

DATE: April 17, 2003

SUBJECT: Minority Teacher Education Awards

ACTION RECOMMENDED: Approval

BACKGROUND INFORMATION: The Minority Teacher Education Grant program is a matching grant program that supports pilot projects designed to expand the recruitment pool for minority teachers throughout the state. All Tennessee higher education institutions with approved teacher certification programs are eligible to apply. Successful proposals included the following components:

- Recruitment strategies targeting non-traditional groups (e.g., teacher aides, substitute teachers, in-school suspension teachers, and ex-military personnel presently not certified);
- Intervention strategies for successful test completion; and
- Partnerships with local k-12 education agencies.

This program, created and funded by the Tennessee Legislature, has been administered by the Commission since 1989. The 2003-2004 appropriation totals \$232,000.

An advisory committee reviewed the 15 proposals submitted and recommended nine projects to the Executive Director totaling \$232,000. The projects selected represent a variety of innovative approaches in public and private institutions covering a broad geographical area. Summaries of the projects follow.

The Advisory Committee consisted of:

Mr. Shederick A. McClendon, Director of Interagency Programs and Research, Higher Education Commission

Ms. Betty Dandridge Johnson, Director of Policy, Planning and Research, Higher Education Commission

Dr. S. Kay Clark, Associate Vice Chancellor of Academic Affairs, Tennessee Board of Regents

Dr. Thomas A. Rakes, Vice Chancellor of Academic Affairs, University of Tennessee at Martin

Mr. Michael C. Roberts, Executive Director, Tennessee Student Assistance Corporation

Dr. Karen Weeks, Research Associate, State Board of Education

Mr. Morgan Branch, Director of Minority Teacher Recruitment/Retention, State Department of Education

Ms. Hazel Thomas, Consultant, State Department of Education

Dr. Vanita L. Lytle-Sherrill, Professor of Human Services and Sociology, Volunteer State Community College

Ms. Mary Ann Blankenship, Associate Executive Director, Tennessee Education Association

Dr. Claude O. Pressnell, Jr. President, Tennessee Independent Colleges and Universities Association

Mr. Eugene Howard Wade, Assistant Human Resources Director, Williamson County Schools

Mr. James Claybourne, Human Resource Manager, Bedford County Department of Education

Dr. Penny R. Smith, Director of Family Assistance Programs, State Department of Human Services

2003-2004 MINORITY TEACHER EDUCATION PILOT PROJECT GRANTS

AUSTIN PEAY STATE UNIVERSITY

Dr. Heraldo Richards

Minority Teacher Education Program

Austin Peay State University will work with Clarksville-Montgomery County School District collectively to increase the number of African-American teachers in Tennessee. The program will recruit substitute teachers, teachers aides and military personnel into the teaching profession. This partnership will identify individuals in the area to enroll in this program.

Funds Recommended \$20,516

EAST TENNESSEE STATE UNIVERSITY

Dr. E. Jane Melendez

Project MOST: Minority Opportunities for Success in Teaching

The objective of Project MOST is to identify a pool of potential candidates, who are non-traditional minority students, moving them toward attainment of teaching positions in East Tennessee. Some of the non-traditional minority students will be recruited into the teacher education master degree program, which will lead to initial licensure. Preference will be given to Tennessee residents. A large number of organizations and individuals will be asked to assist in recruiting potential participants. This program is intended to increase the number of minority teachers in the surrounding school districts.

Funds Recommended \$26,834

FREED-HARDEMAN UNIVERSITY

Dr. Ronald P. Butterfield

Minority Teacher Recruitment and Training Initiative

The program will provide the opportunity for highly talented minority prospective teachers to enter the teaching profession. This program will provide financial and mentoring resources to enable the “brightest and best” minority candidates to teach in Tennessee public school classrooms. Freed-Hardeman University constantly seeks opportunities to encourage highly promising potential teachers to spend their professional careers in Tennessee. The collaborative involvement of the Fayette County School District lends a strength that can make this initiative work. This project also will build on Freed-Hardeman’s success to recruit and train a minimum of three exceptionally talented minority teacher candidates within a two year period.

