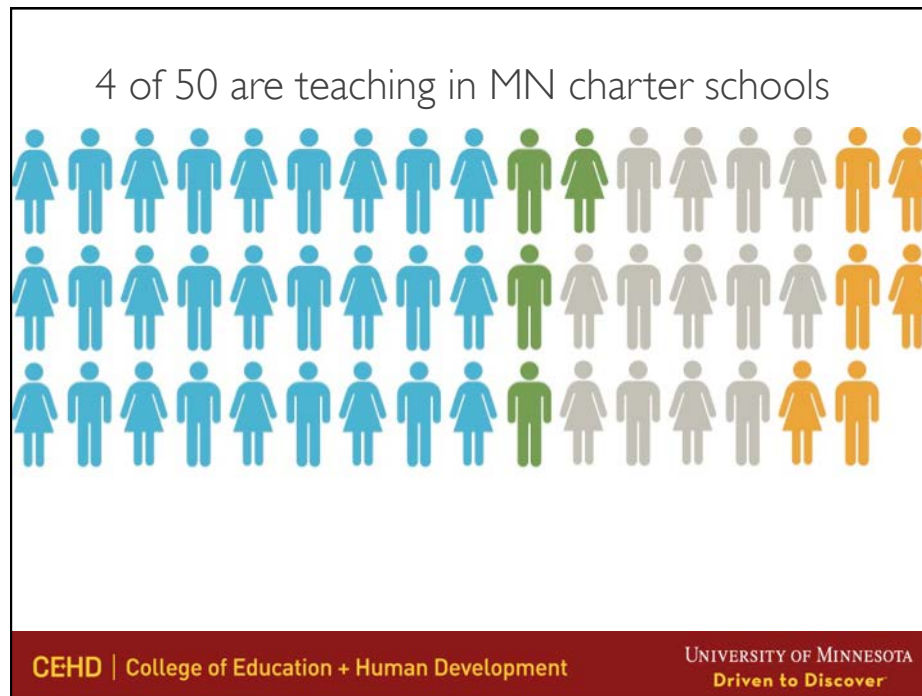
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Roosevelt High School, the most diversely populated high school in MPS, is experiencing staff demographic change specifically due to the CEHD-RHS partnership



Staff Demographics	Pre-partnership 2010-11	2 nd year of Partnership
African American	6%	7.5%
Asian	2%	5%
Latino	0%	4%
Native American	1%	1%
White	91%	83%

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TERI: Putting P-12 Students First



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