

Georgia Southern University
College of Education
Increasing number and diversity of teachers:
Recruitment and Retention Plan for
2005 – 2010

Vision and Goals Statement

Vision Statement

College of Education policy on recruitment and retention of students is guided by its *Conceptual Framework* aimed at preparing high quality teachers who have efficient reflective thinking skills to work with culturally diverse learners. The College is committed to implementing the goal set by the USG Board of Regents to bridge the gap in demand and supply of teachers by 2010 and increase the number of high quality teachers for Georgia schools by aggressively recruiting prospective candidates, offering challenging curricula and programs that will keep student retention in TEP at high level.

Goal Statement

The implementation of the College of Education vision of renewing efforts in recruiting and retention can be effectively achieved through the following goals:

- * Seek the most efficient and effective technologies for recruiting prospective students that will establish partnerships between College of Education, high school students, and community organization
- * Engage in activities and support services for prospective and current Georgia Southern students, particularly those students who have been historically underrepresented, in an effort to support a diverse and enriched educational environment.
- * Educate graduates who are intellectually and ethically informed individuals with well-defined skills and knowledge who are capable leaders, creative thinkers, and contributing citizens.
- * Expand College of Education participation in recruiting by marketing the advantages of teaching professions, involving current teachers, alumni, doctoral students, local minority organizations, and student teachers and by advancing cooperation among Georgia Southern units, offices, and programs in the process.

2006-2010

	Strategy	Actions	Who is responsible	Outcomes	Assessment	Time
1.	Establish support system for aggressive recruitment.	Hire GoalQuest recruiting company (Pending BOR action)	*COE Administration SAC	Creation of recruiting web network.	Evaluation of network effectiveness with GoalQuest rubrics.	Fall 2006
		Increase COE recruiting staff.	*COE administration	COE Recruitment Coordinator in place	Assoc Dean Grad report	Fall 2006
		Expand to 60 mile radius for student teaching internships, urban areas, w/high quality adjunct supervisors who can help recruit	* Director of Field Placements *COE Recruitment Coordinator COE administration	Network of supervisors engaged in recruitment in 60 mile radius zone	Field Directors report COE Recruitment Coordinator report	2006-07
		Help establish student organizations at 2-year colleges (SPAGE/SGAE/SCEC) and link the chapters	*SAC Representative *COE Recruitment Coordinator Student organization counselors Admissions Office 2-year college contacts	Linked student chapters in cooperation with 2-year colleges	Survey of counselors	2006-07
		Expand FIGs (First year Interest Group) for pre-ed majors and develop programs for recruiting in non-ed FIGs.	*COE Recruitment Coordinator SSC Coordinator Student Affairs Office; Residence Life & Housing COE faculty	Increased number of pre-ed FIGs and recruitment in non-ed FIGs	Survey of COE FIG instructors	2006-8
		Incorporate help of alumni and student teachers/interns to recruit in schools where they are placed.	*COE Recruitment Coordinator *Alumni Advisory Board *Director of Field Placements T&L faculty T&L student teachers	Increased number of alumni and student teachers/ interns sharing program information	AAB annual report Field Directors annual report	On a yearly basis
Engage UK student teachers to speak in schools on international	*COE Recruitment Coordinator *Director of Field	Increased P-12 student interest in COE programs	Field Directors annual report	On an annual basis		

