



Governing Board Agenda Item

Meeting Date: December 11, 2025

From: Dr. Daniel Streeter, Superintendent

Subject: Pathways to Teaching Intergovernmental Agreement

Strategic Priority: To recruit, retain, and support highly effective staff, teachers, and leaders

Consent ☐ Action ☒ Discussion ☐

Background:

The University of Arizona's Pathways to Teaching program is a 17-month program for District employees or District residents who have an Associates degree in Elementary Education or an Arizona General Education Curriculum-C with 60 transferable units, and are able to earn their Bachelor's Degree from the University of Arizona in Elementary Education K-8 with English as a Second Language endorsement.

Tuition and fees for coursework are covered by the Arizona Teach Grant, while funding continues. Participants receive a \$1,000/monthly stipend. The cost to the District is \$165/teacher contract day during the last ten months, when participants are working as the teacher of record.

Since we view growing our own teachers as a recruiting strategy, we are asking the Governing Board to approve the Pathways to Teaching Intergovernmental Agreement (IGA).

The IGA has been approved by District's legal counsel.

Recommended Motion:

I move that the Governing Board approve the Pathways to Teaching Intergovernmental Agreement between the Arizona Board of Regents, University of Arizona, and Marana Unified School District.

Approved for transmittal to the Governing Board:

A handwritten signature in black ink, appearing to read 'D. Streeter', written over a horizontal line.

Dr. Daniel Streeter, Superintendent

Questions should be directed to: Denise Linsalata, Assistant Superintendent
Phone: (520) 682-4757

**PATHWAYS TO TEACHING INTERGOVERNMENTAL AGREEMENT
BETWEEN
THE ARIZONA BOARD OF REGENTS, UNIVERSITY OF ARIZONA
AND
MARANA UNIFIED SCHOOL DISTRICT #6**

November 4, 2025

This Intergovernmental Agreement (“Agreement”) is entered into as of the last date signed below, by and between the Arizona Board of Regents, University of Arizona (hereinafter referred to as the “University”) and the Marana Unified School District, #6 (hereinafter referred to as “MUSD”), and herein referred to as “Party” or “Parties.”

A. Authority

University and MUSD are authorized to enter into this Agreement pursuant to the Provisions of A.R.S. § 11-952, § 15-342(13) and § 15-1625(B)(2).

B. Purpose

The purpose of this Agreement is to continue a Pathways to Teaching Program (“Pathways Program”) between the University and MUSD to support the recruitment and retention of future teachers from within MUSD. The Pathways Program intends to “grow our own” teachers by supporting the ability of local-area residents with ties to MUSD to earn a Bachelor’s Degree in K-8 teacher education in four semesters of coursework and at the same time complete the requirements for a State of Arizona Elementary Teaching License with an English as a Second Language (“ESL”) Endorsement.

It is therefore mutually agreed between the Parties as follows:

C. Term and Renewal

The Pathways Program is renewed for the period of January 1, 2026 through December 31, 2027. At any time during the final year of the contract, the Parties may choose to renew the Agreement for an additional term not to exceed two (2) years.

D. Termination

Either Party may, at any time, with or without cause, terminate this Agreement by providing the other Party with sixty (60) days’ advance written notice. Should notice of termination be given under this Section, Pathways Students who have already started the Pathways Program will be permitted to complete the degree program as University and MUSD resources permit.

E. General Description of Pathways Program

1. The goal of the Pathways Program is to enroll up to thirty-five (35) (“Pathway Students”) in each cohort of the Pathways Program. MUSD may enroll up to 24 students in a cohort. This figure may be increased upon request by the University and approval of the District’s Superintendent. The Pathways Program is a four-semester, seventeen-month program. Each cohort of Pathways Students shall start the Pathways Program in January of their enrollment year, moving through the Pathways Program as follows:
 - the first semester shall be the spring;
 - the second semester shall be the summer;
 - the third semester shall be in the fall; and
 - the fourth semester shall be the spring.

