

DATE: April 26, 2007

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 2007-2009 appropriation totals \$212,000.

An advisory committee reviewed the 11 proposals submitted and recommended eight projects to the Executive Director totaling \$212,000. 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:

Dr. William Arnold, Director of Interagency Grants and Academic Programs, Tennessee Higher Education Commission

Dr. Ronald Williams, Educational Specialist, Tennessee Higher Education Commission

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

Dr. MaryJo Howland, Deputy Executive Director, Policy and Research, 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

Ms, Heather Jack, Tennessee Independent Colleges and Universities Association

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

Mr. Terrance Gibson, Program Coordinator, Tennessee Education Association

Ms. Laura Nick, Director of Recruitment, Memphis City Schools

2007-2009 MINORITY TEACHER EDUCATION PILOT PROJECT GRANTS

AUSTIN PEAY STATE UNIVERSITY

Dr. Heraldo V. Richards

Project MORE: Preparing Minorities to be Outstanding Responsible Educators

Project MORE focuses on (a) recruiting committed African American candidates to the teaching profession; (b) providing them with a coordinated support system; (c) immersing them in a rigorous, well-rounded teacher education program, emphasizing sensitivity to diversity, technological competency, and best teaching practices; and (d) ultimately placing these well-prepared practitioners in our school system.

Funds Recommended \$20,000

CRICHTON COLLEGE

Dr. Cynthia Gentry

Minority Teacher Education Program

The objective of the Crichton College Minority Teacher Education Program is to increase the number of minority students completing licensure programs by addressing the areas where students are unsuccessful in completing the Teacher Education Program, presenting passing scores in one or more subtests of the Praxis I, inability to pass one or more of the relevant Praxis II exams and inability to cope with the overall college experience through coursework, workshops, tutoring, academic advising and mentoring.

Funds Recommended \$34,467

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's 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 will provide extensive support in academic advising and mentoring, social activities, assistance in preparation for Praxis exams, quality field experiences and student teaching assignments in the partnering school districts.

Funds Recommended \$24,877

FREED-HARDEMAN UNIVERSITY

Dr. Ronald P. Butterfield

Minority Teacher Recruitment and Training Initiative

The program will provide the opportunity for continued training of five highly talented African-American teacher candidates to enter the teaching profession and 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 West Tennessee Public School Districts lends a strength that can make this initiative work.

Funds Recommended \$29,856

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 \$24,500

UNIVERSITY OF TENNESSEE AT CHATTANOOGA

Dr. Cynthia Wallace

Each One Reach One – Minority Male Educator Project

This program is designed in partnership with the Hamilton County Department of Education to meet the personnel demands of the school system. The program involves a number of research-based strategies to ensure that participants have the support and resources they need to complete their licensure within two years of program enrollment. The program includes the following 5 key components: recruitment of African-American teacher candidates, particularly non-traditional students who often lack access to other forms of financial support; recruitment of teacher candidates for HCDE critical need areas of elementary education, middle grades education, special education, foreign languages, math, and science; a focus on clinical experiences to prepare participants for the realities of education; emphasis on early intervention and preparation for the PRAXIS exam and other academic hurdles; and provision of supports and resources that assist individual students with their unique needs and forge a strong community of learners through enhancement to the cohort model.

Funds Recommended \$24,300

UNIVERSITY OF TENNESSEE AT KNOXVILLE

Dr. Dulcie Peccolo
Ms. Jamia Stokes

African-American Teacher Intern Project

The goal of this program is to fund fifteen African-American degreed students; six in year one and nine in year two who have completed all undergraduate prerequisites and are who are ready to enter graduate level teaching internships. 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.

Funds Recommended \$30,000

UNIVERSITY OF TENNESSEE AT MARTIN

Dr. Mary Lee Hall

Success in Teacher Education Program

The Success in Teacher Education Program (STEP) project is a collaborative effort among Dyersburg State Community College, the University of Tennessee at Martin, and Lauderdale County School System to recruit, prepare, and retain minority teaching candidates. The program design will emphasize two key areas: intentional recruiting strategies, and individually designed academic success strategies. The intended outcome of Project STEP is the placement of more minority teachers in local school systems in rural, West Tennessee.

Funds Recommended \$24,000