

TEACHER EDUCATION INITIATIVE

*(Addressing the Teacher Shortage:
Utilizing High Impact Practices to Improve
Recruitment, Retention, and Transfer)*

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Submitted by:

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Executive Summary

There is a teacher shortage in our community and state. The shortage will be especially severe in the teaching areas of math, science, Preschool to 3rd grade (PreK-3) and special education. Additionally, there is a shortage of teachers from ethnically diverse backgrounds. With this shortage, special efforts need to be taken to recruit, retain and train the next generation of teachers.

In 2018, Salt Lake Community College submitted a proposal to the Higher Education Appropriations committee. The proposal outlined a series of high impact practices that would help to recruit and retain education students from diverse populations and those wanting to teach in the areas of math, science, PreK-3 and special education. The proposal, which requested \$100,000 in funding, was awarded \$75,000. We are extremely grateful, as are our students, for the funding we received.

Using the high impact practices outlined in the original proposal, the Teacher Education Initiative has been successful in recruiting and retaining teacher education students. Although the program is demonstrating success, the total number of students being served is still relatively small, while the demand is still high. Therefore, the Education department is requesting \$50,000 in additional on-going funding to increase the number of scholarships and other fiscal support available to the education students at SLCC.

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Purpose of the Proposal.

In 2018 the Higher Education Appropriations committee approved and funded the Salt Lake Community College Teacher Education Initiative (TEI). (A full copy of the TEI proposal is attached as Appendix 1. In deference to the committee member's time, I will attempt to refrain from including redundant explanations and materials from the original document in this proposal.) The proposal requested \$100,000 and was funded for \$75,000. This proposal is requesting funding to scale-up the program to provide more scholarships for students going into critical need areas of teaching.

Brief overview of the SLCC Education program. Salt Lake Community College is the most diverse educational institution in the state. As such, we have the opportunity to encourage students from diverse backgrounds to consider becoming teachers. If we can recruit and retain those students, they will then need to transfer to one of the four-year institutions within our state to complete their degree. Given our long-standing 2 + 2 articulation agreements with the other colleges and universities in the state, the SLCC education majors can easily transfer as juniors and complete their education degrees. In this role, SLCC provides students from traditionally underserved populations the opportunity to begin their education at a community college and to seamlessly move forward after graduation.

Brief overview of the Teacher Education Initiative program. In an effort to continue the department's goal of improving the recruitment, retention, training and transfer of well-qualified teachers, we have turned our focus to the teacher shortage and what SLCC can do to reduce its impact on the community. The Teacher Education Initiative includes a variety of practices that we believe will aid the recruitment, retention, and graduation rates of Education students from traditional and ethnically diversity communities.

The TEI program is presented with the endorsement of the Education faculty of SLCC and our partners in the Urban Institute for Teacher Education at the University of Utah. Based on a review of the First Year Experience literature, we are in the process of implementing several practices into the SLCC teacher education program and specifically the TEI program. (The following list contains an abbreviated explanation of the practices. The original TEI proposal (Appendix 1) contains a more complete description). In no particular order the practices implemented in the TEI program may include, but are not limited to the following:

- **Transition (transfer) to the University.** Education students at SLCC will experience frequent visits from the University of Utah's Urban Institute for Teacher Education and other university programs from throughout the state.
- **Introductory Scholarships for first year students.** First year students (those who have completed less than 30 credit hours) who are first generation, ethnically diverse, or who demonstrate an interest in teaching math, science, special education, or PreK-3 will be eligible to apply for mini-scholarships that will pay for their student fees and make them eligible for other benefits associated with the education program.
- **Tuition Scholarship for second semester and/or second year students.** After earning a minimum GPA in a key set of first year courses, the students will be eligible to receive a scholarship that will pay for their tuition at SLCC for up to three semesters.
- **Elimination of the student fee requirement.** Students who commit to volunteer in local schools for a given number of hours each semester can apply for a fee waiver
- **Financial support for students going into the field of education.** There will be education majors at SLCC who are not first generation, ethnically diverse nor planning to teach math, science, PreK to 3 or special education. Students in this group who earn a minimum GPA of at least 3.5, including the

“key” first year education courses, will be eligible, based on availability of funding, for a tuition scholarship.

- **Education scholar’s lending library.** Essentially, the lending library purchases textbooks that are commonly used by Education majors and then checks them out to the students for free, for a semester.
- **Cohort group meetings for all scholarship recipients.** The First Year Experience retention literature consistently finds that students who have friends in school and have a relationship with an advisor or faculty member tend to remain in school. The TEI program requires all scholarship recipients to attend a weekly 1-credit hour class in which the students meet together and discuss issues related to the scholarship and their role as education majors.
- **A dedicated part-time Education facilitator.** Access to an advisor is essential for this group. We have hired a part-time Education advisor/facilitator who will oversee the 1-credit course; serve as a support to the full-time advisor, and be a liaison to the financial aid office.
- **Promote the SLCC Promise.** In order to make the education initiative somewhat self-sustaining, the students who are eligible for the SLCC Promise and other financial aid programs will be encouraged to apply for those funds
- **Enhance the online Education courses.** A small portion of the funding will be used to update the faculty-produced videos used in many of the Education courses.
- **Student High School Ambassadors.** As part of the TEI program, students will be asked to provide service learning by participating as ambassadors to their former high schools.

Proposal to Increase the budget

The original TEI proposal requested \$100,000 per year to provide scholarships and other financial and academic support for the students. The proposal was funded for \$75,000. The purpose of this proposal is to request a budgetary supplement of \$50,000 in on-ongoing funding that would bring the budget to \$125,000 per year.

How would the additional \$50,000 be used?

- The number of full tuition scholarships would be increased from 15 per semester to 25 per semester.
- The amount of the full-tuition scholarship this semester was \$1,684.50, which is very close to the \$1700 per student that we requested last year. In order to stay ahead of the cost of tuition, we are estimating the cost of the scholarships to be \$2,000 per semester. Any funds not used from this estimated cost will be combined with other savings to provide additional scholarships.
- **The changes requested in the previous two bullet-points, account for \$49,000 of the requested \$50,000.**
- We also request to increase the volunteer stipend by \$250 per semester and the lending library budget by \$665 per year (to purchase a few more books to accommodate the increased number of scholars).

All of the requested new funds would be applied directly to scholarships (\$49,000), stipends (\$500) and books for the lending library (\$665).

We believe that it is important to point out that we have attempted to identify activities that, for the most part, are sustainable. It is our intention to retain activities that prove successful and find ways to incorporate them into the overall Education program.

Many of the individual initiatives identified in this proposal are negotiable and contingent upon available funding. We are proposing that the program be funded for a total of approximately \$125,000 per year.

Revised Teacher Education Initiative - \$125,000						
		# Funded Fall	Fall Total	# Funded Spring	Spring Total	Yearly Total
Tuition - \$2,000		25	\$ 50,000.00	25	\$ 50,000.00	\$100,000.00
First Year Student Fees - \$250		15	\$ 3,750.00	15	\$ 3,750.00	\$ 7,500.00
Student (Volunteer) Fees - \$250		8	\$ 2,000.00	8	\$ 2,000.00	\$ 4,000.00
Program Coordinator			\$ 3,825.00		\$ 3,825.00	\$ 7,650.00
Program Coordinator Benefits			\$ 382.50		\$ 382.50	\$ 765.00
Lending Library			\$ 4,500.00			\$ 4,500.00
Supplies, food, incentives, etc.			\$ 375.00		\$ 375.00	\$ 750.00
Total Expenditures			\$ 64,832.50		\$ 60,332.50	\$125,165.00

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