If MUSD and the University agree, a new cohort of Pathways Students shall start the Pathways Program in January each year.

2. If possible, Pathways Program classes may be taught at a MUSD site by University teachers. Classes may also be taught at a University campus near Marana or they may be taught online.
3. Pathways Students will be considered full-time University students with all of the rights and responsibilities of full-time University students.
4. Pathways Students shall not be employees of MUSD. If a prospective Pathways Student is employed by MUSD, they must resign their employment with MUSD before starting the Pathways Program.
5. Pathways Students shall perform and comply with all applicable policies, regulations and directives of MUSD and University.
6. University and MUSD will collaboratively supervise Pathways Students who are teaching in MUSD classrooms as more particularly described in Sections H and I of this Agreement.
7. During their first semester and second semester of the Pathways Program, Pathways Students shall take courses in teaching instruction. Pathway Students shall have at least 36 semester credit hours of teaching instruction and a current Arizona Department of Education Emergency Substitute Certificate before assuming any classroom responsibilities at MUSD, except Pathways Program Students during the first semester of the Program may cover a classroom when a Mentor Teacher is released up to one-half day per week to participate in Pathways Program related professional development as set out in Paragraph H(12). Any Pathways Program Student covering a classroom under this paragraph must have an emergency substitute teaching certificate.
8. During their third semester of the Pathways Program:
 - Groups of two (2) Pathways Students shall be paired together and placed as teachers in a MUSD K-8 classroom with one of the students being designated as the teacher of record in the classroom.

- At the beginning of the third semester, if there is an odd number of Pathways Students in the cohort, the University, in agreement with the District, shall place three Pathways Students in one classroom.
- The goal at the beginning of the third semester will be to cover up to twelve (12) classrooms with each classroom being co-taught by at least (2) Pathways Students. Classroom placements are contingent upon having classrooms available that are not covered by an appropriately certified employee as solely determined by the District.
- Each third semester Pathways Student shall have a current Arizona Department of Education Emergency Substitute Certificate before being paired and placed in a classroom.
- During the third semester, as Pathways Students are deemed ready by both the University and the District and as classroom placements open, Pathways Student pairs will be split with one Pathways Student staying in the original classroom placement and the second (and or third) Pathways student moving into a new classroom placement.
- On any day in which both Pathways Students are absent, the District will follow usual District procedures to place a substitute teacher in the classroom. If this should occur, the University shall not bill the District for those days as a classroom covered by a Pathways Student. Any cost of a substitute teacher shall be the obligation of the District.

9. During their fourth semester of the Pathways Program:

- A single Pathways Student shall be placed as the teacher of record in a MUSD K-8 classroom.
- The fourth semester goal will be to cover up to twenty-four (24) classrooms in MUSD with at least one Pathways Student. Classroom placements are contingent upon the District having classrooms available that are not covered by an appropriately certified employee as solely determined by the District.
- Each fourth semester Pathways Student shall have a current Arizona Department of Education Student Teaching Intern Certificate before being placed alone in a classroom.
- If a Pathways Student is absent, District will follow usual District procedures to place a substitute teacher in the classroom at District expense. University shall not charge District for covering a classroom for any day that a Pathways Student is absent.

10. A Pathways Student will not be allowed to assume responsibility for a classroom unless both MUSD and the University agree that the Pathways Student is ready to do so.

F. Payment

Each third semester and fourth semester of a Pathways Student cohort, MUSD agrees to pay University the sum of one hundred sixty-five dollars (\$165) per day for each MUSD classroom where Pathways Students are teachers as set out in Subsection E(8) and E(9) above. As set out in Subsection E (8) and E(9) above, the number of classrooms where Pathways Students are teachers is contingent upon the District having classrooms available that are not covered by an appropriately certified employee as solely determined by the District. This rate will be evaluated annually and agreed upon rate adjustments may be implemented to cover increases of cost for

services provided. Any such rate adjustments shall be set forth in a written addendum to this Agreement and executed by both parties.

