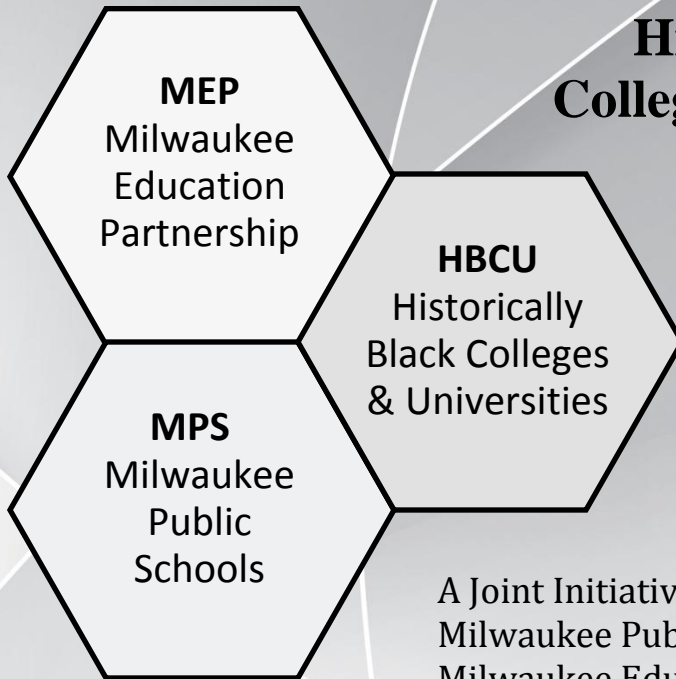


# **The Milwaukee Teacher Recruitment Initiative**

with

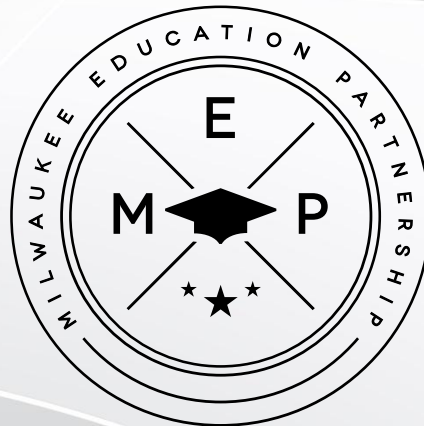
## **Historically Black Colleges and Universities**



A Joint Initiative of  
Milwaukee Public Schools & the  
Milwaukee Education Partnership

# **2014 & 2015**

Report Prepared by



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# A Message from the MEP Executive Director

September 21, 2015

Dear Friends,

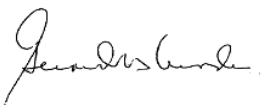
I would like to express my gratitude to the Milwaukee Education Partnership (MEP) for taking on this significant endeavor – the collaboration between Milwaukee Public Schools (MPS), the nation’s Historically Black Colleges and Universities (HBCU), and the MEP. This endeavor will bring new opportunities to enhance African-American lives in our HBCU communities and in Milwaukee. From this partnership, the initiative will encourage more Milwaukee youth to pursue education beyond high school. This initiative also will strengthen the support system needed for students to complete college or university degrees and begin their professional careers within the Milwaukee Public School System. Our partnership will also create important professional development opportunities for educators and emerging educators who want to serve in an urban school district. Our aim is to encourage degreed professionals from HBCU cities to return to the Midwest to help build a stronger Milwaukee socially, economically, and culturally.

HBCUs have prepared many African Americans for leadership roles in their communities and professions. We are excited to have over one-fourth of the nation’s HBCUs engaged in this important effort of preparing our young people for leadership and professional roles. There is a sense of urgency to the mission of placing more role models before young people who are looking to contribute positively to Milwaukee. The bridges formed between HBCUs, MPS, and the MEP will foster our next generation of African-American leaders and professionals in key fields.

The MEP is dedicated to ensuring the success of our efforts through collaboration, six productive work groups, and through measurable performance outcomes reflecting in a more vibrant Milwaukee. In this report you will see how we have already made significant progress.

In closing, perhaps you have thoughts, suggestions, or connections to resources that our initiative would benefit from. I encourage and welcome you to contact my office and share your ideas with me.

Sincerely,

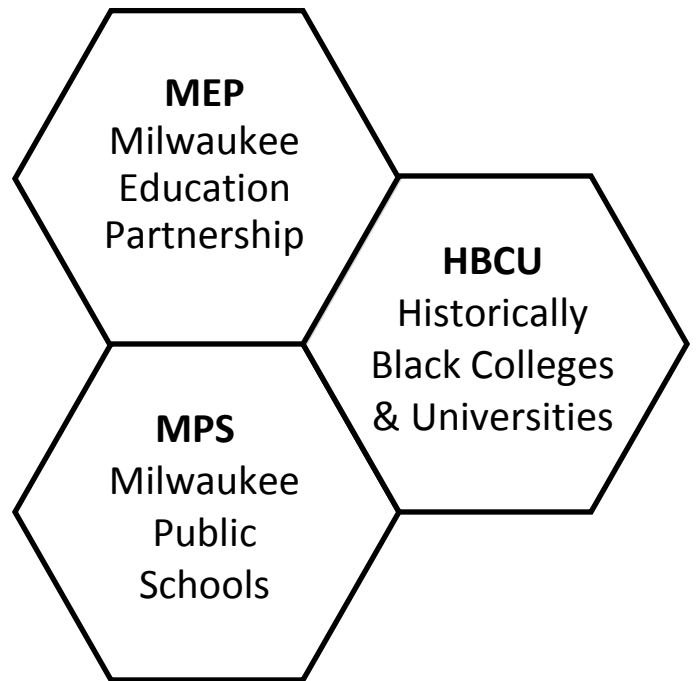
A handwritten signature in cursive script, appearing to read "Gerard Randall".

Gerard Randall  
Executive Director  
Milwaukee Education Partnership

# PARTNERSHIP OBJECTIVES

## 1. Create an MPS Student Support Pipeline

Increasing the number of MPS students who attend HBCUs is an important objective; however, creating a motivating support system for students who are considering attending an HBCU is a key aspect in increasing enrollment. Students will want or need mentoring, guidance and access to resources during the application and enrollment processes as well as during their matriculation. Student needs can be supported by enhancing the education pipeline between MPS and HBCUs. A structure system of support will lead to an enrollment increase and more MPS students becoming aware of the opportunities that HBCUs have for them.



## 2. Create a Professional Educator Pipeline for HBCU Graduates

HBCUs are a primary source of talent for a variety of professional fields such as teaching, engineering, medicine, etc. By creating a pipeline of HBCU graduates who move back to Milwaukee, graduates will fill professional jobs, participate in Milwaukee's economy, and develop a strong middle class. Furthermore, the need for African-American educators in the Milwaukee Public School System will also be filled. As a result, an increase in African-American teachers will more closely reflect the racial composition of the MPS student body.

### **3. Establish Professional Development Programs for MPS Educators**

Professional development programming will be created to assist MPS teachers and administrators with their professional development needs. MPS educators will be matched with HBCU faculty who are nationally recognized for their expertise in working successfully with urban children. By receiving continual and further training, MPS teachers can increase their skill sets. For example, opportunities in expanding their knowledge in how to best provide successful learning environments for urban children who oftentimes have a myriad of challenges associated with poverty, will be explored. Working more closely with HBCU faculty for ongoing teacher professional development is a means to provide this expertise within MPS. Professional development experiences may include web-based workshops or seminars in Milwaukee.

### **4. Initiate Faculty Collaborations between HBCU & Milwaukee Institutions**

By providing opportunities for HBCU faculty to engage in professional collaboration with UW System and Milwaukee regional higher education institution faculty, best practices can be shared and opportunities can be created for shared knowledge. Types of engagement include but are not limited to sabbaticals, faculty-to-faculty exchanges, collaborative resource development, and opportunities for research collaboration.

### **5. Establish Professional Development Opportunities for HBCU Students**

The development of internships and pre-service professional development for HBCU students will be a strong way to engage these students early in their college education by connecting and motivating them to experience opportunities in Milwaukee. For example, student teaching opportunities for HBCU students in Milwaukee and a variety of internships for other professionals (engineers, physicians, etc.) can align students with careers and employers before graduation. This program will also explore the development of a dedicated space for students to live in Milwaukee.

### **6. Create a Program Directory**

In achieving these partnership objectives, a comprehensive directory and database will be developed that targets HBCU students and potential HBCU students in Milwaukee, providing information on such things as teacher preparation, professional internships, and scholarships. A strategy will be formulated for distributing the directory, as well as completing annual updates.

