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January 15, 2014

The Honorable Chuck Wiger, Chair  
Senate E-12 Division  
205 Capitol  
75 Rev. Dr. Martin Luther King Jr. Blvd.  
Saint Paul, MN 55155-1606

The Honorable Paul Marquart, Chair  
House Education Finance Committee  
597 State Office Building  
75 Rev. Dr. Martin Luther King Jr. Blvd.  
Saint Paul, MN 55155

I am pleased to present this report detailing the implementation of the Collaborative Urban Educator Program (CUE) funded by the Minnesota state legislative action in 2011 and 2013.

The CUE program at the University of St. Thomas is intended to prepare persons for the teaching profession at the graduate level whose racial, ethnic, cultural, linguistic and/or experiential background would help make them effective 21<sup>st</sup> century educators for a diverse student population. Since 1992 386 CUE participants have earned 400 teaching licenses through the CUE Program at the University of St. Thomas.

A handwritten signature in cursive script that reads "Jeanne Mortinson".

Jeanne Mortinson, Ed.D.  
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cc: Sen. Sean Nienow  
Rep. Kelby Woodard  
Legislative Reference Library

**UNIVERSITY OF ST. THOMAS**  
**REPORT TO THE MINNESOTA LEGISLATURE**  
**Regarding**  
**Collaborative Urban Educator Program**  
**January 2014**

Submitted by

Dr. Jeanne Mortinson, Program Director  
Collaborative Urban Educator Program

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**INTRODUCTION TO THE 2014 COLLABORTIVE URBAN EDUCATOR PROGRAM**  
**REPORT TO THE MINNESOTA LEGISLATURE**

I am pleased to present this report detailing the implementation of the Collaborative Urban Educator Program funded by Minnesota state legislative action in 2011 and 2013. The report is also submitted to the Minnesota Department of Education in compliance with the Department grant contract from July 2011-June 30, 2013.

The CUE program at the University of St. Thomas is intended to prepare persons for the teaching profession at the graduate level whose racial, ethnic, cultural, linguistic and/or experiential background would help make them effective 21<sup>st</sup> century educators for a diverse student population.

**Since 1992 386 CUE participants have now earned 400 teaching licenses through the  
CUE Program at the University of St. Thomas!**

**In summer 2013**, 20 people completed a graduate program to earn a teaching license in Special Education. Of the 20 people completing the program in 2013, 10 are African American.

**In September 2013**, 44 people started their graduate program to earn a teaching license in either Special Education (SPED) or English as a Second Language (ESL). Of the 44 people in the current program, 64% are persons of color.

**The remainder of this report is divided into three sections:**

**Section I Historical Background Information:** summarizes the origins and need for the expansion of the Collaborative Urban Educator Program (CUE) Special Education

Program, and outlines the program work plan, goals, activities and timelines for 2011-2013.

**Section II Goals and Outcomes:** describes what has been accomplished as a result of the 2011 and 2013 legislative initiatives that supported continued expansion of CUE efforts.

**Section III List of Separate Attachments:** lists of the completing CUE SPED cohort 7 names and information, current SPED cohort 8 names and information, and current CUE ESL cohort 1 names and information.

### **Section I: Historical Background Information**

The Collaborative Urban Educator Program (hereafter referred to as CUE) was designed in response to a 1990 Minnesota legislative initiative, M. S. 125.188, (now named M. S. 122A.24) as implemented by the Minnesota Board of Teaching. The legislation called for pilot programs to design, implement and evaluate alternative routes to teaching licensure. CUE, created collaboratively by persons from Saint Paul and Minneapolis public schools and the University of St. Thomas, was one of two sites in Minnesota selected by the Board of Teaching to receive grant money from the State in 1991. The intention of the legislation was to increase the number of teachers from underrepresented populations in the State.

The grant for alternative routes to licensure from the Board of Teaching served as a catalyst for exploring unique, collaborative approaches to the increasing challenges faced by the urban school districts. During several months of joint planning, the CUE model was developed as a non-traditional elementary licensure program designed to prepare carefully selected, post-baccalaureate persons for teaching in urban settings. CUE was an outcome based, personalized, graduate cohort model designed to provide a dignified transition from other careers into the teaching profession. The program was intended to prepare persons whose racial, cultural, and/or experiential background would help make them effective urban educators in Minneapolis or Saint Paul elementary school settings. Alternative route to license participants took a combination of graduate coursework, seminars, and full-time internship in the schools to complete a teacher preparation program within one year.

The CUE program's alternative routes to licensure project recruited 12 cohorts between 1991 and 2003. CUE combined on-campus and on-site coursework (which candidates have the option of applying towards a master's degree) and on-site supervision, peer coaching, and professional development. CUE 1 through 10 Urban Educators, after being recommended on each of the program outcomes, received a Minnesota 1-6 teaching license. CUE 11 and 12 completers earned Minnesota K-6 Elementary with a 5-8 specialty licenses. Most completing CUE participants were offered positions in urban and urban-like districts.

### **The CUE Alternative Route to Teaching and Expansion (CUE EX) Project**

Based on the initial success of the CUE program from 1991-1996, and responding to initiatives from University of Saint Thomas President Dennis Dease, the University and School District

Government Relations Offices, and Senator Lawrence Pogemiller, CUE Coordinators prepared a proposal to expand CUE. Senator Sandy Pappas and Representative Matt Entenza sponsored bills in their respective houses to fund CUE and the CUE expansion. A fully funded proposal emerged for the 1997-1999 biennium. The CUE program included CUE Alternative Route to Licensure, CUE Expansion cohorts taking all graduate coursework in elementary K-8 licensure preparation and Special Education cohorts. In 1999 Legislators Alice Seagren, Harry Mares and LeRoy Stumpf supported a joint bill for the University of St. Thomas, Hamline, and Concordia to prepare urban teachers from diverse backgrounds.

