



January 15, 2019

The Honorable Carla J. Nelson
Chair, Senate E-12 Committee
Minnesota Senate Building, Room 3231
95 University Ave. W.
Saint Paul, MN 55155

The Honorable Jim Davnie
Chair, House Education Finance Committee
443 State Office Building
100 Rev. Dr. Martin Luther King Jr. Blvd.
Saint Paul, MN 55155

Dear Senator Carla J. Nelson and Representative Jim Davnie:

We are pleased to submit our program's report in accordance with the requirement of 2017 Session Laws – First Special Session, Chapter 5, Article 1, Section 57, Subdivision 27:

Each institution shall prepare for the legislature a detailed report regarding the funds used to recruit, retain, and induct teacher candidates who are of color or who are American Indian. The report must include the total number of teacher candidates of color, disaggregated by race or ethnic group, who are recruited to the institution, are newly admitted to the licensure program, are enrolled in the licensure program, have completed student teaching, have graduated, and are licensed and newly employed as Minnesota teachers in their licensure field. The total number of teacher candidates who are of color or who are American Indian at each stage from recruitment to licensed teaching must be reported as a percentage of total candidates seeking the same licensure at the institution. The report must include the graduation rate for each cohort of teacher candidates, the placement rate for each graduating cohort of teacher candidates, and the retention rate for each graduating cohort of teacher candidates, among other program outcomes.

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University of St. Thomas
CUE Legislative Report 2018

The following information is provided in accordance with reporting requirements for the Collaborative Urban and Greater Minnesota Educators of Color program “regarding the funds used to recruit, retain, and induct teacher candidates who are of color or who are American Indian.” It outlines the work and outcomes of the CUE program at the University of St. Thomas during the calendar year 2018.

1. **Total number of teachers of color** (including those who are recruited to the institution, are newly admitted to the licensure program, are enrolled in the licensure program, have completed student teaching, have graduated, and are licensed and newly employed as Minnesota teachers in their licensure field):
 - a. Disaggregation by race or ethnic group (2008 -2018)

Race	Count
American Indian/Alaskan Native	2
Asian	25
Black or African American	83
Two or More Races	14
Latino	1
Total	125

Fall 2018

Primary Ethnicity	Admitted	%
East Asian	4	20%
African American	13	65%
Latino	1	5%
Two or More Races	2	10%
Total	20	

2. **Total number of teacher candidates of color or who are American Indian at each stage from recruitment to licensed teaching** (as a percentage of total candidates seeking the same licensure at the institution):

Fall 2018

Recruited	4.68%
Newly Admitted	6.1%
Enrolled	1.78%
Completed Student Teaching	0.6%
Graduated	N/A
Licensed and Employed	N/A

3. Graduation rate for each cohort:

In the current 2017-2019 CUE grant, student recipients take various classes with our other School of Education students and are no longer part of a cohort, which is a change from how the program was administered in past years. The 20 students who enrolled in the program in fall 2018 are in various stages of finishing their degree and licensure. It is anticipated that 13 of those students will graduate in spring 2019.

4. Placement rate for each graduating cohort:

Most students in the CUE program are employed when they begin their program. Of the 20 students who started in fall 2018, 18 are pursuing a degree in special education, one in K-12 education and one in secondary education. Thanks to St. Thomas connections in the field, most special education majors have jobs before they complete their degree due to the high demand in this area of teaching.

CUE alumni are currently working in 125 public, charter and private schools in Minnesota serving as teacher leaders, principals, assistant principals, superintendents and school board members.

5. Retention rate for each graduating cohort:

Retention in the education profession is very high for the St. Thomas CUE alumni – 81.5% since the program began in 1991, which is significantly better than the national average. Nationally, there is an attrition rate of 50% in urban settings within the first five years of teaching. The overall retention rate for students of color and American Indians in the last cohort ending in December 2017 was 85.71%. (A more up-to-date retention number is not available as currently there are no graduates from the 2017-19 CUE grant period.)

6. Other items of note:

The year 2018 represented a year of significant change in the School of Education and the CUE program at the University of St. Thomas. The loss of our former CUE program director and the untimely death of Doug Hennes, who played a key role in facilitating the CUE program at St. Thomas from its inception, required the university to establish a new team for CUE.

In April 2018, a full-time recruiter was hired whose role is partially dedicated to the recruitment of CUE students. In June 2018, the School of Education hired a new dean, Dr. Kathlene Holmes Campbell. Dr. Campbell recognizes the importance of the CUE program to St. Thomas, to the state of Minnesota, and to the field of education. To strengthen our efforts, in August 2018, Dr. Campbell added a program manager to the CUE team.

Beginning in the spring 2018 term, all applicants to the School of Education are required to complete a standardized admission assessment such as the GRE or the Minnesota NES Essential

Academic Skills exam. This change was implemented during the period of the 2017-2019 CUE grant and thus impacted enrollment. The assessment requirement ensures that we are in alignment with our accrediting bodies and that we are admitting qualified candidates who can succeed in our programs through meeting state licensure requirements and demonstrating success in the field.

During the period of May through December 2018, 82 prospects from eight different ethnicities expressed an interest in the CUE program at the University of St. Thomas. These prospects were a result of outreach and partnership efforts across the state.

The 2017-2019 grant funds eligible recipients group was expanded to include St. Thomas undergraduate education students; the St. Paul Urban Teacher Residency (SUTR) program, where funds help with retention of students; and the Office of Special Education Programs (OSEP), for prospective students. We anticipate awarding CUE funding to six or more additional students from these three groups in spring 2019.