

PROGRAM FOR THE EDUCATION OF NATIVE TEACHERS (P.E.N.T.)

Policy E.1.C

The Program for the Education of Native Teachers (P.E.N.T.) is a community-based teacher training program administered in partnership by Brandon University and Frontier School Division. Frontier School Division is committed to the P.E.N.T. program in order to increase the number of local teachers and enhance the stability of teaching staff in the Division.

Community members are encouraged to participate in the P.E.N.T. program and other post-secondary programs leading to professional teacher certification.

The attached regulations outline the location of P.E.N.T. positions, and the expectations, qualifications, responsibilities and performance requirements of P.E.N.T. student teachers.

Information: [Frontier School Division P.E.N.T. Procedural Guidelines](#)
[Brandon University P.E.N.T. Program](#)

Adopted September 1, 2009		
---------------------------	--	--

1. Qualifications of P.E.N.T. Student Teachers

An applicant for a P.E.N.T. position must:

- be a local resident (living in the community for six months) of a Frontier School Division community as defined in *The Municipal Councils and School Boards Elections Act* (Section 21(1),
- have a high school or mature student diploma,
- have a strong background in English Language Arts and Mathematics,
- possess excellent communication skills (interpersonal, verbal and written communication),
- be a positive role model,
- demonstrate a positive work history,
- have related work experience in a school setting,
- make a commitment to complete the P.E.N.T. training program,
- be available to study at Brandon University,
- complete distance education courses during the school year,
- be able to meet all Brandon University entrance requirements, including clear criminal record and child abuse registry checks,
- agree to work a minimum of three years for Frontier School Division after P.E.N.T. graduation and receipt of teacher certification.

2. Selection of P.E.N.T. Student Teachers

a. Positions sponsored by the Division

- Divisional Trustees (2),
- P.E.N.T. Coordinator,
- Assistant Superintendent, High Schools and Careers Program,
- Human Resources Department.

b. Positions sponsored by a First Nation through an Education Agreement

- Frontier School Division's P.E.N.T. Coordinator and/or the Assistant Superintendent, High Schools and Careers Program, and/or Area Superintendent,
- local school Principal and/or Vice-Principal and,
- local school committee representative(s).

3. Expectations of P.E.N.T. Student Teachers

The Division's expectations for P.E.N.T. student teachers follow.

P.E.N.T. student teachers shall:

- meet high attendance, academic and professional performance standards,
- conduct themselves as “teachers-in-training”,
- participate in professional learning provided by the Division,
- successfully complete P.E.N.T. training.

4. Responsibilities of P.E.N.T. Student Teachers

The responsibilities of P.E.N.T. student teachers are outlined in the following documents:

a. ***P.E.N.T. Student Teacher Agreement***

This agreement details the terms and conditions of the contract the P.E.N.T. student teacher signs with the Division (Exhibit 1). The student teacher agrees to:

- i. take distance education courses to expedite P.E.N.T. program completion,
- ii. complete their Bachelor of Arts and Bachelor of Education degree requirements in six (6) academic sessions at Brandon University (April to July annually),
- iii. work for Frontier School Division for a minimum of three years following graduation,
- iv. provide reimbursement to the Division if the student teacher withdraws before completion of the program or prior to fulfilling the three year commitment.

b. **Frontier School Division Policy and Procedures Manual,**

c. ***Frontier School Division P.E.N.T. Procedural Guidelines,***

d. ***Brandon University P.E.N.T. Student Handbook.***

5. Performance

The performance of the P.E.N.T. student teacher is based on the expectations and responsibilities outlined above. Details regarding evaluations and performance are included in the *Frontier School Division P.E.N.T. Procedural Guidelines* and *Brandon University P.E.N.T. Student Handbook*.

Monitoring the P.E.N.T. student teacher performance is the responsibility of:

a. **Brandon University**

Brandon University monitors the academic program including field experience.

PROGRAM FOR THE EDUCATION OF NATIVE TEACHERS (P.E.N.T.)

Regulation E.1.C-R

b. Principal and Cooperating Teacher

The Principal and the cooperating teacher monitor performance at the school level.

c. P.E.N.T. Coordinator

The P.E.N.T. Coordinator addresses any performance issues at Brandon University.

6. Withdrawal

If a P.E.N.T. student teacher withdraws or is terminated from the program before completion, the student agrees to reimburse the Division the actual tuition costs incurred by the Division.

7. Graduation

Upon successful completion of the program, graduates will be considered for positions within the Division in accordance with Policy E.1.B – Recruitment of Personnel.

As per the *P.E.N.T. Student Teacher Agreement* between the Division and the student, the P.E.N.T. graduate agrees to work a minimum of three (3) years for Frontier School Division should the Division offer the graduate a position. If, after being hired, the P.E.N.T. graduate elects to leave prior to the three (3) years, the P.E.N.T. graduate agrees to reimburse the Division the actual tuition costs incurred.

Information: [Policy E.1.B – Recruitment of Personnel](#)

Adopted September 1, 2009	Revised November 5, 2013	Revised March 17-18, 2015
Revised September 20-21, 2018		



P.E.N.T. STUDENT TEACHER AGREEMENT

Exhibit E.1.C-EX1

Between FRONTIER SCHOOL DIVISION and

Name: _____ **School:** _____

1. My P.E.N.T. student teacher training placement will take place at _____ (school) and my educational training at Brandon University leading to teacher certification.
2. My student teaching practicum may be located in another school(s) to broaden my teaching experience.
3. Salary, benefits, hours of work are provided to me under a separate letter of appointment.
4. I shall take distance education courses to expedite the completion of my program and the requirements for my Bachelor of Arts and Bachelor of Education degrees must be completed in six (6) consecutive spring and summer sessions at Brandon University. I will provide an annual transcript to the Principal. A copy of this transcript will be provided to the P.E.N.T. Coordinator and the Human Resources Department to be kept in my personnel file.
5. During my P.E.N.T. placement, in addition to formal evaluations, I will seek opportunities for assistance and feedback from my cooperating teachers, Divisional instructional coaches and Principal on an ongoing basis.
6. My student teaching performance and progress will be monitored by both Brandon University and _____ School Principal.
7. I will conference each term with the cooperating teacher, the school Principal and the P.E.N.T. Coordinator to review academic, field experience and teaching performance.
8. If performance issues arise and it affects my ability to complete my training, I will request support from appropriate people to address these issues in a timely fashion. I will provide a subsequent report on action taken to the cooperating teacher, the school Principal, and the P.E.N.T. Coordinator and the Brandon University P.E.N.T. Director. If I fail to address my identified performance issues, I will be withdrawn from the program and my employment with Frontier School Division will be terminated.
9. Upon completion of the training, I agree to work as a teacher for Frontier School Division a minimum of three (3) years in a Division school, should I be offered a teaching position.
10. If I leave the employment of the Division before the program is completed, or, if I withdraw from the program before completion, I agree to reimburse the Division the actual training costs (tuition) incurred. Failure to fulfill the three (3) year commitment will require repayment of tuition costs to Frontier School Division.

I have read and understand my responsibilities as outlined in this agreement.

P.E.N.T. Student Teacher Date _____

School Principal Date _____

Area Superintendent Date _____

Distribution: Employee, Area Superintendent, Human Resources, Personnel File

Adopted September 1, 2009	Revised March 17-18, 2015	Revised September 20-21, 2018
---------------------------	---------------------------	-------------------------------