## States with Accredited & Historically Black Colleges & Universities



### **Alabama**

Alabama A&M University  
Alabama State University  
Bishop State Community College  
Concordia College  
C.A. Fredd Campus of Shelton State Community College  
Gadsden State Community College  
Lawson State Community College  
Miles College  
Oakwood University  
Selma University  
J. F. Drake State Community & Technical College  
Stillman College  
Talladega College  
Trenholm State Technical College  
Tuskegee University

### **Arkansas**

Arkansas Baptist College  
Philander Smith College  
Shorter College  
University of Arkansas at Pine Bluff

### **Delaware**

Delaware State University

### **District of Columbia**

Howard University  
University of the District of Columbia

### **Florida**

Bethune-Cookman University  
Edward Waters College  
Florida A&M University  
Florida Memorial University

Source: 101 Accredited HBCUs – US Dept. of Education (2012)

# States with Accredited & Historically Black Colleges & Universities

Page 2

## **Georgia**

Albany State University  
Clark Atlanta University  
Fort Valley State University  
Interdenominational Theological Center  
Morehouse College  
Morehouse School of Medicine  
Morris Brown College  
Paine College  
Savannah State University  
Spelman College

## **Kentucky**

Kentucky State University  
Simmons College of Kentucky

## **Louisiana**

Dillard University  
Grambling State University  
Southern University System  
Southern University and A&M College  
Southern University at New Orleans  
Southern University at Shreveport  
Xavier University of New Orleans

## **Maryland**

Bowie State University  
Coppin State College  
Morgan State University  
University of Maryland Eastern Shore

## **Michigan**

Lewis College of Business (Closed)

## **Mississippi**

Alcorn State University  
Coahoma Community College  
Hinds Community College  
Hinds Community College-Utica  
Jackson State University  
Mississippi Valley State University  
Rust College  
Tougaloo College

## **Missouri**

Harris-Stowe State University  
Lincoln University

## **North Carolina**

Barber-Scotia College  
Bennett College  
Elizabeth City State University  
Fayetteville State University  
Johnson C. Smith University  
Livingstone College  
North Carolina A&T State University  
North Carolina Central University  
St. Augustine's University  
Shaw University  
Winston-Salem State University

## **Ohio**

Central State University  
Wilberforce University

## **Oklahoma**

Langston University

## **Pennsylvania**

Cheyney University of Pennsylvania  
Lincoln University

## **South Carolina**

Allen University  
Benedict College  
Claflin University  
Clinton Junior College  
Denmark Technical College  
Morris College  
South Carolina State University  
Voorhees College

## **Tennessee**

American Baptist College  
Fisk University  
Knoxville College  
Lane College  
Le Moyne-Owen College  
Meharry Medical College  
Tennessee State University

## **Texas**

Huston-Tillotson University  
Jarvis Christian College  
Paul Quinn College  
Prairie View A&M University  
Saint Philip's College  
Southwestern Christian College  
Texas College  
Texas Southern University  
Wiley College

## **Virginia**

Hampton University  
Norfolk State University  
Saint Paul's College (closed)  
Virginia State University  
Virginia Union University  
Virginia University of Lynchburg

## **West Virginia**

Bluefield State College  
West Virginia State University

## **U.S. Virgin Islands**

University of the Virgin Islands

## **The Background of MPS and HBCU**

For many years, Milwaukee Public Schools (MPS) conducted outreach on the campuses of Historically Black Colleges and Universities (HBCUs) as a means of recruiting quality educators, and more teachers of color, to the school district. A renewed recruitment effort in April of 2014 resulted in 16 HBCU School of Education Deans and other representatives visiting Milwaukee to tour, discuss, and collaborate on issues related to student, teacher, faculty and other professional development.

## **Overarching Goals**

The overarching goals of this initiative include connecting former Wisconsin residents to jobs in the Milwaukee region and finding teachers for the Milwaukee Public Schools who more closely reflect the racial composition of the student body. The data reveals compelling need, as well as unique opportunities, related to these goals.

### **Availability of Jobs**

- Government is the third largest industry in the Milwaukee area, providing almost 100,000 jobs in 2014. Of those jobs, the most (32,835) were in elementary and secondary schools, which grew by 5% from the previous year<sup>1</sup>.
- Milwaukee Public Schools alone has 6,432 teachers.<sup>2</sup>

### **A Mismatch between Students and Teachers**

- 55.3% of children enrolled in the Milwaukee Public Schools are African American.<sup>2</sup>
- In contrast, only 17.0% of teachers at Milwaukee Public Schools are African American.

---

<sup>1</sup> Economic Modeling Systems International; 2014.3 – QCEW Employees, Non-QCEW Employees, and Self-Employed

<sup>2</sup> What is the Milwaukee K-12 School System?; Public Policy Forum; December 2014



# Overarching Goals

Page 2

## **Increased Student Need – Poverty, Special Needs, STEM (Science, Technology, Engineering & Math), and Bilingual Needs**

- 82.9% of Milwaukee Public School children are economically challenged.<sup>2</sup>
- 21.4% of Milwaukee Public School children are enrolled in special education.<sup>2</sup>
- Almost 14% of Milwaukee County residents are of Hispanic origin<sup>3</sup> and the number is projected to continue to increase over the next decade<sup>4</sup>.
- According to the National Action Council for Minorities in Engineering, minorities are vastly underrepresented in the U.S. STEM workforce<sup>5</sup>. STEM jobs are growing three times faster than non-STEM jobs – the projected growth rate is 17% between 2008-2018. Milwaukee's ability to remain competitive will depend on local innovation that in turn will be led by those prepared in STEM fields.

## **Increased Teacher Need**

- Due to retirements from an aging workforce, as well as less outreach to HBCUs, 2,015 teachers have retired from MPS in the past ten years, with 19.3% being African American.

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<sup>2</sup> What is the Milwaukee K-12 School System?; Public Policy Forum; December 2014

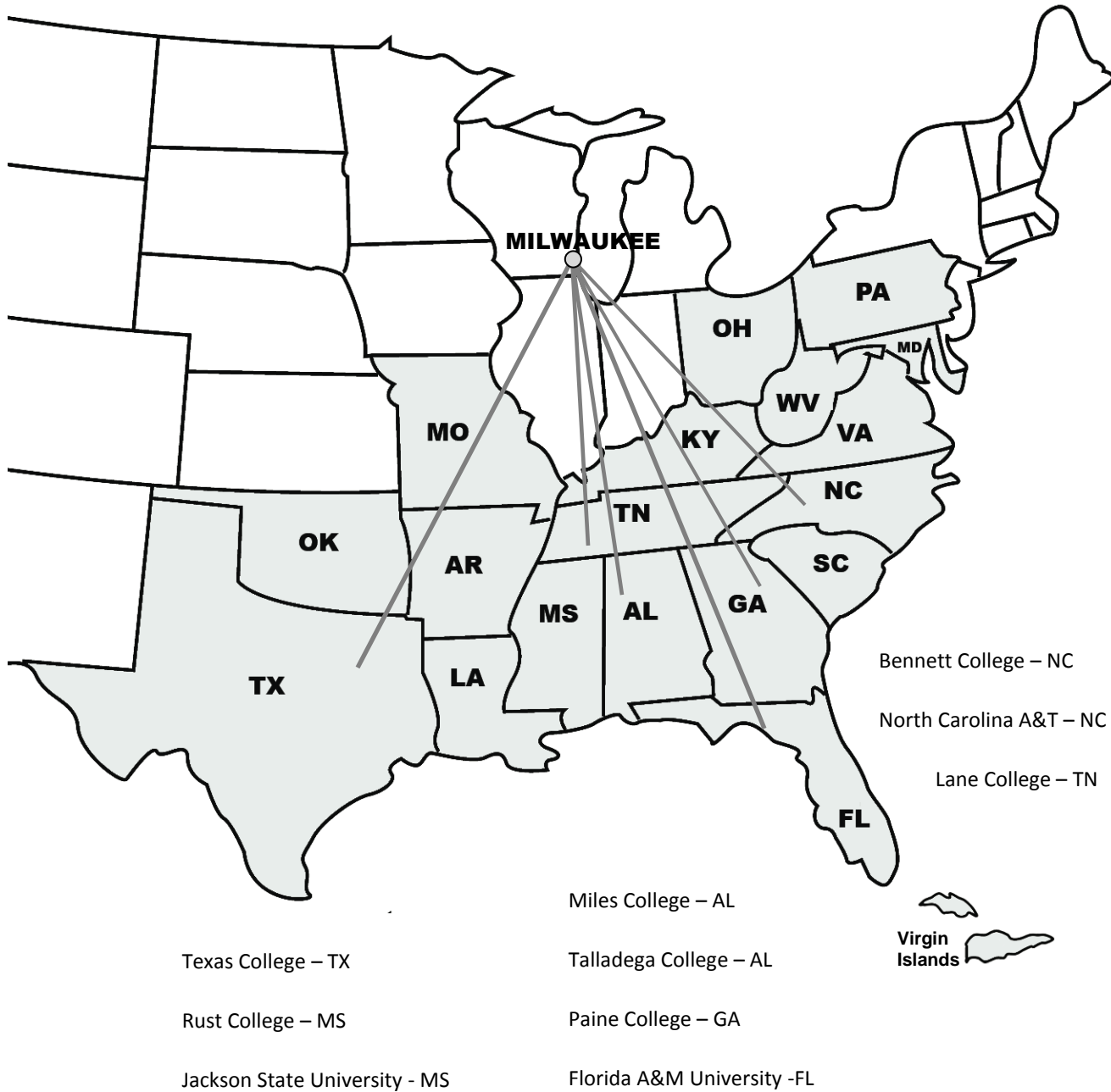
<sup>3</sup> U.S. Census ACS 2011 1 year estimates