	<p>opportunities in COE programs.</p> <p>Nominate PPB completers with high TEP admissions ratings to serve as SOAR or COE Ambassador students to work with teacher recruitment efforts targeted at HS students and undeclared majors.</p> <p>Participate in GaSou fair for undeclared majors</p> <p>Recruit faculty to serve as volunteer advisors in Univ Advisement Center for undeclared majors.</p> <p>Participate in events planned by Admissions Office (dessert receptions, Univ tours, Scholars' Day)</p> <p>Facilitate 100 hours of service of Honors students in schools and for campus events (education-related disciplinary fairs)</p> <p>Recruit at Social Science, Science, Writing, Technology Math, Foreign Lang contest/fairs and Model UN; encourage COE faculty to participate as</p>	<p>Placements/ILC</p> <p>*COE Recruitment Coordinator Student Success Center Staff *PPB Coordinator</p> <p>*SAC Representative T&L Faculty</p> <p>*SAC Representative COE faculty</p> <p>*Student Success Center Coordinator *COE Recruitment Coordinator</p> <p>*COE Recruitment Coordinator SSC Coordinator Honors Program Director and advisors</p> <p>*Grigory Dmitriyev, SAC Faculty fair coordinators COE/CLASS/COST faculty</p>	<p>Cadre of education majors serving as SOAR and COE Ambassadors</p> <p>Increase in education major declarations by undeclared majors</p> <p>Number of faculty volunteering as advisors; increase in number of undeclared majors declaring education major.</p> <p>Increase in pre-ed majors</p> <p>Increase in number of Honors students entering education programs</p> <p>Increase in number of faculty participating in disciplinary fairs/contests; increase in number of students in high needs fields</p>	<p>COE Recruitment Coordinator report</p> <p>SSC annual report</p> <p>Univ Advisement Center report on COE volunteers; SSC data on change of majors</p> <p>SSC annual report</p> <p>COE Recruitment Coor report SSC admissions data report</p> <p>Survey of faculty SSC admissions data report</p>	<p>Ongoing</p> <p>On an annual basis</p> <p>On a yearly basis</p> <p>On an annual basis</p> <p>Fall 2006-2008</p> <p>Fall 2006-2010</p>
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		judges to help recruit				
		Expand alternative programs such as special education parapro program	*Assoc Deans - Teacher Ed and Grad T&L Department Chair T&L Program coordinators	Increased number of alternative preparation students; increase in innovative routes to certification	Assoc Deans annual report SSC admissions data report	Fall 2006-2010
		Continue <i>Day on Campus</i> events with focus on high needs and target populations such as undeclared majors, 2-year transfer students, career changers, and high school students. Special programs for Teacher Cadet and FTA students. Sessions for HS counselors, Teacher Cadet/FTA teachers, and 2-year college advisors	*COE Recruitment Coordinator Admissions Office Univ faculty P-12 school liaisons Student Success Center Coordinator	Number of students admitted who participated in <i>Day on Campus</i> and similar recruitment events	COE Recruitment Coordinator report Event coordinator reports	On an annual basis
		Host "EagleQuest" summer camp -PRISM	COE Recruitment Coordinator Faculty volunteers PRISM GAs	Increase in pre-ed admissions of EagleQuest participating students	COE Recruitment Coordinator annual report EagleQuest coor report	On an annual basis
2.	Advertising	Develop recruitment packet, poster, CD, and/or video and post information on COE web site	*COE Recruitment Coordinator Admissions Office Publications/Media Offices COE webmaster *Shelley Woodward *SSC Coordinator *Assoc Dean Graduate	Quality materials developed	COE Recruitment Coordinator report	On an annual basis
		Send recruitment packets to targeted groups such as freshmen w/high SATs, undeclared majors, minority program participants, high PSAT high school students	*Student Success Center Coordinator *T&L Department Chair *COE Recruitment Coordinator	Increased targeted mailings	Student Success Center report	Ongoing

		<p>Publish MAT info packets for secondary/P-12 fields</p> <p>Sponsor MAT information sessions/open house w/COST, CLASS and COBA faculty/advisors/ students</p> <p>Sponsor "Education Career Day" fair on campus.</p>	<p>*Associate Dean - Graduate T&L Department Chair & Program Coordinators Student Success Center Coordinator/ Advisor COGS</p> <p>*Associate Dean – Graduate *SSC Coordinator/ Advisor *T&L Department Chair and Program Coordinator</p> <p>*COE Recruitment Coordinator *Program coordinators and faculty SSC Coordinator Admissions Office Career Services Office</p>	<p>MAT materials published</p> <p>Increase in MAT admissions</p> <p>Number of fairs offered on campus</p>	<p>Associate Dean report</p> <p>SSC Coordinator/ Advisor</p> <p>COE Recruitment Coordinator annual report</p>	<p>Ongoing</p> <p>Spring/Fall 2006 and ongoing</p> <p>On an annual basis</p>
3.	Recruiting prospective teachers from minority groups	<p>Sponsor forum of local minority organizations and churches to discuss need for minority teachers and ways to recruit among minority populations. Begin work with task force to determine effective strategies and develop an action plan.</p> <p>Develop partnerships with local and on-campus minority organizations.</p> <p>Develop recruitment cooperation with Latino Outreach Center and other campus offices</p>	<p>*Jennie Rakestraw, Assoc Dean Grad *Shelley Woodward, SAC COE administration *COE Recruitment Coordinator GaSou Multicultural Student Center NNER Coordinator GCER Coordinator</p> <p>*COE Recruitment Coordinator / Era Hall COE administration Latino Outreach Center Equal Ed'l Opportunities Program Director NNER Coordinator GCER Coordinator</p> <p>*COE Recruitment Coordinator SAC</p>	<p>Partnerships with minority organizations and community leaders, traditionally black colleges and schools; increased minority pre-ed admissions</p> <p>Partnerships in place and recruitment initiatives developed</p> <p>Collaborations with LOC and other campus offices (McNair and MAP)</p>	<p>Task force report COE Recruitment Coordinator annual report</p> <p>COE Recruitment Coordinator annual report</p> <p>COE Recruitment Coordinator annual report</p>	<p>Spring 2006-2008</p> <p>Spring 2006-2008</p> <p>Spring 2006-2008</p>