During the first semester, the University agrees to pay each MUSD teacher who is mentoring up to three Pathways Students (“Mentor Teacher”) the following amounts each semester: Two Hundred Fifty Dollars (\$250) for the first Pathways Student and One Hundred Twenty-Five Dollars (\$125) for the second Pathways Student and One Hundred Twenty Five Dollars (\$125) for the third Pathways Student. A Mentor Teacher shall not mentor more than three (3) Pathways Students at any one time. Mentor Teachers are MUSD classroom teachers who agree to have up to three Pathways students in their classroom. The Mentor Teacher remains as the teacher of record in these classrooms.

During the third and fourth semester, the University agrees to pay each MUSD teacher who is mentoring and supervising up to three Pathways Students (“Supervising Practitioner”) the following amounts: Two Hundred Fifty Dollars (\$250) for the first Pathways Student; One Hundred Twenty Five Dollars (\$125) for the second Pathways Student; and, One Hundred Twenty Five Dollars (\$125) for the third Pathways Student. A Supervising Practitioner shall not mentor more than three (3) Pathways Students at any one time. Supervising Practitioners must meet the description specified in the “Student Teaching Intern Written Supervision Plan” attached as Exhibit A.

University shall pay each Pathways Student a monthly stipend in the amount of One Thousand Dollars (\$1,000).

G. Billing

Each month of each third and fourth semester cohort, University shall bill MUSD a prorated amount per day for each MUSD classroom where the University has actually provided a Pathways Student as the Teacher of Record as set out in Subsection E(8) and E(9) above. The prorated amount will be based on the total number of instructional days in MUSD’s academic school year and the actual days taught by Pathways Students.

If for any reason, University is unable to provide a qualified Pathways Student or other qualified teacher to cover an absence of a Pathways Student in a classroom, MUSD shall not be charged for that particular day or days, and MUSD shall cover the classroom with a qualified substitute teacher at MUSD’s expense.

Payments shall be made to The University of Arizona and be remitted to the following address:

University of Arizona
Sponsored Projects Services/Bursar’s Office
1303 E. University Blvd, Box 3
Tucson AZ 85719-0521

H. MUSD Obligations

1. MUSD shall support the Pathways Program as described in this Agreement.
2. MUSD will identify at least one individual to serve as the primary liaison to University for the Pathways Program.
3. MUSD will assist University in recruiting members of the MUSD community to participate in the Pathways program, including providing information about the Pathways Program to the MUSD community.
4. In order to work towards a Pathways cohort that matches the number of classrooms not covered by a certified teacher, MUSD will communicate staffing projections with the Pathways liaison during Summer and Fall.
5. MUSD will complete the necessary District paperwork for each qualified Pathways Student to obtain an Emergency Substitute Certificate by the student's third semester in the Pathways Program.
6. MUSD will complete the necessary District paperwork for each qualified Pathways Student to obtain a Student Teaching Intern Certificate by the student's fourth semester in the Pathways Program. For the purposes of this paragraph, qualified Pathways Student means a Pathways Student who qualifies under Arizona Administrative Code R7-2-614 for a Student Teaching Intern Certificate.
7. For the first semester of each Pathways Student cohort, MUSD will provide a sufficient number of teachers K-8 ("Mentor Teachers") to mentor Pathways Students and to conduct their field experience requirements in the Mentor Teachers' classrooms. (Mentor Teachers may mentor up to three (3) Pathways Students.)
8. For the third and fourth semesters of each Pathways Student cohort, MUSD will provide a sufficient number of teachers K-8 ("Supervising Practitioners") to provide supervision, mentorship and support to their assigned Pathways Students as provided for in the Supervision Plan attached as Exhibit A. (Supervising Practitioners may mentor up to three (3) Pathways Students.)
9. Mentor Teachers and Supervising Practitioners will hold valid credentials issued by the State of Arizona and have completed a minimum of three (3) years of satisfactory work experience. MUSD will provide University with copies of each Mentor Teacher's and Supervising Practitioner's resumes and other requested evaluation materials and shall obtain University's concurrence in each Mentor Teacher's and Supervising Practitioner's selection.
10. MUSD shall provide office space at no cost to University for University's liaison and other administrative employees of University who administer the Pathways Program.
11. All Pathways coursework provided to Pathways Students and professional development provided to Mentor Teachers will occur off the University campus in a classroom provided by MUSD at a MUSD location or at a University designated site within driving distance of Marana or online. One classroom per cohort will be provided. MUSD shall also provide