<sup>4</sup> Wisconsin Department of Administration, Demographic Services Center, December 2013

<sup>5</sup> 2011 NACME Data Book: A Comprehensive Analysis of the “New” American Dream

## Existing Four-Year MATC Transfer Partners

As of April 2014, the following are the HBCU institutions that Milwaukee Area Technical College (MATC) recognizes as four-year transfer partners:



# **Minutes of the June 16, 2014 Milwaukee Education Partnership Presentation to NADEC\***

Page 1

Gerard Randall, Executive Director of the Milwaukee Education Partnership (MEP), gave a presentation on an initiative of the organization. The MEP is a 15-year collaboration between the Milwaukee Public Schools leadership, the leaders of the region's public and private higher education institutions and representatives of over 40 community-based organizations. It seeks to bring Milwaukee Public Schools (MPS) students to at or above grade level in reading, writing, math and science; provide professional development to MPS educators; and enhance access to higher education for MPS students. Additional information on the partnership can be obtained by visiting the MEP website at [www.mepwisc.org](http://www.mepwisc.org).

Mr. Randall spoke of the need to improve educational outcomes for Milwaukee students, many of whom are saddled with socio-economic and cultural influences that impede academic achievement and full participation in the Milwaukee region's economy. Statistics were offered as evidence of some of the influences that limit good teaching and learning. The Milwaukee region also has a need for professionals in the fields of information technology, engineering, health care and financial services. A plan to aggressively recruit graduates of HBCU institutions needs to be developed and implemented. The MEP began to think differently about how to meet the school district's needs for talent development and teachers capable of meeting student and family needs. The MEP also sought to address the greater community's needs for role models, leaders, and professional workers.

The process in Milwaukee began with brainstorming around how to get HBCU graduates with teacher certification to return to Milwaukee or come as potential MPS employees for the first time. A two-day conference in April was organized and was attended by 16 HBCU institutions. Included in that experience were presentations from the MPS Superintendent, Dr. Gregory Thornton, and his senior team, the Talent Development Team of MPS, the College Access Team, and civic leadership of Milwaukee represented by Attorney John Daniels and Dorothy Buckhanan Wilson. Tours of the College Access Center, the City of Milwaukee, and four MPS schools as well as a reception that allowed HBCU alums in Milwaukee to meet conference participants were also part of the two-day experience. The conference will be reconvened in 2015 and 2016. Work groups were formed to further the implementation of suggestions and to refine the approaches offered to address the following main goals:

\* NADEC (NAFEO Academic Deans of Education Council)  
NAFEO (National Association For Equal Opportunity in Higher Education)

# **Minutes of the June 16, 2014 Milwaukee Education Partnership Presentation to NADEC**

Page 2

1. Enhance the pipeline of MPS students to HBCU institutions.
2. Enhance the pipeline of HBCU graduates, especially those with professional degrees who seek to live and work in Milwaukee.
3. Create opportunities for HBCU faculty and University of Wisconsin System faculty to collaborate in research and teaching. This may include faculty exchanges, dual appointments, sabbatical arrangements, mentoring, and leadership internships.
4. Provide specialized professional development courses and seminars for MPS staff.
5. Develop internships, summer job experiences, and student teacher opportunities in Milwaukee for HBCU students.

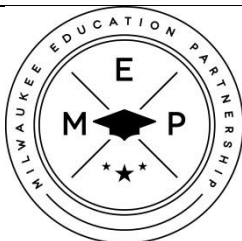
All of the aforementioned goals will be addressed by work groups. Groups will be co-chaired by a Milwaukee-based representative and a representative from the HBCUs. HBCU institutions may engage in any or all of the work groups. The MEP needs the support of NADEC institutions to recruit members for work groups and participants who can dedicate themselves to helping the MEP refine this approach. The MEP may be contacted at 414-988-9034 or [hagenjl@milwaukee.k12.wi.us](mailto:hagenjl@milwaukee.k12.wi.us).

**2014 HBCU CONFERENCE**  
*focusing on*  
**The Milwaukee Teacher Recruitment Initiative**

*April 8 - 10, 2014*

*Hilton Milwaukee City Center Hotel  
509 West Wisconsin Avenue  
Milwaukee, WI*

# HBCU Conference 2014 Invitation Letter



Milwaukee Education Partnership  
735 W. Wisconsin Ave., Suite 710  
Milwaukee, WI 53233  
Phone: (414) 988-9034  
Fax: (414) 988-6170  
Gerard Randall  
Executive Director

**Michael Bonds**  
**President**

Milwaukee Board  
of School Directors

**Michael Burke**  
**President**

Milwaukee Area  
Technical College

**Ellis Bromberg**  
**General Manager**  
Milwaukee Public  
Television

**Deborah Ford**  
**Chancellor**

University of  
Wisconsin-Parkside

**James Loftus**  
**President**

Cardinal Stritch University

**Michael Lovell**  
**Chancellor**

University of  
Wisconsin-Milwaukee

**Robert Peterson**  
**President**

Milwaukee Teachers'  
Education Association

**Donald Sykes**  
**Chief Executive Officer**  
Milwaukee Area Workforce  
Investment Board

**Gregory Thornton**  
**Superintendent**  
Milwaukee Public Schools

March 17, 2014

Dear HBCU Presidents & School of Education Deans/Directors of Teacher Education:

The Milwaukee Education Partnership requests your participation in a forum to be held April 8-10, 2014 in Milwaukee, Wisconsin. The purpose of the forum is to familiarize you with the City of Milwaukee, Milwaukee Public Schools (MPS) and its leadership, as well as the leaders of the Milwaukee Education Partnership (MEP). It is our goal that you will encourage your institution to develop or strengthen collaborations with Milwaukee Public Schools and encourage your graduates who possess certifications in education to consider employment with MPS.

The forum program will include a discussion of President Barack Obama's early childhood education initiatives. Attendees will be greeted by Dorothy Buckhanan Wilson who is the Senior Vice President of Mission Services at Goodwill Industries of SE Wisconsin and also the International First Vice President of Alpha Kappa Alpha (AKA). Tours of several Milwaukee Public Schools; a roundtable discussion with MPS Superintendent, Dr. Gregory Thornton, and his leadership team; and introductions to the MPS Board of School Directors and their President, Dr. Michael Bonds, are also featured. The draft conference agenda is enclosed.

The following services and benefits are provided by the MEP for conference registrants:

- Free registration.
- Complimentary hotel room up to three nights (April 7<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup>) on reservations made through the MEP office.
- Meals as specified in agenda.
- A night of entertainment at the Milwaukee Repertory Theater (sign-up required).
- Group transportation to and from conference activities.
- Transportation reimbursement between airport and hotel for service through Go Riteway airport shuttle service (approx. \$30) or via taxicab (approx. \$26). (*Go Riteway is located at Baggage Claim Area #3 at Mitchell International Airport.*)
- Air travel reimbursement up to a maximum of \$350 each way (\$700 round trip) per college/university.

Complimentary hotel room reservations must be requested through the MEP office by 11:00 a.m. Central Time on Friday, March 28<sup>th</sup>. All hotel rooms not reserved through the MEP office, any nights outside of the April 7<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup> dates, and any room charges such as movies, room service, or other incidentals will be guest's responsibility.

## Invitation Letter

### HBCU Conference 2014

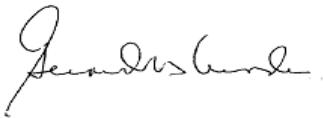
Page 2

March 17, 2014

To register for the conference, complete and submit the enclosed registration form to Janice Hagen at the MEP office either via fax (414-988-6170), E-mail ([hagenjl@milwaukee.k12.wi.us](mailto:hagenjl@milwaukee.k12.wi.us)), or phone (414-988-9034) BY 11:00 A.M. FRIDAY, MARCH 28<sup>TH</sup>.

Please accept our invitation to participate in this effort to enhance the MPS talent pool with your quality graduates. Further details and information on the conference, agenda and reimbursement procedures will be provided in conference packets at on-site registration. If you have any questions, please contact Janice Hagen at our office: 414-988-9034 or [hagenjl@milwaukee.k12.wi.us](mailto:hagenjl@milwaukee.k12.wi.us).

Sincerely,

A handwritten signature in cursive script, appearing to read "Gerard Randall".

