



KENTUCKY ACADEMY FOR EQUITY IN TEACHING



APPLY ONLINE: [BIT.LY/KDE_KAET](https://bit.ly/kde_kaet)



Vision

Ensure each and every student is empowered and equipped to pursue a successful future.

Mission

To partner with districts, schools, families, students, business and industry, and communities to provide leadership and support to ensure success for each and every student.

About

The Kentucky Department of Education is a service agency of the Commonwealth of Kentucky, and part of the Education and Workforce Development Cabinet. The department provides resources and guidance to Kentucky's public schools and districts as they implement the state's P-12 education requirements. The department also serves as the state liaison for federal education requirements and funding opportunities.

Program information:

Office of Educator Licensure & Effectiveness
300 Sower Blvd
Frankfort, KY 40601

502-564-5789

heather.hackney@education.ky.gov

EPSB Approved Educator Preparation Programs

Alice Lloyd College
Asbury University
Bellarmine University
Berea College
Brescia University
Campbellsville University
Eastern Kentucky University
Georgetown College
Kentucky Christian University
Kentucky State University
Kentucky Wesleyan College
Lindsey Wilson College
Midway University

Morehead State University
Murray State University
Northern Kentucky University
Spalding University
Thomas More University
Transylvania University
Union College
University of Kentucky
University of Louisville
University of Pikeville
University of the Cumberlands
Western Kentucky University

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PROGRAM OVERVIEW

The Kentucky Department of Education (KDE) has identified four priorities in its strategic plan: equity, achievement, collaboration and integrity. Providing all students with equitable access to effective, experienced and diverse educators is key to their achievement and success as members of a global society. Recruitment, development and retention of an effective, diverse and culturally competent educator workforce is an urgent goal for the success of each Kentucky student, educator, school/district and community.

The Kentucky Academy for Equity in Teaching (KAET) is designed to identify and prepare a pool of highly effective, experienced, and diverse educators poised to transition into the teaching profession in Kentucky's public schools. KAET participants receive financial support and training as they are supported and mentored by experienced and effective educators.

KAET emphasizes the development of educational skills identified in the Kentucky Teacher Performance Standards and the Kentucky Framework for Teaching.

The Kentucky Department of Education is seeking candidates who demonstrate:

- Willingness to participate fully in KAET and be mentored as pre-service educators
- Commitment to success of diverse students through culturally competent instruction
- High level of energy, determination and perseverance to act as a change agent in education
- Commitment to equity, integrity, collaboration and achievement for all students
- Ability to learn quickly, analyze and problem-solve
- Passion and long-term commitment to improving public education

THE KENTUCKY ACADEMY FOR EQUITY IN TEACHING (KAET) IS DESIGNED TO IDENTIFY AND PREPARE A POOL OF HIGHLY EFFECTIVE, EXPERIENCED, AND DIVERSE EDUCATORS POISED TO TRANSITION INTO THE TEACHING PROFESSION IN KENTUCKY'S PUBLIC SCHOOLS.

KAET PARTICIPANTS RECEIVE FINANCIAL SUPPORT AND TRAINING AS THEY ARE SUPPORTED AND MENTORED BY EXPERIENCED AND EFFECTIVE EDUCATORS.

In addition, KAET will create conditions and contribute to processes that significantly improve student achievement as it produces educators who have varied backgrounds and experiences. Finally, KAET will diversify the educator workforce, lower the number of emergency certified educators and certify more teachers in critical shortage areas.

KAET is a renewable loan forgiveness program designed to provide financial support and mentoring to pre-service teachers who are enrolled in, or awaiting admittance to, an EPSB approved educator preparation program at an institution of higher education in Kentucky. Candidates may receive up to \$5,000 per semester for up to 4 semesters to support completion of an accredited teacher preparation program and Kentucky certification.

The application process requires submission of an application and verification of eligibility options. Applications for the program will be submitted to KDE for review. Candidates who qualify under multiple eligibility options will be given

preference. The number of approved applications will be based upon qualifications and available funding.

