



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

Educator Preparation Provider (EPP)	Johnson University-Templar School of Education
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Local Education Agency (LEA)	Alcoa City Schools
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Term of Agreement	2022-2023
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EPP Contact/Designee	
Name: Dr. Roy Miller	Title: Dean
Email Address: rmiller@johnsonu.edu	Phone Number: 865-251-2348

LEA Contact/Designee	
Name: Dr. Kim Hawkins	Title: Assessment and Accountability
Email Address: khawkins@alcoaschools.net	Phone Number: 865-453-4671

Other Key Staff	
Name: Nikki Votaw	Name: Melissa Drinnon
Title: Director of Graduate Studies	Title: Director of Undergraduate Studies
Name: Karen Eastep	Name: Dara Beam
Title: Director of Clinical Placements	Title: Administrative Coordinator

Certification (signatures verify partnership)		
EPP Head Administrator	Name: Dr. Roy Miller Title: Dean Signature:	Date: 9-27-22
LEA Director of Schools	Name: Dr. Kim Hawkins Title: Assessment and Accountability Signature:	Date: 9-27-22

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

Templar School of Education (TSoE) is committed to working collaboratively with Alcoa City Schools to identify and recruit outstanding teacher candidates. Over the last several years, Johnson University's (JU) Admissions Offices and Templar School of Education have worked to develop a collaborative partnership focused on creating strategies and goals focused on the recruitment of educator candidates.

- Templar School of Education will work closely with the JU admissions to update the admissions process to prioritize the recruitment of outstanding teacher educators.
- Sending a representative to attend Alcoa City School's school-based college and career days to increase student's awareness of TSoE's degree programs and to educate students about available careers in the field of education. Recruiting materials will be designed to attract a diverse range of potential candidates.
- TSoE has a Board of Advisors (BOA) that includes key local school personnel such as Assistant Superintendent, Chief of Staff, and Director, as well as principals and other school-based leaders. Members are invited to participate in the admissions process by reviewing applications and participating in prospective student interviews. BOA members will help TSoE faculty in identifying specific recruitment activities to increase enrollment of students.

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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)

TSoE and Alcoa City Schools will continue to collaborate on the selection, preparation, evaluation, support, and retention of high-quality clinical educators. Twice annually, TSoE faculty and Alcoa City Schools personnel will meet to review expectations for the selection, preparation, and evaluation of clinical educators.

Clinical Supervisors - All clinical supervisors are under the direct supervision of the Dean of The TSoE and are required to hold a minimum of a master's degree, be certified in a TEAM evaluation model, and have professional experience in the area supervised. Exceptions may be made in unique circumstances if agreed upon by both Alcoa City Schools and TSoE. Clinical supervisors receive TEAM training and certification annually under the direction of the Dean utilizing NIET resources. Clinical supervisors are provided with opportunities for high-quality professional development and are evaluated using an annual performance review conducted by the Dean.

Clinical Mentors - Clinical mentors are selected by Alcoa City Schools Principals and must have three years of experience, a high level of effectiveness score for the prior school year and hold an active Tennessee license with an endorsement in the area or closely related area where they will be mentoring the candidate, per state board policy. It is the goal of both Alcoa City Schools and TSoE that clinical mentors will be recognized for their contributions at a banquet at the end of the year where they are recognized and provided with gift cards as a token of appreciation for their support of TSoE's students. In order to foster support and collaboration, a more formal process for providing feedback to clinical mentors and supervisors has been developed. Until recently, informal measures (i.e. conversations with Alcoa City Schools administrators, and continued requests for interns and student teachers) have been used to evaluate clinical experiences. To better evaluate clinical mentors and supervisors, a survey has been created for mentors and supervisors to provide feedback. Survey data will be used to guide and inform the need for additional supports, trainings or professional development opportunities for clinical supervisors and mentors. The survey will be administered by TSOE, and the results will be shared with the principals for review with their school's clinical mentors.