Funds Recommended \$20,554

LEMOYNE-OWEN COLLEGE

Dr. Kenyatta Jones

Teacher Education Agents of Change

The program will prepare teachers who are competent and possess the necessary skills and disposition to facilitate the growth of the minds of future self-actualized individuals who will become productive citizens of society. The program will help participants to be reflective of what it means to effectively teach and become competent facilitators of transformative processes. Qualified recipients of the grant funds will be selected from currently enrolled students, degreed community residents who completed their degree in the last three years, and students from Southwest Tennessee Community College who have completed two years of general education courses. The ultimate goal of the program is for students to graduate from the program and attain a teaching position with Memphis City Schools where there is a critical need for “highly qualified” minority teachers. Committed faculty members will monitor and mentor participants, offer professional development activities, and assist in other aspects of their socialization experiences.

Funds Recommended \$14, 876

MILLIGAN COLLEGE

Dr. Billye Joyce Fine

Minority Teacher Education Project

Milligan College will utilize a Minority Council to recruit and select participants for this project. The goal of the program is to recruit non-traditional minority students for a two-year certification process. During the Fall and Spring semesters, professional course work will accompany a year long internship in a partner school. In the concluding summer of professional studies, emphasis is on the completion of action research projects and licensure requirements. In addition, the program offers academic advisement, mentoring, and tutoring for national exams.

Funds Recommended \$20,554

TENNESSEE STATE UNIVERSITY

Dr. Franklin B. Jones
Dr. Sumita Chakraborti

Preparation of Minority Personnel

This program responds to the shortage of qualified minority teachers. TSU, in collaboration with Sumner County School System, will recruit and support traditional minority undergraduates and students from non-traditional groups (e.g., substitute teachers, teachers aids, community college students, and military personnel) interested in completing the teacher education licensure program. Maintaining effective communication between students and mentors/teachers is a core objective of this program. Students also will be required to attend professional development workshops, utilize the Learning Plus program in the computer lab, and prepare a teaching portfolio.

Funds Recommended \$20,000

UNIVERSITY OF MEMPHIS

Dr. Mary Lee Hall
Dr. Karen Weddle-West

Project Licensure: Preparing Practicing Non-Licensed Minority Teachers for Licensure and Permanent School Placement

The program will recruit minority teachers who are not licensed and are currently teaching on waivers, permits or emergency licenses in the Memphis City Schools. A significant component of the program is to better enable the students to pass the required national exams for licensure by requiring completion of Learning Tools (a computerized, diagnostic tutorial). Students also will be required to attend professional development workshops. Opportunities are provided for the students to become oriented to the program and to participate in cooperative learning.

Funds Recommended \$36,324

UNIVERSITY OF TENNESSEE AT CHATTANOOGA

Dr. Jane Brower
Dr. Chrystal Partridge

Each One Reach One – Minority Male Educator Project

This program is based on the premise that an effective prevention model must begin early with young children. That belief is the reason the project is focused on the placement of African-American males in the elementary school setting. The project will provide more opportunities for young children to associate with positive role models, a situation absent from the lives of many children today. Each One Reach One graduates are making significant contributions to children beyond the classroom, i.e. participating in an after school tutoring program sponsored by the Urban League.

Funds Recommended \$36,042

UNIVERSITY OF TENNESSEE AT KNOXVILLE

Dr. Thomas W. George

African-American Teacher Intern Project

The goal of this program is to fund African-American students who have completed all prerequisites of college and are entering their fifth year in a teaching internship. The layout of the internship has been developed in accordance with state guidelines and by ongoing collaboration of many school-based professionals, system officials and college representatives. During their internships, the students receive graduate credit for the combination of coursework integrated with teaching and conducting research projects relevant to their teaching.

Funds Recommended \$36,300