During the 2003 legislative session the CUE program lost some funding due to difficult economic times. However CUE funding allowed the Special Education licensure program to continue.

With the CUE Special Education expansion project, Minneapolis and St. Paul and the University of St. Thomas initially invited suburban districts to participate in the efforts: Brooklyn Center, Hopkins, Roseville, North St. Paul/Maplewood/Oakdale, Columbia Heights, and the East Metropolitan Integration District. The districts were selected to participate based on need, past cooperation and working relationships, demographics, willingness to participate at an implementation level, a fit with the legislative intent to pilot a CUE format beyond the Twin Cities, and a fit in philosophic grounding. However, in the difficult economic environment, districts were forced to reduce their teaching staff. It made it much more difficult for participating districts to specify which Special Education licenses would be needed. As a result the CUE program opened participation to all districts and schools in Minnesota. Also, as more metro-area and rural school districts have had an increasingly rich and diverse mix of students and a subsequent compelling need to increase the numbers of educators who could relate positively to the changing issues of the student population, the Collaborative Urban Educator Expansion Project offered the potential opportunity for increasing the pace of change toward diversifying their staffs. CUE participants were asked to seek employment in any district or school in Minnesota and give back four years of teaching in exchange for the CUE grant opportunity.

For the University of Saint Thomas, participation related to its intention to promote diversity in its student body, faculty and staff, and to act on its commitment to social justice. The University of St. Thomas CUE Program has been a particularly successful and direct route for getting persons with diversity into the teaching profession.

## **Section II Goals and Outcomes**

### **2011-2013 Work Plan and Goals For the CUE SPED 7 Cohort**

The \$328,000 (FY 2012 \$164,000 and FY 2013 \$164,000) were used for the following three project goals. The Collaborative Urban Educator (CUE) Program at the University of St. Thomas prepares experienced, broadly educated persons from underrepresented populations who are from racially, ethnically, culturally and linguistically diverse backgrounds or have experiential backgrounds in urban settings.

**Goal One: Support the CUE Special Education Preparation Program to license a cohort of up to 25 participants**

Known as CUE SPED cohort 7, CUE recruited 23 participants, and 20 people completed coursework by summer 2013. The cohort participants began licensure coursework in Fall 2011 and concluded coursework in summer session 2013. Three people from the original cohort have not completed their coursework. One person was struck by a family tragedy and withdrew from the program in spring 2012. Two people have had major medical issues and have completed most of the coursework and will extend their time completing coursework. The CUE Program engaged in discussion with ESL faculty to explore a potential future CUE cohort in an ESL license. **As the result of the 2013 legislative session, the first ESL cohort will begin in fall 2013.**

**Goal Two: Continued Support of Retention Efforts**

Continue to monitor the impact and retention of CUE alumni through electronic and personal mentoring and networking.

**Goal Three: Continued Support for Research and Information Dissemination**

Continue research and follow-up studies and dissemination of results related to recruiting and retaining educators appropriate for urban and urban-like settings.

**2013-2015 Work Plan and Goals For the CUE SPED 8 Cohort and ESL 1 Cohort**

The \$390,000 (FY 2013-2014 \$195,000 and FY 2014-2015 \$195,000) will be used for the following three project goals. The Collaborative Urban Educator (CUE) Program at the University of St Thomas prepares experienced, broadly educated persons from underrepresented populations who are from ethnically, culturally and linguistically diverse backgrounds or have experiential and special backgrounds that help them relate to the particular needs of urban and urban-like learners and the challenges of teaching in urban and urban-like schools in Minnesota. **CUE prepares teachers in Special Education and ESL license areas within the two-year grant period.**

**Goal One: Support the CUE Special Education and ESL cohorts in their license preparation. There are a total of 44 people in the two cohorts** known as CUE SPED 8 cohort and ESL 1 cohort. The cohort participants began licensure coursework in fall 2013 and will concluded coursework in summer 2015.

**Goal Two: Continued Support of Retention Efforts**

Continue to monitor the impact and retention of CUE alumni through electronic and personal mentoring and networking.

**Goal Three: Continued Support for Research and Information Dissemination**

Continue research and follow-up studies and dissemination of results related to recruiting and retaining educators appropriate for urban and urban-like settings.

**Summary**

The CUE Program has granted 400 licenses in elementary, middle or special education since 1992. As CUE prepares two cohorts in 2013-2015, the program is aware of the significant role it plays as a model for bringing urban experienced and diverse persons into the teaching profession. CUE alumni are our best source of new participants, bringing hundreds of inquiries each year. Information is easily accessed on the CUE website during our recruitment time. The Special Education and English as a Second

Language licenses are high-need license areas in metro and greater Minnesota school districts. CUE participants complete their license coursework within the two-year grant period. This timeframe places new teachers in the field quickly. Using the “grow your own” philosophy, the CUE Program seeks people who live in and intend to stay in Minnesota. Retention in the education profession is very high for CUE alumni (76% retention versus national attrition rates of 50% in urban settings within the first five years of teaching). CUE surveys and interviews identify ways in which CUE participants are well prepared for leadership in teaching and administration. CUE alumni are now in approximately 125 public, charter and private schools in Minnesota serving as teacher leaders, principals, assistant principals, superintendents, and school board members.

**Thank you to all who continue to make the Collaborative Urban Educator Program  
a reality since 1991!**

### **Section III List of Separate Attachments**

CUE SPED cohort 7 names and information

CUE SPED cohort 8 names and information

CUE ESL cohort 1 names and information