additional classrooms as reasonably needed. Each such classroom must be high speed internet capable and be available for the Pathways Program use as follows:

- First semester (January-May): Monday to Friday, 7:30 am to 5:00 pm
- Second semester (May-July): Monday to Friday, 7:30 am to 5:00 pm
- Third semester and fourth semester (July-May): Monday to Friday, 7:30 am to 5:00 pm, and one evening/week until 10:00 pm

If MUSD requires a Pathways Program classroom to be relocated, it will endeavor to make such move in the month of July.

12. If the program uses a MUSD classroom, MUSD agrees to maintain the Pathways Program classroom in good working order in accordance with MUSD's normal policies and procedures for District classroom maintenance and repair.
13. MUSD will provide up to one-half day of release time per week as requested by the University for Mentor Teachers to participate in Pathways Program related professional development. University will provide qualified substitute teachers to cover for the Mentor Teachers' ½ day absence. A qualified Pathways Student shall be considered a qualified substitute teacher.
14. MUSD will provide University with copies of all relevant policies and procedures, including standards of conduct, facility safety procedures, dress code, cell phone use, etc., that are applicable to Pathways Students.
15. MUSD shall grant Pathways Students access to MUSD student records, under the supervision of MUSD, in compliance with the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g; 34 CFR Part 99. This includes student Individual Educational Plans (IEPs) and Section 504 Plans, as applicable.
16. At the end of each Pathways Program cohort, it is the intention of MUSD to offer a standard teaching contract to each Pathways Student who has successfully completed the Pathways Program. A Pathways Student shall not be obligated to accept the position.

I. University Obligations

1. University shall support the Pathways Program as described in this Agreement.
2. University shall identify an individual to serve as the primary liaison to MUSD for the Pathways Program. The liaison shall be an employee of the University. The University liaison shall have an office at a MUSD school site and is responsible for supervising all aspects of the Pathways Program.
3. University shall create and manage the Pathways Program. In all respects University shall retain full control over and be responsible for the Pathways Program, including the recruitment, education, direction, supervision, evaluation and discipline of Pathways

Students. University will develop and deliver the Pathways Program curriculum and classroom activities to Pathways Students and develop and deliver professional development for Mentor Teachers.