Accepting this KAET forgivable loan means:

- I will sign a Kentucky Department of Education KAET Forgivable Loan Promissory Note agreeing:
- To obtain a Kentucky teaching certificate in accordance with Title 16 of Kentucky Administrative Regulations and applicable statutes.
- To teach one semester for each semester or summer term funded by my KAET loan in one of Kentucky's 1,200 public schools. If I do not satisfy this requirement, I will be held responsible for repaying to loan which will accrue interest at 6% APR.

- I understand the promissory note I sign is a binding legal document stating that, except in cases of discharge, I must repay the money borrowed if;
 - I do not complete my education
 - I am not able to get a job after completing my program
 - I change my major field of study
 - I have the responsibility to keep the Kentucky Higher Education Assistance Authority informed if; I change my address or phone number; I change schools or reduce the number of credit hours; I change my graduation date.
- Minority Educator Recruitment and Retention (MERR) recipients are not eligible for the Traditional or MAT KAET program.

OPTION 1

TRADITIONAL INSTITUTE OF HIGHER EDUCATION EDUCATOR PREPARATION PROGRAM STUDENT

The Kentucky Academy for Equity in Teaching offers a forgivable loan for pre-service teachers who are enrolled in, or awaiting admittance to, an EPSB approved educator preparation program for initial certification at an institution of higher education in Kentucky.

Candidate Benefits:

- Opportunity to learn from and network with university faculty, experienced educators and KAET fellows
- Support for qualifying assessments, such as the PRAXIS I and PRAXIS II
- Mentorship from experienced educators
- Forgivable loans of \$5,000 per semester up to 4 semesters at a at an EPSB approved educator preparation program at an institution of higher education in Kentucky to complete teacher preparation/initial certification program

Eligibility Requirements :

1. United States citizen
2. Kentucky resident as defined by 13 KAR 2:045
3. Meet the character and fitness requirements of Kentucky's

Education Professional Standards Board and Kentucky's Professional Code of Ethics as outlined in 16 KAR 1:020

4. Current enrollment, or a completed application with pending enrollment, in an EPSB approved educator preparation program for initial certification at an institution of higher education in Kentucky.
5. At least one of the following:
 - a. Member of an underrepresented ethnic minority group as defined in KRS 160.345 (American Indian; Alaskan native; African-American; Hispanic, including persons of Mexican, Puerto Rican, Cuban and Central or South American origin; or Pacific Islander)
 - b. Financial need demonstrated through Pell Grants or Perkins Loans
 - c. Graduate of Kentucky School for the Blind or Kentucky School for the Deaf
 - d. Former migratory agricultural worker, child of a migratory agricultural worker, as defined in 34 CFR 200.81 (d) (a person who, in the preceding 36 months, has moved, as defined in paragraph (g), from one school district to another, or from one administrative area to another within a State that is comprised of a single school district, in

order to obtain temporary employment or seasonal employment in agricultural work, including dairy work.) or a current or former English Learner

- e. United States Veteran
- f. First-generation college student as defined in SEC. 402A.20U.S.C.1070a-11(f)(1) (An individual both of whose parents did not complete a baccalaureate degree; or in the case of any individual who regularly resided with and received support from only one parent, an individual whose only such parent did not complete a baccalaureate degree).

Additional Considerations:

- Completion of Kentucky’s Teaching & Learning Pathway
- Completion of a CTE pathway other than Teaching & Learning
- Coursework in high school Teaching & Learning or CTE pathway
- Membership in Educators Rising
- Participant in Educators Rising Kentucky competition
- Participant in national Educators Rising competition
- Enrollment in a certification program in a critical shortage area identified in Kentucky within past three years
- Well-developed written communication skills

OPTION 2

MAT-EPP STUDENT

KAET offers forgivable loan options for students enrolled in, or awaiting admittance to, an EPSB approved Master’s in Teaching (MAT) program for initial certification.

Candidate Benefits:

- Opportunity to learn from and network with university faculty, experienced educators and KAET fellows
- Support for qualifying assessments, such as the PRAXIS I and PRAXIS II
- Mentorship from experienced educators
- Forgivable loans of \$2,500 per semester up to 4 semesters at an EPSB approved educator preparation program at an institution of higher education in Kentucky to complete teacher preparation/initial certification program (Must be completed within three academic years pending availability of funds.)