				programs, Talent Search, Upward Bound); increased minority pre-ed admissions		
4. Developing and sustaining retention programs	Develop protocol and cooperation between SSC and faculty for “flagging” emerging problems that would effect student retention in programs; establish e-mail communication system; share info on existing models across programs	*SSC Coordinator & Staff Program coordinators and faculty T&L Department Chair	Protocols and cooperative procedures in place; increased number of students retained in teacher education programs	*Programs coordinators *T&L Department Chair *SSC Coordinator	Spring 2006-2007	
	Research effective retention programs; share findings with program coordinators	*SAC *COE Recruitment Coordinator SSC Coordinator Program coordinators	Retention programs and strategies shared to inform teacher ed programs	Program annual reports--retention data	Spring2006-2007	
	Involve doctoral and EdS students in studying retention issues and problems	*Doctoral and EdS program coordinators *SSC Representatives COE faculty; graduate committee chairs	Research projects, dissertations, and publications with retention findings; dissemination of those findings to inform retention efforts	Program coordinator surveys	2005-2010	
	Plan special events/programs for freshmen and sophomores (i.e. department student showcases or “Meet the Faculty,” student organization programs, volunteer opportunities with program majors in schools) to aid freshmen-to-junior retention and MAT interest.	*T&L Program Coordinators *T&L Department Chair COE student organization counselors	Opportunities for freshman/soph interaction with education program faculty; increased retention in pre-ed and education majors	T&L program reports T&L department Report	On a yearly basis	
	Develop student peer advisement program	SSC Coordinator & Staff	Peer advisement program in place	SSC Coordinator report	On a yearly basis	

The following strategies might be applied when/if additional resources are available:

- Increase scholarships and designate to target populations using brick campaign funds.
- Recruit in sororities and fraternities; solicit their involvement in tutoring and other school service learning opportunities.
- Increase participation of COE faculty/administrators at Admission recruitment events.
- Work with Admissions Office to recruit at 2-year colleges; advertise in 2-year college student papers, display posters.

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2006-2007

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		Increase COE recruiting staff.	*COE administration	COE Recruitment Coordinator in place	Assoc Dean Grad report	Fall 2006
		Expand to 60 mile radius for student teaching internships, urban areas, w/high quality adjunct supervisors who can help recruit	*Pat Parsons, Director of Field Placements *COE Recruitment Coordinator COE administration	Network of supervisors engaged in recruitment in 60 mile radius zone	Field Directors report COE Recruitment Coordinator report	2006-07
		Help establish student organizations at 2-year colleges (SPAGE/SGAE/SCEC) and link the chapters	*Shelley Woodward, SAC *COE Recruitment Coordinator *Student organization counselors(Michael Daniel, Shelley Woodward) Michael Cane, Admissions 2-year college contacts	Linked student chapters in cooperation with 2-year colleges	Survey of counselors	2006-07
		Expand FIGs (First year Interest Group) for pre-ed majors and develop programs for recruiting in non-ed FIGs.	*Chris Thompson, SSC Coordinator *COE Recruitment Coordinator Student Affairs Office, Residence Life & Housing	Increased number of pre-ed FIGs and recruitment in non-ed FIGs	Survey of COE FIG instructors	2006-8
Incorporate help of alumni and student teachers/interns to recruit in schools where they are placed.	*COE Recruitment Coordinator *Era Hall & Alumni Advisory Board *Pat Parsons, Field Placements Director T&L faculty T&L student teachers	Increased number of alumni and student teachers/ interns sharing program information	AAB annual report Field Directors annual report	On a yearly basis		