4. University shall teach Pathways Program courses at MUSD school sites or at a University designated site within driving distance of Marana or online.
5. University shall design the Pathways Program so that a Pathways Student upon their successful completion of the Pathways Program is able to obtain: (a) a Bachelor's Degree from the University; (b) an Arizona Elementary Education (K-8) Certification; and (c) an Arizona English as a Second Language Endorsement.
6. During each fall semester prior to the start of a Pathways Program cohort, University shall recruit and enroll Pathways Students. The University will be responsible for developing and carrying out internal procedures for determining eligibility and admission criteria for prospective Pathways Students. University agrees to assist each prospective Pathways Student in completing all required application forms of University necessary in order to enroll. Pathways Students should have an affiliation with MUSD (such as prior employment with MUSD, family members attending schools in MUSD, graduates of MUSD, living in or near MUSD, etc.); have an interest in elementary and middle school teaching; and hold an equivalent of an Associate of Arts Degree in Elementary Education or equivalent from Pima Community College, Cochise College, or another community college (or AGEC-A with a minimum of 60 units, including the equivalent of UA's MATH 302A and 302B courses) or other equivalent college credit or experience.
7. As a condition of enrollment, the University will verify that each Pathways Student has a current, valid, IVP State of Arizona level one fingerprint clearance and maintain such record on file while the student is enrolled in the Pathways Program. Failure of a student to maintain a valid fingerprint clearance while enrolled in Pathways may result in dismissal of the Pathways Student from the Pathways Program.
8. During the third semester and fourth semester of the Pathways Program, as set out in the Supervision Plan attached as Exhibit A, each Pathways Student shall be assigned a University clinical supervisor who will be responsible weekly for communicating with each Pathways Student teacher, periodically observing each Pathways Student teacher and giving the student feedback on teaching, meeting with the Pathways Student teacher throughout the time period and providing other support for each Pathways Student teacher as deemed necessary.
9. The University shall ensure that Pathways Students and employees comply with all applicable MUSD policies and procedures. University will provide Pathways Students with copies of all relevant District policies and procedures.
10. Pathways Students must comply with all written policies, regulations, and directives of University. University will provide Pathways Students with copies of all relevant University policies and procedures applicable to University students, including its student code of

conduct. The University agrees to inform each Pathways Student about federal and state laws governing the confidentiality of MUSD student information, including the requirements of FERPA. Any breach of University policy, regulation or directive of University or of a MUSD policy procedure or directive of MUSD by a Pathways Student may be grounds for dismissal from Pathways and enrollment at the University.

11. University will closely monitor the academic progress of each Pathways Student and will provide student supervision, academic advisement, tutorial assistance, group study sessions and/or other academic support as University deems appropriate. University will advise MUSD of progress and/or other issues relating to Pathways Students.
12. University shall ensure that Pathways Students timely and properly report to MUSD when they are going to be absent and unable to teach in a classroom.
13. At the successful completion of the Pathways Program, University agrees to assist each Pathways Student in completing all required State of Arizona application forms necessary for the Pathways Student to obtain their teaching certificate and ESL endorsement.
14. University shall be responsible for assuring that the Pathways Program complies in all respects with state and federal laws including the Fair Labor Standards Act. The University shall inform each Student that during the time that he/she is participating in the Pathways Program, he/she is a University student and not an employee of either the University or MUSD.

J. Discipline including Dismissal of a Student

University shall be responsible for disciplining Pathways Students pursuant to University policies and procedures. This may include removal of a Pathways Student from the Pathways Program. The District for cause may request that the University discipline a Pathways Student, including removal of the Pathways Student from the Pathways Program. The District shall cooperate with the University in any discipline proceeding related to a Pathways Student and the Pathways Program.

The removal of a Pathways Student in accordance with the provisions of this Agreement shall not affect continuation of this Agreement or the continued participation of other Pathways Students in the Pathways Program.

K. General Provisions

1. Nothing in this Agreement shall be construed as establishing a partnership, joint venture or similar relationship between the University and MUSD. Both Parties assume full responsibility for the actions of their personnel while performing services under the agreement, and shall be solely responsible for their supervision, daily direction, payment of salary (including withholding income taxes and social security), worker's compensation and disability benefits. Nothing expressed herein shall create any rights or duties in favor of any potential third Party beneficiary or other person, agency or organization.

2. The University agrees to indemnify, defend, and hold harmless MUSD from and against any and all claims, losses, liability, costs, or expenses (including reasonable attorney's fees) (hereinafter collectively referred to as "Claims") arising out of bodily injury of any person (including death) or property damage, but only to the extent that such Claims which result in vicarious/derivative liability to MUSD are caused by the act, omission, negligence, misconduct, or other fault of University, its officers, officials, agents, employees, Pathways Students or volunteers.