Gerard Randall  
Executive Director

Enclosures (2)

## HBCU 2014 Milwaukee Conference Attendees

College/University	Name	Title
Benedict College	Tanya Brice	Dean – School of Education, Health, and Human Services
Bennett College	Rachel Obie-Winstead	Dean – Division of Social Sciences and Education
Clark Atlanta University	Lorri Sadler-Rice	Director – Recruitment and Admissions
Coppin State University	Jermaine Ellerbe	Associate Professor & Director of Field Services /Professional Development Schools
Florida A&M University	Mary Newell	Department Chair – Elementary Education
Florida Memorial University	Kareem Coney	Special Assistant to the President for External Relations
Fort Valley State University	Edward Hill	Dean
Hampton University	Cassandra Herring	Dean – School of Education and Human Development
Hinds Community College	Vanda Brumfield	Reading Instructor
Mississippi Valley State University	Kevin Williams	Dean of Enrollment Management and Diversity
Morgan State University	Patricia Welch	Dean – School of Education and Urban Studies
North Carolina A&T State University	Felicia Sawyer	Assistant Professor/Clinical Faculty
Rust College	Ishmell Edwards	Vice President for College Relations
Shaw University	Paula Moten-Tolson	Chair – Department of Education
Stillman College	Tamara Roberts	Professor & Chair – Department of Education
Virginia State University	Pamela Orr	Admissions Counselor/Alumni Recruitment Specialist



# HBCU Conference Program 2014

*April 8 – 10, 2014*

*Hilton Milwaukee City Center Hotel*

*509 West Wisconsin Avenue*

*Milwaukee, WI*

## **Monday, April 7**

5:30 – 7:30 p.m.      **Reception** (*Milwaukee Club, 706 N. Jefferson Street*)

### **Welcome**

Ingrid Walker-Henry, Board Secretary/Executive Board,  
Milwaukee Teachers' Education Association

**Presentation:** Project METRO (Urban Teacher Residency Initiative)

### **Presenters from Milwaukee Public Schools:**

Melissa Bonds, Mentor Supervisor Induction Coordinator  
Dr. Karen Jackson, Chief Human Capital Officer  
Lynda Meleski, Licensing and Pre-Service Specialist  
Marybeth Sandvig, Director of Organizational Development

## **Tuesday, April 8**

8:00 a.m.      **Morning Session** (*Hilton Milwaukee City Center Hotel*)

### **Welcome**

Dorothy Buckhanan Wilson  
Sr. Vice President of Mission Services, Goodwill Industries of SE Wisconsin  
International First Vice President, Alpha Kappa Alpha (AKA)

### **Overview of Conference Activities**

Gerard Randall, Executive Director, Milwaukee Education Partnership

# HBCU Conference Program 2014

*April 8 – 10, 2014*

*Hilton Milwaukee City Center Hotel*

*509 West Wisconsin Avenue*

*Milwaukee, WI*

## **Tuesday, April 8**

8:30 a.m.

**Presentation:** *Making the MPS Connection -  
Employment Opportunities in Milwaukee Public Schools*

**Presenters from Milwaukee Public Schools:**

Dr. Karen Jackson, Chief Human Capital Services Officer  
Cathy Gorski, Pre-Service Project METRO Specialist  
Pepper LaMothe, Talent Management Manager  
Julie Landry, Director of Talent Management  
Yovira Moroney, Talent Management Coordinator

10:00 a.m.

**College Access Center Visit** *(2730 W. Fond du Lac Avenue)*  
Sharnissa Dunlap-Parker College Access Coordinator,  
Milwaukee Public Schools

11:00 a.m.

**Luncheon Meeting** *(Milwaukee Area Workforce Investment Board)*  
MPS Superintendent Dr. Gregory Thornton and members of his Senior Leadership Team will lead a roundtable meeting with discussions focusing on college access and readiness

**Milwaukee Public Schools Senior Leadership Team:**

Dr. Gregory E. Thornton, Superintendent  
Dr. Darienne B. Driver, Chief Innovation Officer  
Denise Callaway, Executive Director of Community Engagement  
Christina Flood, Chief Academic Officer  
Ophelia King, School Counseling Specialist  
Dr. Keith Posley, Chief School Administration Officer  
Rudy Ruiz, Director of College and Career Readiness  
Ann Terrell, Director of Innovative Projects

**Testimonials:**

Tianna McCullough, Instructional Coach, Carver School  
Brian G. Terrell, Accounting Specialist, MPS Department of Finance

# HBCU Conference Program 2014

*April 8 – 10, 2014*

*Hilton Milwaukee City Center Hotel*

*509 West Wisconsin Avenue*

*Milwaukee, WI*

1:15 p.m.                    **Bus Tour of the City of Milwaukee**

5:30 – 7:30 p.m.           **HBCU Alumni Reception** (*Golda Meir School*)  
With special invited guests, HBCU Milwaukee Alums, partners of the Milwaukee Education Partnership, and entertainment provided by students from Milwaukee High School of the Arts

## **Wednesday, April 9**

8:00 a.m.                    **Morning Session** (*Hilton Milwaukee City Center Hotel*)

### **Welcome & HBCU/Milwaukee Partnerships**

#### **MATC/HBCU Initiative**

Dr. Michael Burke

President, Milwaukee Area Technical College (MATC) &

Chairman, Milwaukee Education Partnership

Jonathan Feld, Director of Articulation and Transfer, MATC

#### **Morehouse Wisconsin Scholars Program**

John W. Daniels, Jr.

Partner, Quarles & Brady

Chairman, Greater Milwaukee Committee

**Presentation:** *How To Place Student Teachers in MPS and  
How To Get Licensed in Wisconsin*

#### **Presenters from Milwaukee Public Schools:**

Dr. Karen Jackson, Chief Human Capital Services Officer

Cathy Gorski, Pre-Service Project METRO Specialist

Pepper LaMothe, Talent Management Manager

Julie Landry, Director of Talent Management

Yovira Moroney, Talent Management Coordinator

# HBCU Conference Program 2014

*April 8 – 10, 2014*

*Hilton Milwaukee City Center Hotel*

*509 West Wisconsin Avenue*

*Milwaukee, WI*

## **Wednesday, April 9**

10:30 a.m. – 3:30 p.m. **Tour of MPS Schools and Lunch**

**Group 1:** Milwaukee School of Languages (grades 6-12)  
Donald LaBonte, Principal  
8400 West Burleigh Street

&

Rufus King International School (grades 9-12)  
Jennifer Smith, Principal  
1801 West Olive Street

**Group 2:** Golda Meir School (grades 3-8)  
Michelle Morris, Principal  
1555 North Dr. Martin Luther King Jr. Dr.

&

Riverside University High School (grades 9-12)  
Michael Harris, Principal  
1615 East Locust Street

## **Results**

### **HBCU CONFERENCE PROGRAM 2014**

The two and a half day experience was highly productive with six work groups created to move projects forward and create long-term sustainability. Each work group will be assigned a co-chair from both an HBCU and a Milwaukee organization. Organized around six key issues, each work group will be given an online community exchange page hosted by the Milwaukee Education Partnership website to begin the dialogue.

#### **WORK GROUP 1: Create an MPS Student Support Pipeline**

The purpose of this work group is to increase the number of MPS students that attend HBCUs. About 40 percent of all African-American college graduates received their degrees from HBCUs. HBCUs, because of their strong sense of cultural pride and community, provide additional support to students. Professors and leaders are often African American, class sizes are small, tuition is often lower, and scholarships are numerous.

In the past three years (2011-2013), 3,838 African-American students who graduated from MPS enrolled in a post-secondary institution. Only 336 of these enrolled in an HBCU to pursue a four-year degree program. In order to raise the number of Milwaukee students who attend HBCUs after high school, this group will conduct research and develop a survey to create enrollment goals.

#### **WORK GROUP 2: Create a Professional Educator Pipeline for HBCU Graduates**

The purpose of this work group is to create a pipeline of HBCU graduates who move back to Milwaukee to fill professional jobs, participate in Milwaukee's economy, develop a strong middle class, and prevent "brain drain". HBCUs are a primary source of talent for a variety of professional fields such as teaching, engineering, medicine, etc. In fact, according to a 2010 study done by the U.S. Commission on Civil Rights, students who attend Historically Black Colleges and Universities are more likely to pursue and graduate in careers in science, technology, engineering and math (STEM). While the 100 HBCUs represent just 3 percent of the nation's institutions of higher learning, they graduate nearly 20 percent of African Americans who earn undergraduate degrees. In addition, the institutions graduate more than 50 percent of African-American professionals and public school teachers<sup>6</sup>.

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<sup>6</sup> <http://www.thurgoodmarshallfund.net/about-tmcf/about-hbcus>

# Results

## HBCU CONFERENCE PROGRAM 2014

Page 2

### **WORK GROUP 3: Establish Professional Development Programs for MPS Educators**

This work group will assist MPS teachers and administrators with their professional development needs by matching them with HBCU faculty who are nationally recognized for their expertise in working successfully with urban children.

