



## MPS, TERI and TC2 Partnership Update: April, 2014

### Background on the partnership

MPS, TERI and TC2 developed a deep partnership in 2012. The outcome of our partnership is to increase the effectiveness of our teaching corps to ensure that there is a great teacher in every classroom across Minneapolis and to improve our preparation programs through data sharing and analysis.

### Key Updates

#### Deepening our Data Sharing

TC2 and TERI embarked on a data partnership with MPS in the spring of 2012. TC2 and TERI individually have memorandum of understanding and confidential data sharing agreements with MPS. Data agreements were signed April 2013, after costly legal review. Subject to the terms and conditions of our agreement, MPS shares data with TC2 and TERI as determined by MPS in its discretion; TC2 and TERI shares IHE data with MPS as determined by each IHE in their discretion. The partners retain all rights and interests in and to the data shared, including all intellectual property rights in such data and reports.

As a result of this partnership, MPS has also engaged in a data sharing agreement with other members of the organization, specifically labor economist experts at the University of MN and St. Catherine University. This extended partnership provides a unique opportunity to ask key human capital research questions with the expertise to conduct the deep analysis and publish findings.

#### Strengthening the MPS Student Teach Experience

The University partnerships have allowed MPS to develop stronger ways to offer clinical experiences in our schools. To date MPS has:

- Developed **cluster sites** that partner with individual institutions and each site hosts several teacher candidates from the university partner in practicum and student teaching placements
- Developed and resourced a **liaison** who develops and supports the university partnership, supports placements of student teachers at the site, supports and mentors cooperating teachers and student teachers (0.2 FTE at 11 sites)
- Used the **co-teaching philosophy** for clinical experiences and are offer internal MPS co-teaching training for cooperating teachers
- Framed the **cooperating teacher role as a teacher leader** position by offering a Q-Comp stipend, developing cooperating teacher criteria with university partners and launching a cooperating teacher training that will include mentoring and coaching skills

#### Revamping Teacher Hiring Process to Increase High Quality Hires

MPS heard from our TERI and TC2 partners that we lose many great new teachers due to our late hiring timeline. This year, we did a deep analysis of both human capital and enrollment data to determine staffing projections by licensure area. We have changed our teacher hiring process to include centralized screening of candidates. To date, we have interviewed over 400 candidates focusing on critical thinking, high expectations and professionalism.

#### Partnering with TERI to Design and Implement a Grow Your Own Program

MPS will partner with the University of MN to design a “fast-track” alternative licensure residency program for bilingual district ESPs. The “Grow Your Own (GYO) Teacher Preparation program will recruit, prepare, and support highly-qualified bilingual ESPs to earn their elementary K-5 teaching license in one school year while working and student teaching in MPS schools. GYO incorporates successful strategies from the Urban Teacher Residency program and builds on ESPs’ existing classroom experience, cultural and linguistic competency, and connections with students and families. ESPs who successfully complete the program and earn their teaching license will be hired to teach in district elementary bilingual/immersion classrooms. The goal is to recruit, train, and hire 20+ highly-qualified, licensed elementary teachers annually over a five-year period (100 total) and support them through their third teaching year.