MUSD agrees to indemnify, defend, and hold harmless University from and against any and all Claims arising out of bodily injury of any person (including death) or property damage, but only to the extent that such Claims which result in vicarious/derivative liability to University are caused by the act, omission, negligence, misconduct, or other fault of MUSD, its officers, officials, agents, employees, or volunteers.

3. The University maintains insurance coverage through the State of Arizona's Risk Management Division self-insurance program to cover liabilities arising from the acts and omissions of the University's employees, students, and agents participating under this Agreement. MUSD shall maintain adequate insurance, as determined by the University (which may include a bona fide self-insurance program) to cover any liability arising from the acts and omissions of MUSD's employees and agents.
4. The Parties agree to comply with all applicable state and federal laws, rules, regulations and executive orders governing equal employment opportunity, immigration, and nondiscrimination, including the Americans with Disabilities Act, as amended.
5. This Agreement is subject to the provisions of A.R.S. § 38-511 regarding Conflict of Interest.
6. The Parties acknowledge that disputes arising from this Agreement may be subject to arbitration in accordance with applicable law and court rules.
7. MUSD acknowledges that Pathways Students' educational records are protected by FERPA. Accordingly, MUSD must obtain express written permission from any Pathways Student before University may release any data pertaining to such student to anyone other than the University.
8. The Parties recognize that the performance of both Parties may be dependent upon the appropriation of funds by each Party's governing, legislative authority. Should the Legislature in the case of the University or the Governing Board in the case of MUSD fail to appropriate the necessary funds or if either Party's applicable appropriation is reduced during the fiscal year, the Party that is subject to the reduced or eliminated funding may reduce the scope of this Agreement if appropriate or cancel this Agreement without further duty or obligation. Each Party agrees to notify the other Party as soon as reasonably possible after the unavailability of said funds comes to its attention.

9. Notices:

To University:

Director
Sponsored Projects & Contracting Services
University of Arizona
P.O. Box 210158, Rm 515
Tucson, AZ 85721-0158

To MUSD:

Superintendent
MUSD
Address

With a copy to:
XXXXXX

10. If any provision of this Agreement is held invalid or unenforceable, the remaining provisions will continue valid and enforceable to the full extent permitted by law.
11. No waiver of any provision of this Agreement shall affect the right of any Party thereafter to enforce such provision or to exercise any right or remedy available to it in the event of any other default.
12. This Agreement shall be governed by the laws of Arizona.
13. The Parties do not contemplate joint acquisition of any property pursuant to this Agreement. Upon termination of this Agreement, equipment furnished or purchased by University for the Program shall be retained by University, and equipment furnished or purchased by MUSD for the program shall be retained by MUSD.
14. This Agreement may be executed in several counterparts, each of which shall be an original, but all of which together shall constitute one and the same Agreement. The Parties agree that any xerographically or electronically reproduced copy of this Agreement will have the same legal force and effect as any copy bearing original signatures of the Parties.
15. This Agreement constitutes the entire agreement between the Parties and any prior or contemporaneous representations, either oral or written are hereby superseded. This Agreement may not be modified, amended, altered or extended except through a written amendment signed by each Party.

IN WITNESS HEREOF, the Parties hereto have executed this Agreement by properly authorized persons.

ARIZONA BOARD OF REGENTS,
UNIVERSITY OF ARIZONA

MUSD

Sponsored Projects & Contracting Services

Printed Name: Dan Streeter
Title: _____

Date

Date

Attorney Approval:

Pursuant to A.R.S. § 11-952(D) the attorneys for the Parties hereto have determined that the foregoing Agreement is in proper form and is within the powers and authority granted to each respective body under the laws of the State of Arizona.

