



SHEEO

STATE HIGHER EDUCATION EXECUTIVE OFFICERS ASSOCIATION

Project Pipeline Repair: Restoring Minority Male Participation and Persistence in Educator Preparation Programs (Project PR)

Boulder Planning Meeting, February 13-15, 2017

Alabama – Tuskegee University

Arkansas – University of Arkansas Pine Bluff

Louisiana – University of Louisiana Baton Rouge

Mississippi – Alcorn State University

South Carolina – Claflin University

Sincere thanks to the W.K. Kellogg Foundation!

The W.K. Kellogg Foundation (WKKF), founded in 1930 as an independent, private foundation by breakfast cereal pioneer, Will Keith Kellogg, is among the largest philanthropic foundations in the United States. Guided by the belief that all children should have an equal opportunity to thrive, WKKF works with communities to create conditions for vulnerable children so they can realize their full potential in school, work, and life.

www.wkkf.org.

State Higher Education Executive Officers

- Thank you for your visionary leadership!
 - Alabama – Timothy Vick
 - Arkansas – Maria Markham
 - Louisiana – Joseph Rallo
 - Mississippi – Glen Boyce
 - South Carolina – Gary Glenn

Objectives

- Engage in appreciative dialogue about the role of HBCU EPPs in mitigating teacher shortages in states
- Shift the dialogue to promote increased inclusion and retention of minority males in the teaching profession
- Draft strategic plans to increase participation and persistence of minority males in educator preparation programs through *Project Pipeline Repair*

Survey of the Teaching Profession

- Teaching is the largest profession in the America.
- Teaching is the most weighty profession relative to the future success of our country, states, and communities.
- School districts are struggling to recruit and retain teachers to meet the needs of students in their states.
- Fewer college students are majoring in education and pursuing a career in teaching, especially among communities of color.

Scope of the Problem

- Non-white students represent the majority in American public schools
- Less than 18% of teaching force are from communities of color; less than 3% of teachers are African American males
- Lack of teacher diversity has negative impact on minority student achievement
- White students are not receiving benefits associated with teacher diversity

Historical Framework

- Higher Education Act of 1965 defines an HBCU as “...any historically black college or university that was established prior to 1964, whose principal mission was, as is, the education of black Americans.”
- 1954 Brown v. Board of Education decision contributed to the loss of half the country’s African American teachers.
 - More than 35 thousand teachers lost their jobs
 - Admission requirements later shifted and had a negative impact on African American enrollments in EPPs.
- 2005 President’s Board of Advisors on HBCUs reminded us that HBCUs were formed to eliminate the adverse consequences of slavery and more than 100 years of legally sanctioned discrimination against African Americans.
- Currently 103 Title IV eligible HBCUs

Leveraging HBCUs and EPPs

- Historical mission of institutions remain relevant
- Able to respond to contemporary matters including curriculum and culture
- Preparing teachers to serve high-need, high-poverty schools
- Preparing teachers who are more than content and pedagogy experts (role models, surrogate parents, mentors, accessible models of intellectual authority, etc.)

Just think...

There's a reason why Booker T. Washington walked 500 miles to the Hampton Institute to get an education. There is a reason why W.E.B. DuBois said that "of all the civil rights...the right to learn is undoubtedly the most fundamental." There is a reason, in the words of President Obama, that "the story of the civil rights movement was written in our schools."

That reason is known to everyone here today. Education is the great equalizer in America. And if you care about promoting opportunity and reducing inequality, the classroom is the place to start. Great teaching is about so much more than education; it is a daily fight for social justice.

In the next four to six years, we project that up to one million new teaching positions will be filled by new teachers, as teachers and principals from the Baby Boom generation retire. I want HBCUs...to help answer the call of the classroom. <https://www2.ed.gov/news/speeches/2010/05/05082010.html>

American Higher Education Landscape

- Diverse
 - Historically Black Colleges and Universities
 - Women's colleges
 - Church affiliated colleges
 - Hispanic serving institutions
 - Tribal Colleges
- Shift conversations about HBCUs from link to segregation to the rationale for political, moral, and financial support
- HBCUs are not obstacles to diversity and integration – more diverse and integrated than many of their contemporaries
- Legitimate academic spaces dedicated to meeting the unique and specific needs of African Americans and others

Project Goals

- Support the capacity of HBCUs in five states to increase minority male participation and persistence in EPPs
- Increase the number of highly qualified minority male teachers prepared to serve in low-wealth communities
- Shift the narrative about teaching and the critical role of minority males

Project Objectives

- Establish a consortium of state policy leaders and HBCUs to explore best practices to diversify teaching corps
- Enhance academic performance of project participants -- prospective minority male teachers
- Prepare minority male project participants for college success and EPP completion
- Shift the narrative about the teaching profession and the role of HBCUs and minority males
- Develop strategies to scale program to more males and other HBCUs

Strategies for Discussion

- Early student engagement (junior year of high school)
- Expanded instructional time; personalized learning
- Technology integration
- Mentoring
- Supplemental knowledge and skill development (e.g., test taking, conflict resolution, critical thinking)
- Early exploration of the teaching profession and higher education environment
- Knowledge dissemination – white papers

Contact Information

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Sincere thanks to all for your commitment to this
important work!