

**Augsburg College, East African Student to Teacher Program (EAST)**  
Collaborative Urban Educator Grant  
END OF YEAR REPORT  
Goals for 2013-2014 Academic Year  
Respectfully submitted January 14<sup>th</sup>, 2015 by Audrey Lensmire, Ph. D.

The main goal of the CUE fund at Augsburg College is to license and graduate K--12 teachers of East African origin. As such, we've named our program East African Student to Teacher, or EAST for short.

There are currently 16 students of African origin enrolled in undergraduate and graduate Education programs at Augsburg College's Minneapolis and Rochester campuses. Four are enrolled as undergraduates, while 12 are enrolled in our Master's in Education program.

Hallmarks of our program include: generous tuition scholarships (over 75% of the CUE funds allotted to Augsburg College have been used to cover student tuition); bi-monthly professional development seminars; English language learner support; and intensive, culturally meaningful advising.

The EAST scholars are an impressive group of people. They boast a 3.5 collective GPA over three semesters (plus summer school). We anticipate that five students will have completed student teaching in spring 2015; that four more will complete their program after fall 2015; and, that by the end of spring 2016, all sixteen will have graduated.

One barrier to our scholars' success is the MTLE or "basic skills" tests. This past summer we provided a robust four-week intensive language study course to better equip our multilingual students to meet the demands of academic English. We will continue to use the resources of the college to help our students pass the MTLE exams. Scholars saw on average a 23 point increase in their scores after the prep. To date, 40% have passed the basic skills assessment of the MTLE.

Our program has drawn considerable attention in the local community, emphasizing both the need for teachers of East African descent and the desire of individuals from

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East African origins to become teachers. We receive many inquiries from prospective students about how to become a teacher at Augsburg and from community members who want resources and information about East African education.

We've also received national attention. In November, three of Augsburg College's EAST Scholars were invited to Washington, DC to speak at the Annual Convention of the National Council of Teachers of English. Challenging superficial models of diversity in literacy and teacher education, Augsburg's EAST Scholars joined other featured speakers in discussing innovative approaches to recruiting, training, and retaining teachers from historically marginalized groups and developing transformative campus-to-community pipelines over the long term.

With gratitude,



Audrey Lensmire, Ph. D.  
EAST Program Director

*The following report is intended to share our progress toward our goal of increasing the number of licensed teachers of East African origin in the state. These goals were set in June 2013, prior to the commencement of the EAST Program.*

## **RECRUITMENT**

Goal #1: Recruit highly qualified graduate and undergraduate future teachers to the Education Department for the new EAST scholarship.

Activity 1.1: A collaborative group, including admission staff, marketing staff, and faculty conducted outreach to prospective students.

Evaluation 1.1: During a month-long period (July-August 2013) we received twelve applications.

Activity 1.2: Issued broader call for more applicants through collaborative community-wide outreach. (October 2013).

Evaluation 1.2: Received over 100 phone, email, or in-person inquiries and 42 complete applications (Oct- Dec 2013)

Goal #2: Admit highly qualified graduate and undergraduate future teachers to

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Activity 2.1: Initial applications were reviewed in August 2013.

Evaluation 2.1: Ten applicants were accepted for enrollment in Fall semester 2013

Activity 2.2: Expanded review committee to six members to review 42 applications (Oct – Dec 2013)

Evaluation 2.2: Accepted seven more EAST scholars to begin Spring semester 2014.

Goal #3: Offer full financial support to all EAST scholars for education coursework.

Activity 3.1: EAST provided full tuition, including fees and cost of books and materials for 10 scholars who began Fall 2013.

Evaluation 3.1: This goal proved too costly; changes made to level of support. No longer able to pay for books as of Spring 2014.

Activity 3.2: EAST provided tuition support, excluding costs of books and materials, for 7 scholars who began Spring 2014.

Evaluation 3.2: To date, over 75% of the CUE funds have been allocated to providing over 90% of all tuition costs for EAST program participants.

## **RETENTION**

Goal #4: Provide ongoing culturally sensitive, intensive academic advising.

Activity 4.1: Hired program assistant Yodit Tesfaye.

Evaluation 4.1: EAST scholar program evaluation feedback rated program assistant's role as the most important aspect of their success.

Activity 4.2: Program assistant creates a "course-track" for each student.

Activity 4.3: Program assistant monitors enrollment data and grades, providing intensive advising in conjunction with academic program advisors and in collaboration with department faculty and other members of the Augsburg community.

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Evaluation 4.2/4.3: EAST scholars have a collective GPA of 3.5. Six scholars are on track to graduate in May 2015.

Goal #5: Provide faculty-led mandatory bi-monthly seminars to build community among East African future teachers.

Activity 5.1: Augsburg College's Education Department provided course-release to allow faculty member Audrey Lensmire to take on a leadership role.

Evaluation 5.1: The EAST Program's Bi-monthly seminars, led by Yodit Tesfaye and Audrey Lensmire, have created a sense of collective empowerment, with the scholars assuming a leadership role in the future of East African education in Minnesota. In surveys, EAST scholars have reported that these seminars are helpful in learning how to navigate the demands of Augsburg's education department, building a support network amongst their peers, and achieving academic success while providing a safe and encouraging environment.

Goal #6: Provide intensive academic language support.

Activity 6.1: Augsburg partnered with graduate students from the University of Minnesota to conduct a summer language study course to prepare program participants for the MTLE Basic Skills tests.

Evaluation 6.1: Participation in course led to an increase in test scores and passing rates of participating scholars.

Goal #7: Build community networks to support EAST students in their pursuit of academic success.

Activity 7.1: Current licensed teachers of East African descent have visited with scholars and shared their experiences. Creation of an Advisory Board is underway with a first meeting scheduled for January 2015.

Activity 7.2: Coordinate job placements with local school districts.

Evaluation 7.2: Minneapolis Public School (MPS) Human Capital staff attended a bi-monthly seminar to meet with scholars to promote employment in MPS. Scholars met with teacher mentors from the district. One scholar has already been hired on by MPS.

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Metric	Goal	Status
Bi-monthly Cohort Seminars	Build community among program participants to ensure academic success.	Ongoing. Scholars have convened twice per semester during the 4 semesters since program began.
Individual Advisory Support	Program Advisor will meet with Scholars 2-3 times per semester, and additionally as requested.	Ongoing. Students have one or more one-on-one check-ins with Yodit per semester, and receive weekly correspondence with resources and support.
GPA Score	100% of EAST Scholars will maintain a GPA of 3.0 or higher.	As of January 2015, Scholars have a combined average GPA of 3.5.
MTLE Prep	100% of EAST Scholars will receive prep support for the MTLE Basic Skills test.	During Summer 2014, EAST Scholars participated in a six-week small group Summer Language Study Institute. Twice a week for four hours; two instructors per 6-7 scholars.
MTLE Licensure Completion	100% of EAST Scholars will pass their exam and receive licensure.	Ongoing. To date, two Scholars have passed the complete exam.
Student Teaching	100% of EAST Scholars are able to secure a placement opportunity suitable to their strengths.	Five students are on target to complete student teaching in spring 2015; four are on target for fall 2015; and seven are on target for spring 2016.
Student Satisfaction	100% of EAST Scholars surveyed report that EAST's program advisor provided the support they needed to achieve their academic goals.	Scholars indicated the staff has been supportive and the program has provided ample opportunities to connect to resources, learn from peers, explore other areas of the field, and gain exposure to district needs/focus.