Most MPS teachers receive degrees in Wisconsin. More than 40 percent of MPS teachers are certified by the University of Wisconsin-Milwaukee (UWM) and approximately 60 percent of MPS teachers are certified by University of Wisconsin (UW) System schools<sup>7</sup>. Local colleges and universities have not done enough to educate teachers on how best to provide a successful learning environment for urban children who oftentimes have a myriad of challenges associated with poverty. Working more closely with HBCU faculty for ongoing teacher professional development is a means to provide this expertise within MPS.

### **WORK GROUP 4: Initiate Faculty Collaborations between HBCU & Milwaukee Institutions**

The purpose of this work group is to provide opportunities for HBCU faculty to engage in professional collaboration with UW System and Milwaukee regional higher education institution faculty in order to share best practices and create opportunities for shared knowledge. Types of engagement include but are not limited to sabbaticals, faculty-to-faculty exchanges, collaborative resource development, and opportunities for research collaboration.

### **WORK GROUP 5: Establish Professional Development Opportunities for HBCU Students**

The purpose of this work group is to spur the development of internships and pre-service professional development for HBCU students such as student teaching opportunities for HBCU students in Milwaukee and a variety of internships for other professionals (engineers, physicians, etc.). The work group will explore the development and expansion of dedicated spaces for students to live in Milwaukee.

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<sup>7</sup> Wisconsin Department of Public Instruction

## **Results**

### **HBCU CONFERENCE PROGRAM 2014**

Page 3

#### **WORK GROUP 6: Create a Program Directory**

This work group will develop a comprehensive directory of programs that targets HBCU students and potential HBCU students in Milwaukee, providing information on such things as professional internships, teacher preparation, and scholarships. The work group will formulate a strategy for distributing the directory, as well as completing annual updates.

### **Next Steps**

The HBCU/Milwaukee Initiative will strengthen over the next two years by:

- Further defining the six partnership objectives
- Having a 2015 and 2016 conference to gain momentum
- Creating a report booklet that articulates the ideas of the HBCU conference & initiative
- Developing a communication system to identify opportunities
- Formulating a strategy on how to form the first group of volunteers
- Formulating a strategy to form a group that would establish the Program Directory

## Contact List

### HBCU Conference 2014

Name, Title & Organization	E-mail & Telephone
----------------------------	--------------------

#### **April 7, 2014**

##### **Welcome**

Ingrid Walker-Henry, Board Secretary/Executive Board, Milwaukee Teachers' Education Association	ingridmtea@gmail.com 414-259-1990
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##### **Presenters on Project METRO (Urban Teacher Residency Initiative)**

Melissa Bonds, Mentor Supervisor Induction Coordinator, Milwaukee Public Schools	hodgemj@milwaukee.k12.wi.us 414-267-5170
Dr. Karen Jackson, Chief Human Capital Officer, Milwaukee Public Schools	jacksoqr@milwaukee.k12.wi.us 414-475-8115
Lynda Meleski, Licensing and Pre-Service Specialist, Milwaukee Public Schools	melesklj@milwaukee.k12.wi.us 414-475-8348
Marybeth Sandvig, Director of Organizational Development, Milwaukee Public Schools	sandvimx@milwaukee.k12.wi.us 414-475-8395

#### **April 8, 2014**

##### **Welcome**

Dorothy Buckhanan Wilson, Sr. VP of Mission Services, Goodwill Industries of SEW International First VP, Alpha Kappa Alpha (AKA)	Sarah.DeNomie@goodwillsew.com 414-847-4805
--	---

##### **College Access Center**

Sharnissa Dunlap-Parker, College Access Coordinator, Milwaukee Public Schools	dunlapst@milwaukee.k12.wi.us 414-431-1831
--	--



## Contact List

### HBCU Conference 2014

Name, Title & Organization	E-mail & Telephone
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#### **April 8, 2014**

#### **Presenters on “Making the MPS Connection” – Employment Opportunities in MPS**

Cathy Gorski, Pre-Service Project METRO Specialist, Milwaukee Public Schools	gorskica@milwaukee.k12.wi.us 414-267-5080
Dr. Karen Jackson, Chief Human Capital Officer, Milwaukee Public Schools	jackokr@milwaukee.k12.wi.us 414-475-8115
Pepper LaMothe, Talent Management Manager, Milwaukee Public Schools	lamothe@milwaukee.k12.wi.us 414-475-8160
Julie Landry, Director of Talent Management, Milwaukee Public Schools	landryja@milwaukee.k12.wi.us 414-475-8224
Yovira Moroney, Talent Management Coordinator, Milwaukee Public Schools	moroneym@milwaukee.k12.wi.us 414-475-8771

#### **Luncheon Meeting Speakers – Milwaukee Public Schools Superintendent and Key Staff**

Dr. Gregory E. Thornton, Superintendent, Milwaukee Public Schools	sommertm@milwaukee.k12.wi.us 414-475-8002
Dr. Darienne B. Driver, Chief Innovation Officer, Milwaukee Public Schools	driverdb@milwaukee.k12.wi.us 414-777-7810
Denise Callaway, Executive Director of Community Engagement, Milwaukee Public Schools	callawde@milwaukee.k12.wi.us 414-475-8650
Christina Flood, Chief Academic Officer, Milwaukee Public Schools	floodca@milwaukee.k12.wi.us 414-777-7806
Ophelia King, School Counseling Specialist, Milwaukee Public Schools	kingot@milwaukee.k12.wi.us 414-475-8128
Dr. Keith Posley, Chief School Administration Officer, Milwaukee Public Schools	posleykp@milwaukee.k12.wi.us 414-475-8992
Rudy Ruiz, Director of College and Career Readiness, Milwaukee Public Schools	ruizrx@milwaukee.k12.wi.us 414-773-9826
Ann Terrell, Director of Innovative Projects, Milwaukee Public Schools	terrelam@milwaukee.k12.wi.us 414-475-8013

## Contact List

### HBCU Conference 2014

Name, Title & Organization	E-mail & Telephone
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#### **April 8, 2014**

##### **Testimonials**

Tianna McCullough, Instructional Coach, Carver School, Milwaukee Public Schools	mcculltr@milwaukee.k12.wi.us 414-267-0507
Brian G. Terrell, Accounting Specialist – Dept. of Finance, Milwaukee Public Schools	terrelbg@milwaukee.k12.wi.us 414-773-9946

#### **April 9, 2014**

##### **Speakers on Milwaukee Partnerships - MATC/HBCU Initiative, Articulation Agreements**

Dr. Michael Burke, President, Milwaukee Area Technical College (MATC)	burkem@matc.edu 414-297-6322
Jonathan Feld, Director of Articulation and Transfer, Milwaukee Area Technical College (MATC)	feldj@matc.edu 414-297-8606

##### **Speaker on Milwaukee Partnerships - Morehouse Wisconsin Scholars Program**

John W. Daniels, Jr., Partner, Quarles & Brady	john.daniels@quarles.com 414-277-5103
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##### **Speakers on How To Place Student Teachers In MPS and How To Get Licensed In Wisconsin**

Cathy Gorski, Pre-Service Project METRO Specialist, Milwaukee Public Schools	gorskica@milwaukee.k12.wi.us 414-267-5080
Dr. Karen Jackson, Chief Human Capital Officer, Milwaukee Public Schools	jackokr@milwaukee.k12.wi.us 414-475-8115
Lynda Meleski, Licensing and Pre-Service Specialist, Milwaukee Public Schools	melesklj@milwaukee.k12.wi.us 414-475-8348

## Contact List HBCU Conference 2014

Name, Title & Organization	E-mail & Telephone
----------------------------	--------------------

### April 9, 2014

#### **Tour of Milwaukee Public Schools**

Donald LaBonte, Principal, Milwaukee School of Languages	labontdr@milwaukee.k12.wi.us 414-393-5700
Jennifer Smith, Principal, Rufus King International School	smithj2@milwaukee.k12.wi.us 414-267-0700
Michelle Morris, Principal, Golda Meir School	morrismx@milwaukee.k12.wi.us 414-212-3200
Michael Harris, Principal, Riverside University High School	harrism3@milwaukee.k12.wi.us 414-906-4900

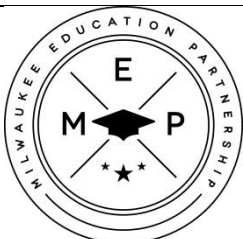
<b>Milwaukee Education Partnership</b> 735 W. Wisconsin Avenue, Suite 710 Milwaukee, WI 53233	414-988-9034
Gerard Randall, Executive Director	414-988-9034
Janice Hagen, Executive Assistant	hagenjl@milwaukee.k12.wi.us 414-988-9034

**2015 HBCU CONFERENCE**  
*focusing on*  
**The Milwaukee Teacher Recruitment Initiative**

*June 1 – 3, 2015*

*Hilton Milwaukee City Center Hotel*  
*509 West Wisconsin Avenue*  
*Milwaukee, WI*

