

Grow Your Own: Non-Conventional E/BD Licensure Program for Education Assistants

Northeast Metro 916 Intermediate School District

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Goals of the program:

- Provide a graduate level pathway to licensure in E/BD for current education assistants with a focus on serving students in Level III & Level IV classrooms
- Emphasize effective behavior support/intervention and rigorous academic instruction for students across a continuum of mild to severe E/BD
- Increase the number of teachers of color in our district
- Cost effective
- Ability to work full-time while completing the licensure program and obtain a portion of the credits on the job

University of Minnesota Program Design

Semester 1 <i>IEP Process</i>	Semester 2 <i>Instructional Planning & Implementation</i>	Semester 3 <i>Behavior Intervention</i>	Semester 4 <i>Student Teaching</i>
9 credits: 2 8-week courses, online module & 16-week Clinical Practicum	9 credits: 2 8-week courses, independent study & 16-week Clinical Practicum	9 credits: 2 8-week courses, online module & 16-week Clinical Practicum	9 credits: 2 8-week courses & Student Teaching

Total Credits = 36

Successful Program Completion = M.Ed. and K-12 license in E/BD

Program Requirements

- Selection process at the district level
 - Bachelor's degree
 - Essay & Panel Interview
- Selection process at the University of Minnesota
 - 2.0 GPA
 - 2 letters of recommendation
 - One year of successful work experience in an E/BD classroom

Results

- 40 graduates since 2016 from participating districts
- 18% self-identified as people of color
- 916 currently employs 12 graduates of the program
 - All cohort members offered a teaching contract upon program completion
 - 86% retention rate



Key Learnings

- Financial support and grant funding
- Recruitment strategies for education assistants
- The role of the education assistant in the classroom
- Selection and support of host teachers

“We immediately began learning about extremely relevant information to our current jobs on the first day of class. Things that we already kind of knew began to click and we have really started to connect the dots”!

“So far the E/BD cohort has been amazing. The students in the cohort all bring a wealth of knowledge from different yet similar backgrounds. It has been so fun to talk to other EA’s about their experiences working with our population of students”.