By: _____
University Associate General Counsel Date

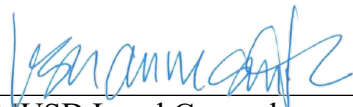
By:  12/02/2025
MUSD Legal Counsel Date

EXHIBIT A

Student Teaching Intern Written Supervision Plan

This collaborative training agreement is between:

Legal Name of Local Education Agency (LEA): [Click here to enter text.](#)

School Address where Student will be located: [Click here to enter text.](#)

School Phone Number: [Click here to enter text.](#)

Name of LEA or School Principal/Superintendent/Designated Administrator: [Click here to enter text.](#)

Name of Supervising Practitioner for School: [Click here to enter text.](#)

AND:

Legal Name of State Board Approved Educator Preparation Program: Arizona Board of Regents, University of Arizona, for its College of Education

Address: [Click here to enter text.](#)

Phone Number: [Click here to enter text.](#)

Name of Program Director or Designee: [Click here to enter text.](#)

Name of Student's Program Supervisor: [Click here to enter text.](#)

FOR:

Name of Student Teaching Intern: [Click here to enter text.](#)

Address of Student Teaching Intern: [Click here to enter text.](#)

Phone Number of Student Teaching Intern: [Click here to enter text.](#)

Email Address of Student Teaching Intern: [Click here to enter text.](#)

This Supervision Plan is adopted in accordance with A.A.C. R7-2-614. The purpose of this Supervision Plan is to define the nature and scope of each Party's responsibilities to provide a planned and organized experience that is designed to facilitate the development of the Student Teaching Intern's skills and competencies in the provision of high quality teaching consistent with applicable legal, ethical and professional standards. This Supervision Plan will also specify the duties and responsibilities of the Supervising Practitioner identified by the LEA and the Supervisor assigned by the Intern's Program.

Establishing the Student Teaching Intern Placement:

1. The Designated Administrator (i.e., superintendent, principal or head) of the LEA agree that all aspects of this student teaching intern experience will be carried out in accordance with all requirements of the A.A.C. R7-2-614 Other Teaching Certificates, and all other applicable statutes and rules.
2. The LEA will establish a Supervising Practitioner for this internship experience subject to approval by the Program.

3. The LEA will communicate directly with the Director of the Educator Preparation Program or Designee regarding the experience that will be provided for the Student Teaching Intern.
4. Through a mutually agreed upon decision between the LEA and the Educator Preparation Program, the Student Teaching Intern who does not fulfill the requirements of the internship may be eligible to complete the student teaching capstone experience through traditional student teaching experience as defined by the respective Educator Preparation Program and by A.A.C. R7-2-604.
5. The Educator Preparation Program (EPP) will indicate the professional development required of the Supervising Practitioner of the Student Teaching Intern. This professional development may be offered in partnership with the LEA and or other appropriate entities qualified to provide professional development.
6. Any additional compensation to be paid to the Supervising Practitioner for the additional responsibilities related to the supervision of a Student Teaching Intern shall be the responsibility of the LEA.

Responsibilities of the Educator Preparation Program Supervisor (Program Supervisor):

1. The Student Teaching Intern will complete an orientation facilitated by the LEA, upon obtaining the Student Teaching Intern Certificate.
2. The Student Teaching Intern will be evaluated by the Program Supervisor using the established processes determined by the Program for student teaching experiences.
3. Program Supervisors will collaborate with the LEA Supervising Practitioner and the Student Teaching Intern, and provide a report of these evaluations to the LEA Supervising Practitioner and the Student Teaching Intern.
4. Program Supervisors will review logs and other forms to ensure that adequate supervision and mentorship is being provided to the Student Teaching Intern.
5. The Student Teaching Intern will be deemed to have completed the experience upon meeting the Educator Preparation Program catalog and syllabus requirements for student teaching experiences.
6. Site and Program expectations will be established in conjunction with the LEA Supervising Practitioner and the Program Supervisor.
7. The Student Teaching Intern shall not be assigned or be responsible for extra duties outside of typical teaching duties (e.g., coaching, substituting, monitoring, extensive committee responsibilities and other additional assignments).
8. The Program Supervisor will complete in-class observation/evaluation meetings consistent with Program expectations with the Student Teaching Intern and Supervising Practitioner.
9. The Program Supervisor and the Supervising Practitioner will participate in an agreed upon number of supervision and evaluation meetings with the Student Teaching Intern.
10. The Program Supervisor will complete required forms established by the Program.
11. The Program Supervisor will provide information regarding professional development training experiences and ensure that the Student Teaching Intern has the opportunity to participate in these experiences.
12. Upon meeting programmatic requirements, the responsibility of the Program Supervisor ceases.