# HBCU Conference 2015 Invitation Letter



Milwaukee Education Partnership  
735 W. Wisconsin Ave., Suite 710  
Milwaukee, WI 53233  
Phone: (414) 988-9034  
Fax: (414) 988-6170  
Gerard Randall  
Executive Director

**Michael Bonds**  
*President*  
Milwaukee Board  
of School Directors

**Ellis Bromberg**  
*General Manager*  
Milwaukee Public  
Television

**Earl Buford**  
*Chief Executive Officer*  
Milwaukee Area Workforce  
Investment Board

**Darienne Driver**  
*Superintendent*  
Milwaukee Public Schools

**Deborah Ford**  
*Chancellor*  
University of  
Wisconsin-Parkside

**James Loftus**  
*President*  
Cardinal Stritch University

**Vicki Martin**  
*President*  
Milwaukee Area  
Technical College

**Mark Mone**  
*Chancellor*  
University of  
Wisconsin-Milwaukee

**Robert Peterson**  
*President*  
Milwaukee Teachers'  
Education Association

May 7, 2015

Dear HBCU Dean of the School/College of Education, President, and  
NAFEO Academic Dean:

The Milwaukee Education Partnership requests your participation in a forum to be held June 1-3, 2015 in Milwaukee, Wisconsin. The purpose of the forum is to familiarize you with the City of Milwaukee, Milwaukee Public Schools (MPS) and its leadership, as well as the leaders of the Milwaukee Education Partnership (MEP). Since our April 2014 forum, the partnership has welcomed Dr. Darienne Driver as MPS Superintendent; Dr. Mark Mone as Chancellor of the University of Wisconsin-Milwaukee (UWM); Dr. Vicki Martin as President of the Milwaukee Area Technical College (MATC); and Earl Buford as President and CEO of the Milwaukee Area Workforce Investment Board (MAWIB). It is our goal that you will encourage your institutions to develop or strengthen collaborations with Milwaukee Public Schools and encourage your graduates, particularly those who possess degrees and certifications in education or degrees in engineering, information technology or health care related fields, to consider employment in Milwaukee.

The forum program will include a discussion led by prominent higher education leaders from Historically Black Colleges and Universities (HBCUs) on the topic of enhancing the student/professional pipeline between participating HBCUs and Milwaukee organizations, especially employers. Tours of several Milwaukee Public Schools; a roundtable discussion with the MPS Superintendent, Dr. Darienne Driver, and her leadership team; and introductions to the MPS Board of School Directors and their President, Dr. Michael Bonds, are also featured. Attendees will be greeted by Dorothy Buchanan Wilson who is the Senior Vice President of Mission Services at Goodwill Industries of SE Wisconsin and also the International First Vice President of Alpha Kappa Alpha (AKA). The draft conference agenda is enclosed.

The following services and benefits are provided by the MEP for conference registrants:

- Free registration.
- Complimentary hotel room up to three nights (June 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup>) on reservations made through the MEP office.
- Meals as specified in agenda.
- Group transportation to and from conference activities.
- Transportation reimbursement between airport and hotel for service through Go Riteway airport shuttle service (approx. \$30) or via taxicab (approx. \$26). (*Go Riteway is located in the lower level Baggage Claim Area at Mitchell International Airport.*)
- Air travel reimbursement up to a maximum of \$350 per college/university.

# Invitation Letter

## HBCU Conference 2015

Page 2

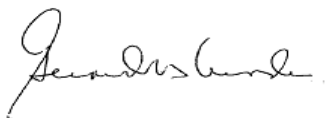
May 7, 2015

Complimentary hotel room reservations must be requested through the MEP office by 4:00 p.m. Central Time on Monday, May 18<sup>th</sup>. All hotel rooms not reserved through the MEP office, any nights outside of the June 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> dates, and any room charges such as movies, room service, or other incidentals will be guest's responsibility.

To register for the conference, complete and submit the enclosed registration form to Janice Hagen at the MEP office either via E-mail ([hagenjl@milwaukee.k12.wi.us](mailto:hagenjl@milwaukee.k12.wi.us)), fax (414-988-6170) or phone (414-988-9034) by 4:00 p.m. Monday, May 18<sup>th</sup>.

Please accept our invitation to participate in this effort to enhance the Milwaukee talent pool with your quality graduates. Further details and information on the conference, agenda and reimbursement procedures will be provided in conference packets at on-site registration. If you have any questions, please contact Janice Hagen at our office: 414-988-9034 or [hagenjl@milwaukee.k12.wi.us](mailto:hagenjl@milwaukee.k12.wi.us).

Sincerely,



Gerard Randall  
Executive Director

Enclosures (2)

## HBCU 2015 Conference Attendees

College/University	Name	Title
Albany State University	Debra Wiley	Interim Chair – Teacher Education
Benedict College	Rachelle Washington	Chair of Education, Child & Family Studies
Coppin State University	Harriett Kargbo	Assistant Professor
Florida A&M University	Patricia Green-Powell	Interim Dean – College of Education
Florida Memorial University	Kareem Coney	Special Assistant to the President for External Relations
Harris-Stowe State University	Odesa Weatherford-Jacobs	Interim Dean – College of Education
Kentucky State University	Vernell Bennett	Vice-President for Student Affairs
Lane College	Logan Hampton	President
Morgan State University	Kara Turner	Associate Provost for Enrollment Management & Student Academic Support Services
Rust College	Braque Talley	Director of Enrollment Services

# HBCU CONFERENCE PROGRAM 2015

*June 1 – 3, 2015  
Hilton Milwaukee City Center Hotel  
509 West Wisconsin Avenue  
Milwaukee, WI*

## **Monday, June 1**

5:30 – 7:30 p.m.      **Reception** (*Milwaukee Club, 706 N. Jefferson Street*)

**Welcome:**

Gerard Randall, Executive Director, Milwaukee Education Partnership

**Presentation:** *Project METRO* (Urban Teacher Residency Initiative)

**Presenters from Milwaukee Public Schools:**

Dr. Melissa Bonds, Induction Support Coordinator

Dr. Karen Jackson, Chief Human Capital Officer

Lynda Meleski, Licensing and Pre-Service Specialist

## **Tuesday, June 2**

8:00 a.m.      **Morning Session** (*Hilton Milwaukee City Center Hotel*)

**Welcome & Overview of Conference Activities:**

Gerard Randall, Executive Director, Milwaukee Education Partnership

**Presentation:** *Making the MPS Connection – Employment Opportunities*

**Presenters from Milwaukee Public Schools, Office of Human Capital:**

Julie Landry, Director of Talent Development

Lynda Meleski, Licensing and Pre-Service Specialist

Yovira Moroney, Talent Management Coordinator

10:00 a.m.      **College Access Center Visit** (*2730 W. Fond du Lac Avenue*)

**Presenters from Milwaukee Public Schools:**

Lauren Thompson, College Access Site Coordinator

Shantee Williams, College & Career Planning Supervisor



# HBCU CONFERENCE PROGRAM 2015

*June 1 – 3, 2015  
Hilton Milwaukee City Center Hotel  
509 West Wisconsin Avenue  
Milwaukee, WI*

## **Tuesday, June 2**

11:30 a.m.                    **Luncheon Meeting** (*Milwaukee Area Workforce Investment Board*)

### **Welcome:**

Chytania Brown, Vice President of Planning & Grant Compliance,  
Milwaukee Area Workforce Investment Board

### **Introduction of Milwaukee Public Schools (MPS) Senior Leadership Team:**

Dr. Darienne Driver, Superintendent  
Denise Callaway, Executive Director of Communications & Outreach  
Patricia Gill, Executive Director of Family & Student Services  
Jan Haven, Educator Effectiveness Coordinator  
Dr. John Hill, Director of College & Career Readiness  
Joe' Mar Hooper, Director of Business, Community & Family Partnerships  
Ruth Maegli, Interim Chief Academic Officer & Chief Innovation Officer  
Gerald Pace, J.D., Chief Financial Officer  
Dr. Keith Posley, Chief School Administration Officer  
Gina Spang, Acting Chief Operations Officer

### **Presentation on MPS:**

Dr. Darienne Driver, Superintendent, Milwaukee Public Schools  
(talking points on pages 36 and 37)

### **Presentation & Discussion on Educator Effectiveness:**

Jan Haven, Educator Effectiveness Coordinator,  
Milwaukee Public Schools

2:00 – 3:30 p.m.           **Bus Tour of the City of Milwaukee**

5:30 – 7:30 p.m.           **HBCU Alumni Reception** (*Golda Meir School*)

With special invited guests, HBCU Milwaukee Alums, Partners of the Milwaukee Education Partnership, and entertainment provided by students from Milwaukee High School of the Arts and Golda Meir School

# HBCU CONFERENCE PROGRAM 2015

*June 1 – 3, 2015  
Hilton Milwaukee City Center Hotel  
509 West Wisconsin Avenue  
Milwaukee, WI*

## **Wednesday, June 3**

8:00 a.m. **Morning Session** (*Hilton Milwaukee City Center Hotel*)

### **Welcome:**

Dr. Karen Jackson, Chief Human Capital Officer,  
Milwaukee Public Schools

### **HBCU Presidents' Panel Discussion:** *Enhancing the Pipeline*

A discussion focusing on enhancing the pipeline of professional graduates from HBCUs to Milwaukee, especially those with degrees in engineering, information technology, teacher certification, or degrees in health care related fields.

