



# COEHS Recruitment & Retention Plan 2019-2024

## TABLE OF CONTENTS

## MISSION



STEM, ELL, ELA and Collaborative Education programs. Particularly, the EPP will examine this data in terms of diverse candidates (Goal 1) per program.

To measure progress toward this goal, the EPP will annually compare the number of candidates applying to, admitted to and graduating from the following fields: STEM related (math education, science education, computer science education), ELL, ELA and collaborative education at both the initial and advanced levels. Adequate progress toward this goal will be met by a 2 percent increase in each field: For applicants in 2 years, for admitted students in 4 years and for graduates in 5 years.

Goal 3: To support retention of graduates in the field through supportive mentoring programs with recent completers

New Strategies:

- EPP will pilot a mentoring program in local schools with EPP faculty mentoring recent completers during their first and second years in the classroom beginning Fall 2020.
- EPP will utilize case studies with recent completers to engage in mentoring of first and second year teachers.

Evaluation:

The EPP will utilize completer and employer feedback and student learning data to evaluate the effects of its mentoring program. In addition to qualitative data, progress toward this goal will be met by tracking and comparing retention rates of completers across licensure areas in both initial and advanced programs. Retention data is available.

Additionally, our Dean is working with a small task force of Deans and State legislators to craft legislation that will provide data to EPPs to assist with recruitment & retention efforts

## ONGOING RECRUITMENT ACTIVITIES TO SUPPORT GOALS 1 & 2

Strategies to Recruit Freshmen

- Recruit through opportunities

populations. Emphasize teaching opportunities in programs such as collaborative special education, math, science, technology, English Language Arts and English language learners.

- Invite Future Teacher Organizations to visit UNA and schedule campus tours to include visits to classrooms.
- Phone, email and social media campaign
- Contact area high school counselors and share information about teacher education programs and available scholarships at UNA. Emphasize teaching opportunities in programs such as collaborative special education, mathematics, technology, and English language learners
- Obtain a list of freshmen who are declared education majors who have a minimum 2.75 GPA and send them a letter from the College of Education and Human Sciences containing information about the teacher education programs offered in the COEHS
- Obtain a list of students who have been awarded an Excellence Scholarship (Vanguard, Academic, Valedictorian/Salutatorian, Leadership, and Presidential Mentors Academy) and send them a letter from the College of Education containing information about the teacher education programs offered in the COEHS. Excellence Scholarships are scholarships awarded to students who demonstrate high academic achievement and ability. The Presidential Mentors Academy scholarships are awarded to students whose racial groups underrepresented at the University.
- Invite the students to an open house, student organization meetings, and other functions in the COEHS
- Send follow up emails to students at mid-term and end of semester to ensure that they are still planning on pursuing a major in education.
- Attend career and college fairs with personnel from UNA's Admission Recruiters.
- Recruiting Strategies with Native American students. Students will tour campus and visit a Native American Memorial Wall located off campus recently Limestone County and Madison County Schools are participating
- The College of Education and Human Sciences Student Ambassadors serve as official host and hostess representatives, student recruitment agents, mentors, and student advisors to the Dea

## Strategies for Transfer and Nontraditional Students

- Recruitment opportunities
  - Develop early acceptance program
  - Develop dual enrollment program
  - Collaborate with 2-year colleges and increase on-campus presence in those campuses.
  - Shadow Days Invite students to visit campus and attend classes.
  - Send follow-up emails to students at the end of the semester
  - Send a COEHS representative to community college career fairs.
- Contact area community college admission offices to obtain lists of students who are planning on pursuing a teacher education program and arrange a time for an articulation meeting with those students. Emphasize teaching opportunities in programs such as collaborative special education, math, science, technology, and English language learners.
- Invite the students to an open house, student organization meetings, and other functions in the COEHS
- Share information concerning teacher education admission requirements with education advisors at the area community colleges.
- Have a COEHS representative attend college and career fairs at community colleges.
- Obtain a list of students who have been awarded a Phi Theta Kappa Scholarship and send them a letter from the College of Education and Human Sciences containing information about the teacher education programs offered in the COEHS. Phi Theta Kappa Scholarships are awarded to transfer students who have a minimum 3.25 transferable GPA. Emphasize teaching opportunities in programs such as collaborative special education, math, science, technology, and English language learners.
- EPP participation in UNA STEAM Initiative, which works with local high school students
- EPP participation in Shoals Idea Space (elementary high school students participate in this community event)
- Partnering with the Lions connecting P12 faculty in local schools to EPP faculty as an informative overview of updates within teacher preparation and offering guest presentations delivered by current COEHS Ambassadors.
- Educator Rising and Future Teachers of America organizations.
- Title VI Indian Education Initiative targeting high school students who plan to enter the profession by inviting them to campus for a teacher education camp experience
- Oaks Indian Mission Experience
- Zimbabwe Study Abroad Program
- Immersion Lab in local high schools
- UNA One Book activities led by EPP faculty in local schools
- Lion Buddies Program partners students in the Collaborative Education program with adults with intellectual disabilities from the community to participate in events on a college campus.

- Helen Keller Festival Keller Kids – EPP faculty and candidates lead elementary students through experiences which allow them to understand sensory impairment, such as vision or hearing loss
- The Very Special Arts Festival hosted by our EPP serves local students with varying exceptionalities by providing a venue for art and music appreciation.
- Camp Courage hosted by the Helen Keller Birthplace Foundation, uses EPP faculty and candidates to provide learning experiences to children with significant sensory loss.
- Full Life Ahead Retreat. This weekend retreat provides support for families of young adults and teenagers with special needs as they plan to transition into the adult world.
- Z Factor Leadership Program hosted by the UNA Mitchell West Center for Social Inclusion

### Strategies for Graduate Students

- Recruit individuals who have completed a teacher certification degree program from a regionally accredited institution who meet the admission requirements for the Alternative Class A program.
- Attend district wide beginning of the year service meetings to promote the COEHS graduate programs.
- Send a COEHS representative to Graduate School Expositions.
- Share information about advanced degree programs with all program completers at the final internship meeting.
- Contact area school district offices and obtain names of teachers who have not completed advanced degrees and send those teachers a letter from the College of Education containing information about the advanced programs offered in the COEHS
- Attend P-12 faculty meetings to discuss our programs and encourage enrollment.
- Attend the district wide beginning of the year service meeting and set up a table with COEHS information regarding advanced programs. Have interested teachers provide contact information so that COEHS faculty can contact them regarding admission and program information.
- Send advanced program information to mentor/ cooperating teachers
- Continue and expand the Local Educator Advanced Degree (LEAD) Initiative.
- Have a COEHS representative attend on campus Graduate School Expositions.
- Obtain a list of students from UNA's Registrar's office



baseline and supports