

AUGSBURG UNIVERSITY

January 15, 2019

Sen. Carla J. Nelson
Chair, Senate E-12 Finance and Policy Committee
3235 Minnesota Senate Bldg.
St. Paul, MN 55155

Rep. Jim Davnie
Chair, House Education Finance Committee
443 Rev. Dr. Martin Luther King Jr. Blvd.
St Paul, MN 55155

Dear Senator Nelson and Representative Davnie,

We are pleased to provide this report to both of you and to your committees on the third cohort of Augsburg University's East African Student to Teacher (EAST) program, as required by the Collaborative Urban and Greater Minnesota Teachers of Color program.

The goal of the EAST Program is to recruit, retain, and license students of East African origin to become teachers by providing financial, advising, and professional development support. The EAST Program's most important measure of success is the number of individuals who obtain a Minnesota teaching license and a teaching position upon completion of licensure program.

As you can see from our program statistics, the EAST program continues to be successful and continues to fulfill to the Legislature's goal of increasing the number of teachers of color and American Indian teachers in our state. In fall 2017 and spring 2018, EAST recruited and admitted 13 new scholars. In addition to this, there were six returning scholars from the previous cohort (2015-17) who remained active in the program during the 2017-2019 funding cycle. Four out of the six returning scholars completed the program and are currently searching for employment while the remaining two are currently enrolled in courses.

We appreciate your continued support of the Collaborative Urban and Greater Minnesota Teachers of Color program. Please know that there is continued demand in the East African community for this program. Since December 2018, the EAST Program has hosted four information session for prospective students, three in the Twin Cities and one in Rochester. More than 80 prospective students have attended the sessions. We will issue a call for new applications into the program on January 28, 2019.

Sincerely,



Audrey Lensmire, Ph.D.
EAST Program Director



Hana Salad
Program Manager



**East African Student to Teacher Program (EAST)
Established 2013**

Total number of teacher candidates of color who are currently enrolled in the licensure program: 14

Total number of teacher of color who have completed student teaching: 26

Total number of teacher candidates of color who are licensed: 23

Total number of teacher candidates of color who are newly employed as Minnesota teachers in their licensure field: 20

Average Grade Point Average (Fall Semester 2018): 3.6

The total number of teacher candidates who are 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:

Approximately 90% of EAST scholars are of Somali, Ethiopian, Kenyan, and Oromo origins. The remaining 10% are representative of the broader African diaspora. Augsburg University is one of the state’s most diverse institutions of higher education. Students of color currently make up approximately 24% of enrollment in graduate and undergraduate education programs. *See table below.*

| EDUCATION MAJORS ACADEMIC YEAR 2018-2019 | Enrolled and Admitted | Percentage Race / Ethnicity | Enrolled in EAST Program | Percentage Race / Ethnicity |
|---|----------------------------------|--|-------------------------------------|--|
| American Indian or Alaska Native | 8 | 2% | 0 | 0% |
| Asian | 18 | 4% | 0 | 0% |
| Black or African American | 45 | 10% | 16 | 100% |
| Hispanic or Latino | 14 | 3% | 0 | 0% |
| Native Hawaiian or Pacific Islander | 0 | 0% | 0 | 0% |
| Non-Resident Alien | 2 | 0% | 0 | 0% |
| Two or more Races | 21 | 5% | 0 | 0% |
| White | 273 | 61% | 0 | 0% |
| Unknown | 68 | 15% | 0 | 0% |
| Total | 449 | 100% | 16 | 100% |



Licensure rate for each cohort of teacher candidates:

Cohort 1 (2013-15) - 83%

Cohort 2 (2015-17) - 50% (expected to reach 90%)

Cohort 3 (2017-19) - NA (a majority of scholars are still active)

Placement rate for each graduating cohort of teacher candidates:

Cohort 1 (2013-15) - 78%

Cohort 2 (2015-17) - 50% (expected to reach 80%)

Cohort 3 (2017-19) - NA (a majority of scholars are still active)

Retention rate for each graduating cohort of teacher candidates:

Cohort 1 (2013-15) - 94% of EAST scholars who were hired in a MN school district are still employed as teachers

Cohort 2 (2015-17) - 100% of EAST scholars who were hired in a MN school district are still employed as teachers

Culturally Responsive Mentorship and Coaching:

Research has proven that a racially and ethnically diverse teacher workforce is crucial to the success and learning of students in our state. The EAST Program stresses the importance of culturally relevant mentorship and leadership in the teacher preparation process as well. EAST's Program Manager, Hana Salad, is a native of Somalia whose professional experience includes seven years as a Minneapolis Public Schools family liaison and seven years as family advocate in a diverse early childhood center. In fall 2018, Salad provided seven students with one-on-one interview skills coaching and professional resume preparation. As a result, four of the scholars were placed into positions in Minneapolis Public Schools and two secured positions elsewhere in the state. Salad also provides regular one-on-one scholar support and hosts monthly cohort seminars. Abdiasis Hirsi, an ELL-licensed educator at Wellstone International School, and an EAST alum, developed a series of eight monthly meetings for the EAST alumni and new scholars. The topics discussed at these meetings include logistics, classroom management, grading, assessments, and networking.

Preparation for Minnesota Teacher Licensure Examinations:

A recent pilot study of the NES Essential Academic Skills test showed that 80% of those who attended quality test prep sessions passed the exam on their first attempt. This far exceeds the 41% pass rate of those who attempted the exam without participating in prep sessions. To



ensure that our scholars were prepared for the exam, EAST partnered with Metro State University during the spring and summer of 2018 to offer NES Basic Skills test prep to teacher candidates. Approximately two-thirds of the 90 candidates who took part in the sessions were future teachers of color. The EAST Program hopes to continue providing this important support moving forward.