Meeting the Demand for Teachers

Presentation to the Florida Board of Governors

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November, 2004 Report to BOG by President Hitt

16,000 new teacher hires needed each year
          (may now be 20,000 due to class size guidelines)

Capacity to prepare teachers is not the limiting factor

Increasing student enrollments – <u>recruitment</u> is a challenge

Large numbers of teachers leaving – <u>retention</u> is an issue

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"What are Colleges of Education doing to help meet the demand for teachers?"

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Innovative Baccalaureate Offerings

Offering education minors to Arts & Sciences majors

Expanding location of course offerings

Troops to Teachers/Soldiers to Scholars

       Minority males

       Positive role models for at-risk children in urban schools

Minority Programs In Education (MPIE)

Supporting Teacher Educational Pre-professionals (STEP)

       Early admission

       Mentored cohort groups

Educator Preparation Institutes

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Para-educator to Educator Programs:

- Creating Opportunities & Resources for Educators (CORE)
  Collaborative effort, school district-community college-university
  AA & BS degree on-site

- Para-educators Acquiring Certification in Exceptional
  Education (PACE)
BS & certification, mentoring, induction component

- Transition to Teaching Partnership

Federally-funded para-educator programs to become teachers

- Central Florida Partnership for Exceptional Student Education
  Para-educators

State-funded para-educators to become Special Education teachers

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RECRUITMENT CHALLENGES

Salaries

Restrictive Regulations
through State Rules

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Post-Baccalaureate & Graduate Programs

Master of Arts in Teaching Programs

Graduate Certificate Programs

Special initiatives:

      Teach for Florida Grant

      SUCCEED Florida Grant

      Educator Preparation Institutes

      Transition to Mathematics & Science Teaching

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Not only do these undergraduate & graduate programs offered through Colleges of Education produce graduates, but they also provide other benefits:

Service Learning
UCF - 67,251 hours

Junior Achievement

Internships

UCF placed 1,635 interns in schools in 2004-2005

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INTERNSHIP PROGRAMS
ADD VALUE

Average of 695 UCF student internships annually in Orange County Public Schools

695 interns x 27 hours/week x 14 weeks x $7.03 per hour =

$1,846,851 value added annually

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UCF ACADEMY FOR TEACHING, LEARNING & LEADERSHIP

Promote Lifelong Learning
Hub for Partnerships
Proven & Promising Practices

Center for Educational Research and Development

Fellows of the Academy

Toni Jennings Exceptional Education Institute

Lockheed Martin Academy for Mathematics & Science

Morgridge National Reading Center

Literacy Symposium

Community Counseling Clinic

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Partnerships with Business & Industry

Boeing Scholarship Program – scholarships for alternative certification programs

Progress Energy – Leadership Institute

State Farm – National Board mentoring

Lockheed Martin – Math/Science Academy (M.Ed. for K-8 teachers) &

T-MAST (M.A. for 6-8 teachers)

Toyota - T-MAST funding

Starbucks – Reading Camp for urban school children

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Professional Development Initiatives
to Promote Teacher Retention

Florida Literacy and Reading Excellence

Reading First
Professional Development

Florida On-line Reading
Professional Development

Project Central

Math & Science Professional Development

Arts in Education

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TOP TEN WAYS
Colleges of Education meet the Demand for Teachers

10 Innovative initiatives at Baccalaureate, Post Bac & Graduate levels

9 Promoting partnerships with community colleges

8 Increasing partnerships with business & industry

7 Course availability at multiple sites

6 Multiple modes of delivery

5 Recruitment of teachers, counselors and principals

4 Increased scholarship opportunities for undergraduates and graduates

3 Value added to Florida school districts

2 Professional development opportunities to aid in retaining teachers

and number 1…

Ensuring students know teaching is rewarding…and valued!   UCF