Louisiana Believes

Teacher Preparation Office Hours
January 2021
Recruiting and Retaining Candidates of Color



Facilitators





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RELAY/GSE OUISIMU



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Program Recruitment Think Tank

What challenges have you/your organization faced with recruitment?

What opportunities do you see to reimagine recruitment efforts? In the world of COVID-19?



Program Recruitment Efforts-ULM

Challenges:

- Reconsidering traditional ideas about recruiting for the profession
- Revisiting ideas about "Grow Your Own" initiatives
- Acknowledging disparities between program enrollees, program completers, the teaching workforce, and student populations

Opportunities:

- Partnering with organizations that seek to address workforce needs for diversity and other needs (e.g. district partners for talent and residency, Educators Rising)
- Working with campus recruitment staff to build a working understanding of educator recruitment needs









Set a Vision + Strategy (Relay GSE)

Recruitment Fair Opportu		Date	Reg. Date	Time	Priority	School Type
PVAMU	0	Sep 9,		10am-3pm	Medium	HBCU
Howard	0	Sep 16,		1pm-5pm	High	HBCU
North Carolina A&T	0	Sep 16,	Jul 24, 20	9am-2pm	Medium	HBCU
FAMU	0	Sep 23,		10am-2pm	Medium	нвси
UNO/Loyola	\bigcirc	Sep 24,		12pm-4pm	High	PWI/Local
NOLA HBCU Virtual Care	0	Oct 1,		11am-1pm	High	HBCU
**Nicholls State	a	Oct 6,			Low	PWI/Local
Tulane	0	Oct 9,		11am-2pm	Medium	PWI/Local
Dillard	\bigcirc	Oct 15,		10am-2pm	High	HBCU
LSU	0	Oct 20,		10am-2pm	Low	PWI/Local

Project Plan (Relay GSE)

Dillard/Relay Partnership	Date	Reg. Date	Time	Priority	School Type
Welcome Back	Sep 1,			High	HBCU
Open House/DP Invites	Sep 22,			High	HBCU
Application Support Workshop	Sep 28,			High	нвси
DU Virtual Career Fair	Oct 15,			High	HBCU
Homecoming Events Lead/Sponsored by Relay	Oct 19,			High	нвси
Private Open House	Nov 3,			High	HBCU
1-on-1 Opportunity Meetings	Nov 5,			High	нвси
Application Support Workshop	Nov 10			High	HBCU

Digital/Virtual Recruitment



Supporting Teacher Candidates Think Tank

What challenges have you/your organization faced with supporting teacher candidates?

What about candidates of color?

What have you done to keep investment and levels of efficacy high?



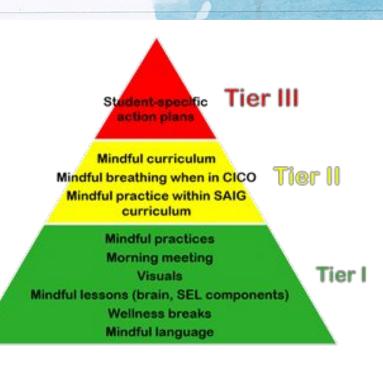
Support for Teacher Candidates

Challenges:

- Variance in levels of and types of support needed for teacher candidates whether academic, financial, socio-cultural, or emotional
- Understanding roadblocks and gateway issues for students in coursework, program structure, or certification policies

Opportunities:

- Developing internal and external program partnerships to address diverse needs for diverse student populations
- Advocating for students in policy and program spaces



Culturally Responsive Advisement Model

Seven Tenets

- Relationships
- Empathy
- Advocate
- Cultural Awareness
- High Expectations
- Empower
- Support

Building warm, welcoming relationships to increase knowledge of individual students' strengths/needs and leveraging that knowledge to support them in meeting high academic expectations and successfully navigating complex systems at institutions of higher education.

Bowes, 2018

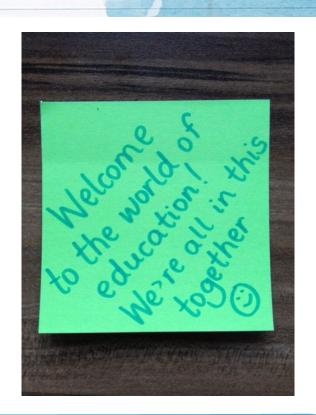
Culturally Responsive Academic Advisement

Induction Think Tank

What's your induction phase?

- Purpose
- Activities
- Investment

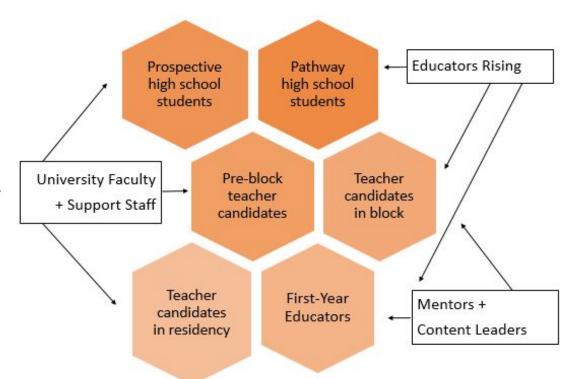
What opportunities exist to strengthen induction?



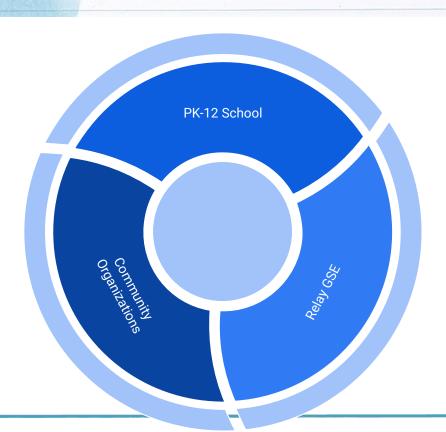
Rethinking Induction into the Profession - ULM

Transitions:

- High school to ULM
- Pre-block into professional block
- Professional block into residency
- Residency into 1st-yr. teaching
- Early teaching (0-5 years)



Induction into the Profession- Relay GSE



Induction Support - Relay GSE

Prospective Student Advising at Relay

PROACTIVE DIFFERENTIATED CULTURALLY RESPONSIVE

High Touch (Pilot - Texas Campuses)

- Actively support prospective students from interest to application through program start
- · Provide Texas-specific information
- Integrate office hours and outreach into the admissions cycle
- Create profile based on Advising Interview shared at handoff

Low Touch (All Other Campuses)

- Office hours and Zendesk to provide admissions support
- Campus specific questions sent to campus leads
- Refine Support Center with campus, program, and admissions information
- Capture information via optional advising survey

Support Center & Prospective Student Website (All)

- · Personalized and auto-generated emails and text messages driving to and through admission
- Guides and on-demand experiences on topics such as certification, financial responsibilities, and program
 preparation
- Human connections, inclusive and accessible language, and recognize experiences and identities



Reflections and Connections

- What have you learned that could help your program to more effectively recruit candidates of color? Consider all program pathways including traditional and alternative certification.
- What challenges do you need to consider in how you can best support teacher candidates with diverse experiences and backgrounds?
- How can you leverage partnerships in the field to best support candidates of color during the induction phase of your program?
- What are your next steps toward action to best recruit, support, and transition teacher candidates into the field?

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