

➤ Welcome

- Introductions/Members Present

Amanda Chapman
Patricia Bricker
Christy Baird-Merritt
Monica Miller
Kelly Tracy
Cathy Grist
Kevin Bailey

Tommy Dills
Edie McDowell
Scott Rhodes
Kimberly Dechant
Caitlin Lambert
Brian Oliver
Rachel Wike

- PAC Purpose

*The Partnership Advisory Council (PAC) is a standing committee of the College of Education and Allied Professions (CEAP). The primary purpose of the PAC is to **advise leadership** on current trends in education and **participate in discussions** of how to more effectively enhance the knowledge and experiences of teacher and principal candidates as well as other school professionals, as well as to **increase overall competence and performance** in the field. The PAC will **contribute to the development and continuous** improvement of the curricula, policies, partnership activities, and community outreach initiatives of the WCU educator and school professional preparation programs. In addition, council members will serve as a liaison between academia and their respective organization.*

➤ University-School Partnership Updates

- **Asheville City**
 - All virtual – challenges
- **Henderson**
 - K-3 are back 5 days a week
 - Nov. 9th – Board will vote about 4th & 5th
 - EVERYONE is a beginning teacher right now!
- **Jackson**
 - K-5 back 4 days a week – M, T, TH, F schedule
 - All other grades AA/BB schedule (M, T and TH, F)
 - SME had to be closed due to COVID – looking at potentially reopening next week.
 - New rule – teachers are not allowed to eat together.
- **Swain**
 - AA/BB (M, T, TH, F schedule)
 - K-5 back 4 days a week
 - Huge struggles with internet access across the district
 - Struggles with keeping students involved
 - Spending a lot of time each week making phone calls to parents
 - Asking teachers to do basically 3 jobs in one.
- **Mountain Discovery Charter**
 - Same issues as Swain with internet access
 - Plan B Model – A week/B week
 - Constant work in progress

- Had students complete a “safety bootcamp” to learn safe and healthy habits
- Dealing with crazy scheduling
- Everyone is a beginning teacher – even administrators

➤ **Items for Discussion:**

1. Update on Common Memorandum of Understanding Initiative (Amanda Chapman)
 - a. The North Carolina Association of Colleges of Teacher Educators (NCACTE) has partnered with several stakeholder groups to pursue the creation of a Memorandum of Understanding (MOU) template for Education Preparation Programs (EPPs) and P-12 districts in our state. This MOU template will provide common language and formatting for documents that determine the parameters and logistics for clinical experience placement interactions of educator candidates from various fields, including teachers, principals, district leaders, counselors, school psychologists and social workers, and other school professionals trained in EPP programs.
 - i. Consistent terminology and content across school systems. There will be options for addendums.
 - ii. Every time attorneys have to look at new MOU’s costs school systems money so a common MOU would be beneficial
2. Spring 2021 Field Experiences (Amanda Chapman)
 - a. Tentative Spring 2021 Plans
 - i. Survey was sent out from OFE to gather feedback to guide Spring 21 decisions.
 - ii. FX and Block will be virtual for Spring
 - iii. Internships –
 1. Intern Is will follow WCU calendar - classes begin January 25th
 2. Intern IIs will follow school system calendar
 - iv. No issues or concerns discussed
 - b. Importance of videotaping and edTPA
 - i. Interns must video- students are provided with video permission forms
 - ii. No issues or concerns discussed
 - iii. Interns may need help with videotaping, permission forms returned, alter class schedule
 - iv. Challenges – students need to pass to be licensed therefore WCU policy is that they need to pass. Systems in place for interns to be successful and to help if they need to resubmit. We have high pass rates.
 - v. This semester over 90% have already submitted. Protocols for submitting were different due to COVID. When students pass it benefits all (students, WCU, and School systems)
 - vi. CEs need edTPA support
 - vii. Kevin - Jackson County - As long as parental consent should not be an issue with interns videoing. Always videoed for NB. As long as not behavior or personnel issue in it’s not considered part of academic record.
 - c. Need for CE support (needs)
 - i. Request for help from interns from schools differ from information we get from Central Office.
 - ii. Tommy – Teachers realized they needed more help but they did not realize the pressure Central Office was under from their school boards to limit number of people entering schools. Lots of factors in play.
 - iii. When requests come in from schools OFE should check with central offices.

- d. What are some creative ways (or needs) for WCU students to be involved with our school partners? (Kelly Tracy)
3. Clinical Educator Selection, Training & Evaluation Process (Amanda Chapman)
 - a. Any opportunity WCU can provide for students that replicates actual classroom teaching before internship is beneficial.
 - b. Can school systems provide teachers?
 - c. Interns have been beneficial in helping CEs this semester
4. Beginning Teacher Support (Patricia Bricker)
 - a. Need for support of BTs given modified internships due to COVID.
 - b. Other BT needs?
 - i. Modified internships – are students ready?
 - ii. Assess P12 student needs and build a plan of action – The role of assessment
 - iii. Give and receive supportive feedback – Analyze and adjust instruction based on formative and summative assessments. Being able to collect all forms of data and use to implement instruction.
 - iv. Any other Certification opportunities for interns? Modules, Mental Health Training (ACES) are currently being offered.
5. Diversity, Equity, and Inclusion Efforts (Patricia Bricker)
 - a. Overview from Patricia on WCU initiatives
 - b. Produce more teachers of color and better prepare our students for teaching in diverse classrooms
 - c. Jackson County -149 female white:1 black female: 40 male – very monochromatic – willing to partners with WCU to support initiatives
 - d. McDowell County (Brian) – Competing with other school districts to hire teacher of color. Challenge – If young person of color you are looking for different set of opportunities in the community than what we offer. Younger people looking for a bigger city with greater opportunity. It is a tough competition.
 - e. Tommy (Swain) – 2.5 years in his position he has had 1 black applicant. 30% of student population is Native American and would like to have 30% Native American teachers. It is difficult when availability of diverse teachers is limited. Even own children are not coming back to rural WNC due to opportunities (Students/Young people are our best export) – Brian agreed.
6. High Needs of LEAs (Patricia Bricker)
 - a. Math, Science, SPED teachers (MG and Secondary)
 - b. Is there an initiative to take people in society that have a math background and fast track them to get an education degree? MAT STEM concentration
 - c. Is there a high need for ELED teachers?
 - i. Depends on the time of year. In summer have more applicants than positions.
 - ii. Tommy – Not going to hire full time position for elementary mid-year. Will wait till summer.
 - d. Need Ed Psychologist
7. Professional Development & Coaching (Cathy Grist)
 - a. Are there ways to partner with school districts or schools, such as, providing professional development, coaching, etc.?
 - i. Tommy - 25% Kindergarten and PreK are hybrid

- ii. Tommy - Trying not to put more on teachers right now so only way to push PD right now is if it would truly be a benefit to help reduce the load they are carrying right now.
 - iii. How might we show support and appreciation for our teachers?
 - iv. Tommy - If PD offered now it would be for parents instead of teachers. Something to help parents help their children.
 - v. Tommy - Accountability – How do you hold a 5 year accountable for whether or not they join virtually every day?
 - vi. Caitlin – Barriers to online learning – language, poverty, internet access, supplies
8. Observations and Feedback in a Remote Learning Environment (Edie McDowell)
- a. Kimberly – Still observing using NCEs and having post conferences
 - b. Brian – DPI sent out notice to share with Principals to hold off on NCEs but provided links related to online evaluation
- Next PAC meeting agenda items
 - Depends on where we are with COVID
 - Updates are important – thank you to the school districts for sharing!
 - We will send out minutes of meeting next week.