### **Featured Panelists:**

Dr. Logan Hampton, President, Lane College  
Dr. Kara Turner, Associate Provost for Enrollment Management &  
Student Academic Support Services, Morgan State University

11:00 a.m. – 3:30 p.m. **Tour of MPS Schools and Lunch**

**Group 1:** Riverside University High School (grades 9-12)  
Michael Harris, Principal  
1615 East Locust Street

&

Milwaukee School of Language (grades 6-12)  
Donald LaBonte, Principal  
8400 West Burleigh Street

**Group 2:** Lynde & Harry Bradley Technology & Trade School (grades 9-12)  
Tamara Hines, Principal  
700 South Fourth Street

&

Milwaukee High School of the Arts (grades 9-12)  
Barry Applewhite, Principal  
2300 West Highland Avenue

## **Results**

### **HBCU CONFERENCE PROGRAM 2015**

The two and a half day experience was highly productive with six work groups reaffirmed to move projects forward and create long-term sustainability. Each work group will be assigned a co-chair from both an HBCU and a Milwaukee organization. Organized around six key issues, each work group has an online community exchange page for its work and dialogue, hosted by the Milwaukee Education Partnership website.

#### **WORK GROUP 1: Create an MPS Student Support Pipeline**

The purpose of this work group is to increase the number of MPS students that attend HBCUs. About 40 percent of all African-American college graduates received their degrees from HBCUs. HBCUs, because of their strong sense of cultural pride and community, provide additional support to students. Professors and leaders are often African American, class sizes are small, tuition is often lower, and scholarships are numerous.

In the past three years (2011-2013), 3,838 African-American students who graduated from MPS enrolled in a post-secondary institution. Only 336 of these enrolled in an HBCU to pursue a four-year degree program. In order to raise the number of Milwaukee students who attend HBCUs after high school, this group will conduct research and develop a survey to create enrollment goals.

#### **WORK GROUP 2: Create a Professional Educator Pipeline for HBCU Graduates**

The purpose of this work group is to create a pipeline of HBCU graduates who move back to Milwaukee to fill professional jobs, participate in Milwaukee's economy, develop a strong middle class, and prevent "brain drain". HBCUs are a primary source of talent for a variety of professional fields such as teaching, engineering, medicine, etc. In fact, according to a 2010 study done by the U.S. Commission on Civil Rights, students who attend Historically Black Colleges and Universities are more likely to pursue and graduate in careers in science, technology, engineering and math (STEM). While the 100 HBCUs represent just 3 percent of the nation's institutions of higher learning, they graduate nearly 20 percent of African Americans who earn undergraduate degrees. In addition, the institutions graduate more than 50 percent of African-American professionals and public school teachers<sup>8</sup>.

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<sup>8</sup> <http://www.thurgoodmarshallfund.net/about-tmcf/about-hbcus>

# Results

## HBCU CONFERENCE PROGRAM 2015

Page 2

### **WORK GROUP 3: Establish Professional Development Programs for MPS Educators**

This work group will assist MPS teachers and administrators with their professional development needs by matching them with HBCU faculty who are nationally recognized for their expertise in working successfully with urban children.

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The purpose of this work group is to provide opportunities for HBCU faculty to engage in professional collaboration with UW System and Milwaukee regional higher education institution faculty in order to share best practices and create opportunities for shared knowledge. Types of engagement include but are not limited to sabbaticals, faculty-to-faculty exchanges, collaborative resource development, and opportunities for research collaboration.

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---

<sup>9</sup> Wisconsin Department of Public Instruction

## **Results**

### **HBCU CONFERENCE PROGRAM 2015**

Page 3

#### **WORK GROUP 6: Create a Program Directory**

This work group will develop a comprehensive directory of programs that targets HBCU students and potential HBCU students in Milwaukee, providing information on such things as professional internships, teacher preparation, and scholarships. The work group will formulate a strategy for distributing the directory, as well as completing annual updates.

### **Next Steps**

The HBCU/Milwaukee Initiative will continue to strengthen over the next year by the continual focus on these goals:

- Further define the six partnership objectives
- Have a 2016 conference to continue the momentum
- Create a report booklet that articulates the conferences from 2014 & 2015
- Develop a communication system to identify opportunities
- Formulate a strategy on how to form the first group of volunteers
- Formulate a strategy to form a group that would establish the Program Directory

# **MPS Superintendent Dr. Darienne Driver's Talking Points HBCU CONFERENCE 2015**

Tuesday, June 2  
11:30 a.m. – 1:30 p.m.  
MAWIB  
2338 North 27 Street

- Milwaukee Public Schools Human Capital is continuously seeking educators to meet the needs of the district in high demand fields such as special education, bilingual education, and science and math education.

## **Teacher demographics**

- 60% of MPS teachers are white, while 25% are African American
- 75% of MPS teachers are female, while 25% are male
- We are in need of African-American male teachers
- Human Capital will be hiring a Diversity Specialist to specifically address expanding diversity across all areas of our district and especially our teaching ranks (White Paper).
- MPS is working to grow students interested in engineering, information technology, and health science pipeline through Project Lead The Way (PLTW), National Academy Foundation (NAF), industry certification, and dual enrollment opportunities.
  - PLTW Engineering in 35 schools with enrollment of 6,373 students K-12
    - 24 middle schools
    - 9 high schools
    - 6 K-5 programs
      - Some schools have more than one grand band (i.e. Obama)
  - PLTW Biomedical Sciences in 6 high schools with 537 students
  - NAF Health Sciences in 3 high schools
  - NAF Information Technology in 2 high schools
    - Computer Science and IT programming in 5 high schools
  - Washington IT HS hosts the iFair for middle and high school students to increase interest in IT fields

# **MPS Superintendent Dr. Darienne Driver's Talking Points HBCU CONFERENCE 2015**

Page 2

- STEM (Science, Technology, Engineering & Math) showcase and STEM expo also work to increase interest in STEM related fields
  - Bradley Tech re-design focusing on expanding college readiness through dual enrollment opportunities in the area of IT (among others)
- MPS is working to expand the number of students who are not just graduating, but are pursuing post-secondary opportunities through the following efforts:
  - College Access Centers have seen over 7,200 students and 14,000 visits since opening in 2011
  - Expanding Advanced Placement courses and the number of students who not only participate but also successfully complete the AP examination by creating a systematic identification process of students who have AP potential but may not self-select
  - Providing additional supports such as a district-wide summer AP writing course and tutoring for AP students
  - Requiring all schools in the near future to offer a minimum of five AP courses
  - Increasing AP opportunities through Tele-presence
- GEAR UP college tours visit HBCU each year
- GEAR UP schools have college success centers that contain information about HBCU as part of promoting a college going culture
- MPS is always looking for ways to provide training and certification to expand the capabilities of teachers through offerings such as computer science, engineering, etc.
- MPS would welcome student teachers from HBCU

# **Making the MPS Connection – PowerPoint HBCU CONFERENCE 2015**

Page 1



**MILWAUKEE  
PUBLIC SCHOOLS**

**Presented by:  
Julie Landry, Director of Talent Management  
June 2, 2015**

## **Agenda**

- Introductions & Greetings
- Employment Opportunities
- Recruitment Options
- Reaching Beyond our Borders
- Reaching Beyond the Classroom
- What We Need From You
- Questions and Answers

***Start at MPS. Stay at MPS. Succeed at MPS.***



# Making the MPS Connection – PowerPoint

## HBCU CONFERENCE 2015

Page 2



**MILWAUKEE  
PUBLIC SCHOOLS**

Employment Opportunities		
Business	Academics	Operations
<ul style="list-style-type: none"> <li>• Finance</li> <li>• Accounting</li> <li>• Marketing</li> <li>• Communications</li> <li>• Audit</li> <li>• Human Resources</li> <li>• Employment Relations (Law)</li> </ul>	<ul style="list-style-type: none"> <li>• Curriculum &amp; Instruction</li> <li>• Administration</li> <li>• Teachers</li> <li>• Social Worker</li> <li>• Psychologist</li> <li>• Nurse</li> <li>• Guidance Counselor</li> </ul>	<ul style="list-style-type: none"> <li>• Facilities &amp; Maintenance</li> <li>• Facilities Design</li> <li>• Nutrition</li> <li>• Technology</li> <li>• Transportation</li> <li>• Recreation</li> </ul>

Recruitment Options
<ul style="list-style-type: none"> <li>• Telephone Interview</li> <li>• Virtual Interview</li> <li>• Online Interview</li> <li>• Campus Interview Day</li> </ul>

# Making the MPS Connection – PowerPoint

## HBCU CONFERENCE 2015

Page 3



**MILWAUKEE  
PUBLIC SCHOOLS**

### Reaching Beyond our Borders

Meeting the needs of our students and immersion programs

- Year three of partnership with Embassy of Spain
- Year three of partnership with University of Rio Piedras – Puerto Rico
- Year two of partnership with Italian Embassy

### Beyond the Classroom

Approximately 40% of our employees are classified (non-licensed).