Eligibility Requirements:

1. United States citizen
2. Kentucky resident as defined by 13 KAR 2:045
3. Meet the character and fitness requirements of Kentucky’s Education Professional Standards Board and Kentucky’s Professional Code of Ethics as outlined in 16 KAR 1:020
4. Current enrollment, or a completed application with pending enrollment, in an EPSB approved MAT educator preparation program at an institution of higher education in Kentucky.

5. Does not currently hold a Kentucky teaching certificate
6. At least one of the following:
 - a. Member of an underrepresented ethnic minority group as defined in KRS 160.345 (American Indian; Alaskan native; African-American; Hispanic, including persons of Mexican, Puerto Rican, Cuban and Central or South American origin; or Pacific Islander)
 - b. Financial need (receives Pell Grants or Perkins Loans)
 - c. Graduate of Kentucky School for the Blind or Kentucky School for the Deaf
 - d. Former migratory agricultural worker, child of a migratory agricultural worker, as defined in 34 CFR 200.81 (d) (a person who, in the preceding 36 months, has moved, as defined in paragraph (g), from one school district to another, or from one administrative area to another within a State that is comprised of a single school district, in order to obtain temporary employment or seasonal employment in agricultural work, including dairy work.) or a current or former English Learner
 - e. United States Military Veteran
 - f. First-generation college student as defined in SEC. 402A.20U.S.C.1070a-11(f)(1) (An individual both of whose parents did not complete a baccalaureate degree; or in the case of any individual who regularly resided with and received support from only one

parent, an individual whose only such parent did not complete a baccalaureate degree).

Additional Considerations:

- Completion of Kentucky’s Teaching & Learning Pathway
- Completion of a CTE pathway other than Teaching & Learning
- Coursework in a high school Teaching & Learning or CTE pathway
- Membership in Educators Rising
- Participant/Awardee in Educators Rising Kentucky competition

- Participant/Awardee in national Educators Rising competition
- Enrollment in a certification program in a critical shortage area identified in Kentucky within past 3 years
- Well-developed written communication skills
- Work experience in a critical shortage area industry
- Work experience in an identified CTE pathway industry

PARTICIPANT ROLES & RESPONSIBILITIES

Participants must:

- Complete application and provide verification of eligibility
- Complete coursework in an EPSB approved educator preparation/initial certification program at an institution of higher education in Kentucky.
- Co-develop and complete (with KDE and KAET mentor) personalized learning plan
- Fully participate in mentoring and professional learning opportunities outlined in personalized learning plan
- Maintain a 3.0 overall grade point average (GPA) and a minimum of 2.75 GPA per semester
- Participate in the Kentucky State Educators Rising competition (starting spring 2020)

The Kentucky Department of Education must:

- Co-develop and monitor (with KAET participant and mentor) personalized learning plan
- Collaborate with student, mentor, and university partners to develop KAET budget, timeline and personalized learning plan for implementation of program model
- Plan and conduct site visits and technical assistance support with candidate and/or IHE
- Provide professional learning opportunities for KAET participants and IHE partners through regional and state events

- Coordinate/facilitate KAET application, selection, and paperwork process
- Coordinate/facilitate KAET program partnership among candidate, mentor, IHE and KDE
- Coordinate and oversee KAET program implementation, completion and reporting
- Identify and compensate an KAET mentor through memorandum of agreement (MOA)
- Maintain partnerships with the universities to identify and recruit candidates into the KAET

KAET Mentors must:

- Co-develop and support completion of (with KDE and KAET participant) personalized learning plan
- Provide mentoring and/or professional learning opportunities for KAET participants outlined in personalized learning plan
- Fully participate in KDE technical assistance sessions related to KAET
- Provide all paperwork and reporting on time and in format requested by KDE

The Kentucky Higher Education Assistance Authority (KHEAA) will track completion and funding per semester via promissory notes, and collect repayment, as necessary.



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