Qualifications of the Local Education Agency (LEA) Supervising Practitioner:

1. The Supervising Practitioner will be located in the same school building or school campus as the Student Teaching Intern unless circumstances warrant an exception to this requirement. The Program Director or designee must approve any such exception. The Supervising Practitioner shall meet the Standards for Arizona Teachers and have the experience with a variety of teaching strategies.
2. The Supervising Practitioner shall have a minimum of three years of teaching experience and must be appropriately certified, and have the content knowledge and training, in the areas of emphasis in which the Student Teaching Intern is being placed.
3. The Supervising Practitioner shall have completed any Program required training in supervision within the last three years, and provide a copy of the certificate of completion upon request of the Program.

Responsibilities of the Local Education Agency (LEA) Supervising Practitioner:

1. As per A.A.C R7-2-614, the LEA Supervising Practitioner will provide onsite mentorship and support to the Student Teaching Intern.
2. The Supervising Practitioner will collaborate with the Program Supervisor and Student Teaching Intern, and provide regular feedback of the Student Teaching Intern's instruction, professional performance, and abilities, as well as help the Student Teaching Intern reflect upon strengths and areas that need improvement.
3. Except for approved deviations as specified in this paragraph below, the Supervising Practitioner will have a minimum of one meeting per week with the Student Teaching Intern at a prearranged time for a minimum of 60 minutes or the equivalent of a class period to provide formative feedback, reflect on the week and plan. Additional hours of mentorship will be provided when necessary to insure the adequate quality of the internship experience. Any deviations to these requirements must be approved in advance by the Program Supervisor. These meetings will be documented by the Supervising Practitioner and the Student and reviewed by the Program Supervisor to ensure minimum requirements are met.
4. Except for approved deviations as specified in this paragraph below, the Supervising Practitioner or designee will conduct informal class observations as frequently as possible but at minimum at least once every two weeks during the internship experience and provide feedback within 48 hours. Any deviations to these requirements must be approved in advance by the Program Supervisor. Observations forms and notes will be reviewed by the Program Supervisor to ensure minimum requirements are met.
5. Along with the Program Supervisor, the Supervising Practitioner will participate in an agreed upon number of supervision and evaluation meetings with the Student Teaching Intern. During the weeks these meetings occur, they can take the place of the weekly meeting described in paragraph 3 above.
6. The Supervising Practitioner will complete required forms established by the Program.
7. The Supervising Practitioner along with the assistance of the Designated Administrator will provide information regarding professional development training experiences, additional coaching and observation opportunities as needed, and ensure that the Student Teaching Intern has the opportunity to participate in these experiences.
8. The Supervising Practitioner agrees to participate in one or more training experiences provided by the Program.

This plan will be signed by all parties concerned including the Designated LEA Administrator, Supervising Practitioner, Program Director, Program Supervisor, and Student Teaching Intern, and any other identified parties responsible for executing this plan. Amendments to this plan will be made upon approval of all parties that have signed and agreed to this plan. A copy of the plan will be provided to the Student Teaching Intern.

FOR LEA:

Printed Name of Principal/ Superintendent/Designated Administrator	Signature	Date
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Printed Name of Supervising Practitioner	Signature	Date
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FOR PROGRAM:

Printed Name of Program Director or Designee	Signature	Date
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Printed Name of Program Supervisor	Signature	Date
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FOR STUDENT TEACHING INTERN:

Printed Name of Student Teaching Intern	Signature	Date
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