		Nominate PPB completers with high TEP admissions ratings to serve as SOAR or COE Ambassador students to work with teacher recruitment efforts targeted at HS students and undeclared majors.	*COE Recruitment Coordinator Student Success Center Staff *PPB Coordinator	Cadre of education majors serving as SOAR and COE Ambassadors	COE Recruitment Coordinator report	Ongoing
		Participate in GaSou fair for undeclared majors	*Gregory Dmitriyev,SSC T&L Faculty	Increase in education major declarations by undeclared majors	SSC annual report	On an annual basis
		Recruit faculty to serve as volunteer advisors in Univ Advisement Center for undeclared majors.	*Betty Nelson, SSC COE faculty	Number of faculty volunteering as advisors; increase in number of undeclared majors declaring education major.	Univ Advisement Center report on COE volunteers; SSC data on change of majors	On a yearly basis
		Participate in events planned by Admissions Office (dessert receptions, Univ tours, Scholars' Day)	*Student Success Center Coordinator *COE Recruitment Coordinator	Increase in pre-ed majors	SSC annual report	On an annual basis
		Facilitate 100 hours of service of Honors students in schools and for campus events (education-related disciplinary fairs)	*COE Recruitment Coordinator SSC Coordinator Honors Program Director and advisors	Increase in number of Honors students entering education programs	COE Recruitment Coor report SSC admissions data report	Fall 2006-2008
		Recruit at Social Science, Science, Writing, Technology Math, Foreign Lang contest/fairs and Model UN; encourage COE faculty to participate as judges to help recruit	*COE Recruitment Coordinator Faculty fair coordinators COE/CLASS/COST faculty (Grigory Dmitriyev, Don Rakestraw, Missy Bennett, David Alley, Creighton Alexander) Teacher Ed Committee	Increase in number of faculty participating in disciplinary fairs/contests; increase in number of students in high needs fields	Survey of faculty SSC admissions data report	Fall 2006-2010

		<p>Expand alternative programs such as special education paraprofessional program</p> <p>Continue <i>Day on Campus</i> events with focus on high needs and target populations such as undeclared majors, 2-year transfer students, career changers, and high school students. Special programs for Teacher Cadet and FTA students. Sessions for HS counselors, Teacher Cadet/FTA teachers, and 2-year college advisors</p> <p>Host "EagleQuest" summer camp -PRISM</p>	<p>*Assoc Deans - Teacher Ed and Grad T&L Department Chair T&L Program coordinators</p> <p>*COE Recruitment Coordinator Admissions Office Univ faculty P-12 school liaisons Student Success Center Coordinator</p> <p>COE Recruitment Coordinator Faculty volunteers PRISM GAs</p>	<p>Increased number of alternative preparation students; increase in innovative routes to certification</p> <p>Number of students admitted who participated in <i>Day on Campus</i> and similar recruitment events</p> <p>Increase in pre-ed admissions of EagleQuest participating students</p>	<p>Assoc Deans annual report SSC admissions data report</p> <p>COE Recruitment Coordinator report Event coordinator reports</p> <p>COE Recruitment Coordinator annual report EagleQuest coor report</p>	<p>Fall 2006-2010</p> <p>On an annual basis</p> <p>On an annual basis</p>
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		Develop recruitment cooperation with Latino Outreach Center and other campus offices	*COE Recruitment Coordinator SAC Director of LOC	Collaborations with LOC and other campus offices (McNair and MAP programs, Talent Search, Upward Bound); increased minority pre-ed admissions	COE Recruitment Coordinator annual report	Spring 2006-2008
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		Plan special events/programs for freshmen and sophomores (i.e. department student showcases or “Meet the Faculty,” student organization programs, volunteer opportunities with program majors in schools) to aid freshmen-to-junior retention and MAT interest.	*T&L Program Coordinators *Department Chairs SAC COE student organization counselors	Opportunities for freshman/soph interaction with education program faculty; increased retention in pre-ed and education majors	T&L program reports T&L department Report	On a yearly basis
		Develop student peer advisement program	Chris Thompson, SSC Coordinator	Peer advisement program in place	SSC Coordinator report	On a yearly basis