They include:

- Paraprofessionals and Safety Assistants, Interpreters and Social Work Aides (school based)
- AND
- Facilities and Maintenance, Finance, Human Capital, School Nutrition Services, Technology and Transportation

**Apply online for all jobs at:**

**[www.milwaukee.k12.wi.us](http://www.milwaukee.k12.wi.us)**

## Contact List

### HBCU Conference 2015

Name, Title & Organization	E-mail & Telephone
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<b>Milwaukee Education Partnership</b> 735 W. Wisconsin Avenue, Suite 710 Milwaukee, WI 53233	414-988-9034
Gerard Randall, Executive Director	414-988-9034
Janice Hagen, Executive Assistant	hagenjl@milwaukee.k12.wi.us 414-988-9034

#### **June 1, 2015**

##### **Welcome**

Gerard Randall, Executive Director, Milwaukee Education Partnership	hagenjl@milwaukee.k12.wi.us 414-988-9034
--	---

##### **Presenters on Project METRO (Urban Teacher Residency Initiative)**

Dr. Melissa Bonds, Induction and Support Coordinator, Milwaukee Public Schools	hodgemj@milwaukee.k12.wi.us 414-267-5170
Dr. Karen Jackson, Chief Human Capital Officer, Milwaukee Public Schools	jacksojr@milwaukee.k12.wi.us 414-475-8115
Lynda Meleski, Licensing and Pre-Service Specialist, Milwaukee Public Schools	melesklj@milwaukee.k12.wi.us 414-475-8348

#### **June 2, 2015**

##### **Welcome**

Gerard Randall, Executive Director, Milwaukee Education Partnership	hagenjl@milwaukee.k12.wi.us 414-988-9034
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##### **Presenters on “Making the MPS Connection” – Employment Opportunities in MPS**

Julie Landry, Director of Talent Management, Milwaukee Public Schools	landryja@milwaukee.k12.wi.us 414-475-8224
Yovira Moroney, Talent Management Coordinator, Milwaukee Public Schools	moroneym@milwaukee.k12.wi.us 414-475-8771
Lynda Meleski, Licensing and Pre-Service Specialist, Milwaukee Public Schools	melesklj@milwaukee.k12.wi.us 414-475-8348

## Contact List

### HBCU Conference 2015

Name, Title & Organization	E-mail & Telephone
----------------------------	--------------------

#### **June 2, 2015**

##### **College Access Center North**

Lauren Thompson, College Access Site Coordinator, Milwaukee Public Schools	thompslb@milwaukee.k12.wi.us 414-374-8317
Shantee Williams, College & Career Planning Supervisor, Milwaukee Public Schools	judeso@milwaukee.k12.wi.us

##### **Luncheon Meeting**

##### **Welcome**

Chytania Brown, Vice-President of Planning & Grant Compliance, Milwaukee Area Workforce Investment Board	chytania.brown@milwaukeeewib.org 414-270-1700
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##### **Speakers/Presenter on “Educator Effectiveness” – Milwaukee Public Schools**

Dr. Darienne Driver, Superintendent, Milwaukee Public Schools	sommertm@milwaukee.k12.wi.us 414-475-8002
Jan Haven, Educator Effectiveness Coordinator, Milwaukee Public Schools	havenjl@milwaukee.k12.wi.us 414-475-8835

#### **June 3, 2015**

##### **Welcome**

Dr. Karen Jackson, Chief Human Capital Officer, Milwaukee Public Schools	smithm4@milwaukee.k12.wi.us 414-475-8115
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## Contact List

### HBCU Conference 2015

Name, Title & Organization	E-mail & Telephone
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#### **June 3, 2015**

#### **“Enhancing the Pipeline” Panel Discussion Speakers**

Dr. Logan Hampton, President, Lane College - Jackson, TN	president's@lanecollege.edu 731-234-3526
Dr. Kara Turner, Associate Provost for Enrollment Management & Student Academic Support Services, Morgan State University – Baltimore, MD	kara.turner@morgan.edu 443-885-3350

#### **Panel Discussion Moderator**

Gerard Randall, Executive Director, Milwaukee Education Partnership	hagenjl@milwaukee.k12.wi.us 414-988-9034
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#### **Tour of MPS Schools**

Lynde & Harry Bradley Technology & Trade School Tamara Hines, Principal Alvin Baldwin (School Tour Contact)	414-212-2400
Milwaukee High School of the Arts Barry Applewhite, Principal Robin Simpson & Jon Dzurak (School Tour Contacts)	414-934-7000
Milwaukee School of Languages Donald LaBonte, Principal Paula Boyd (School Tour Contact)	414-393-5700
Riverside University High School Michael Harris, Principal Kelvin Brown (School Tour Contact)	414-906-4900

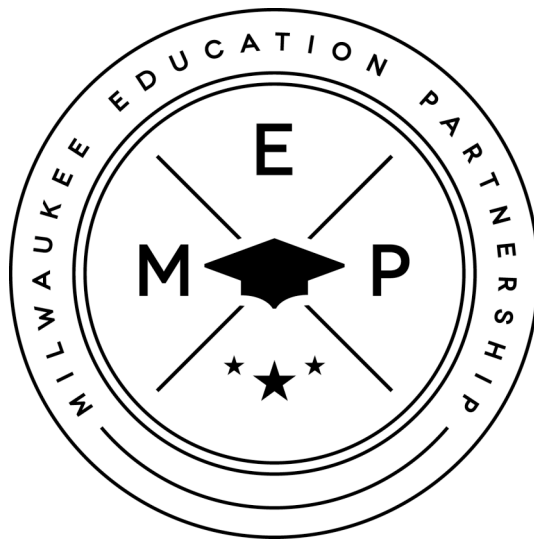
## MEP MONTHLY REPORT – JUNE 2015

(Excerpt re: HBCU 2015 Conference):

The second annual MEP/HBCU (Historically Black Colleges & Universities) Conference was held June 1-3, 2015. School of Education Deans and other representatives from ten HBCU institutions participated. The purpose of the conference was to familiarize HBCUs with the City of Milwaukee, MPS and its leadership as well as the leaders of the MEP. The agenda of activities for this group included: presentations from the MPS Office of Human Capital and Project METRO; a meeting and discussion with MPS Superintendent Darienne Driver and her leadership team including the sharing of facts about MPS and a presentation on educator effectiveness held at the Milwaukee Area Workforce Investment Board; and tours of the city, one of the College Access Centers, and MPS schools (Riverside University High School, Milwaukee School of Languages, Lynde and Harry Bradley Technology and Trade School, and Milwaukee High School of the Arts).

Local HBCU alumni joined others in welcoming conference participants in a reception held on June 2<sup>nd</sup>. Many of these alumni along with local business, education and community organization representatives attended the *“Enhancing the Pipeline”* panel discussion on June 3<sup>rd</sup>, about enhancing the pipeline of professional graduates from HBCUs to Milwaukee, especially those with degrees in engineering, information technology, teacher certification, or degrees in health care related fields. Serving as panelists were Dr. Logan Hampton, President, Lane College; and Dr. Kara Turner, Associate Provost for Enrollment Management & Student Academic Support Services, Morgan State University.

A major goal of the conference was to encourage HBCUs to develop or strengthen collaborations with MPS and encourage their graduates, particularly those in the aforementioned areas, to consider employment in Milwaukee. Throughout the conference there was much good discussion, ideas and sharing. There is great enthusiasm amongst the conference participants to continue the discussions and work on the six targeted areas of support.



## **MILWAUKEE EDUCATION PARTNERSHIP MISSION STATEMENT**

The MEP was formed by educators and civic leaders with the overarching goal to improve the education of children through better teacher preparation, recruitment, and retention. As the MEP grew, the mission expanded to ensure every child in Milwaukee Public Schools (MPS) is performing at or above grade level in reading, writing, mathematics and science through shared responsibility for student success. The MEP will seek to help MPS navigate the challenges facing large urban school districts, including: (1) raising graduation rates; (2) advocating for public education; (3) improving student learning and access to higher education opportunities; (4) professional development of teachers and administrators; and (5) identifying resources to support its mission. To accomplish its goals, the MEP will seek grants and funding to increase resources for better teaching and learning.

### **MILWAUKEE EDUCATION PARTNERSHIP**

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