Project Goals

- Goal 3: Develop and implement recruitment activities to increase the supply of effective middle-grade teachers, with initial priority on high-poverty urban and rural areas.
  - Objective 3.2: Identify and/or design and replicate successful, comprehensive recruitment models for increasing the number of candidates for middle-grade teacher preparation in high-poverty urban and rural areas, including Empowerment Zones and Enterprise Communities.
    - Activity 1: Convene a Recruitment Panel
    - Activity 2: Survey best practices for hard-to-staff schools
    - Activity 3: Develop a summary report on recruitment strategies
    - Activity 4: Improve incentives for recruiting teacher candidates

Our Future: Middle School Students

The Faculty Role as a TQE Partner

- Leadership Academy II
  - To build your design expertise
    - Establish a web-enhanced course presence
    - Develop an initial model of a technology-driven module/learning experience
- Next Academic Year(s)
  - To use your design expertise
    - Improve your web-enhanced course presence
    - Develop more technology-driven modules/learning experiences
  - To share ideas via professional development
  - To form co-teaching teams
  - To identify and support future teachers of the middle grades

Tasks Accomplished w/ CC faculty

- Professional Development
  - Best Practices Seminars co-offered with CURE
  - ESL/Bilingual
  - Writing/Reading/English
  - Conference co-sponsored with CURE
  - Johnson & Johnson, cooperative learning
  - Technology-related
    - Blackboard, PowerPoint, Inspiration, Gradequick, Smart Board, Capturing Images, Video, etc.
  - Mini-grant Writing Workshop
  - Sent Partners to Conferences & Workshops
**Consensogram Questions**

- Rank from 1 to 5 (lowest to highest)
  - (A) What value does your institution place on efforts in…
  - (B) What value does your institution place on program processes/mechanisms to address…
  - Preservice Recruitment
  - Preservice Persistence
  - Preservice Placement
  - Inservice Job Attainment
  - Inservice Induction/Retention

**Consensogram Questions**

- (A) What are some of the “best practice” strategies for recruiting teacher education student candidates?
- (B) What are some of the “best practice” strategies for recruiting teacher education graduates to teach in hard-to-staff schools?
  - Each group needs to choose their top 5 solutions. Go to sheet and place answers. If your solution is there, put your sticky on top of it.

**Consortia Recruitment Plan of Actions**

- Target Audience, Needs, Strengths, Weakness
- Target Goals
  - Preservice Recruitment
  - Preservice Persistence
  - Preservice Placement
  - Inservice Job Attainment
  - Inservice Induction/Retention
  - Goals, Dimensions, Assessment Strategy, Responsible Party, Timeline

**Preservice Recruitment**

- 20-24 Community College Students
  - Application/Interview Process
  - Demonstrate a commitment to teaching at the middle school level
  - 2.5 G.P.A. or higher
  - First or second year students

**Tasks Accomplished**

- MS Cohort Started
  - Kennedy King—Fall 2001
  - Malcolm X—Fall 2001
  - Olive Harvey—Spring 2002
  - Harold Washington—Fall 2002
  - Other partners—ASAP

**Preservice Persistence**

- Middle School Cohort Program
  - Collegiate Middle Level Association Activities
  - Tutoring for 100 hours/$1000 stipend
  - Teacher Writing and Assistance Center
  - CC/University Mentor Teams
  - Advisors
Preservice Placement
• Tutoring Program to Teaching
  – Provides a contextualized setting.
  – Cohort members are paired with MIDS teams.
  – Field-based practicums
  – Student teaching

Inservice Job Attainment
• Frequently teacher candidates are offered positions in the partner schools in which they have been placed.

Inservice Job Induction/Retention
• Mentorship Program
  – Facilitated by the MS teacher in Residence
  – Community College Faculty
  – University Faculty
  – Peer Team Members

CSU TQE/MS II Leadership Team
• Nancy Grim, Director
• Phyllis McCune, Middle School Teacher-in-Residence, 2001-2002
• Mary Kate Witry, Middle School Teacher-in-Residence, 2002-2003
• Rosemary Buteau, COE Technology Coordinator
• Jan Travis, CC/MS Technology Coordinator
• Jerry Grim, Assessment Coordinator
• John Thompson, TQE Technology Coordinator
• Semaj Rice, TQE Technology Assistant
• Sylvia Gist, Chair, Tech & Ed
• Gabriel Gomez, REEL Dept.