Chancellor’s Advisory Council for Teacher Supply and Demand

September 22, 2005

Departmental Plans Addressing Teacher Supply
Western Carolina University – Mission

Teaching and learning constitute the central mission of Western Carolina University. The commitment to service, research, and creative activities complements this mission and extends the benefits of its scholarship to society.

The College of Education and Allied Professions fulfills this mission by creating and nourishing a community of scholarship that promotes and recognizes good teaching, service and research.
Update – 2004 Chancellor’s Advisory Council for Teacher Supply and Demand

The following initiatives are a direct outgrowth of the 2004 Advisory Council Meeting:

- Recruitment committee was added to SUTEP
- Departments developed plans to address teacher supply
- The Board of Trustees established The Center for the Support of Beginning Teachers
- Teacher Cadet Partnerships expanded
Departmental Plans for
Addressing Teacher Supply

Dr. Jane Perlmutter
Department Head, Birth-Kindergarten Elementary
& Middle Grades Education
Birth-Kindergarten, Elementary and Middle Grades Education

Where we are:

- High quality programs

- Evening courses to accommodate those who work full-time
Birth-Kindergarten, Elementary and Middle Grades Education

Where we are:

- Distance Education
  Birth-Kindergarten Cohort (7)
  Elementary Cohorts (4)

- Courses delivered face-to-face as well as interactive TV, web-based delivery and web-enhanced instruction

- Programs designed for community college partnerships – encouraging communities to “grow” their own teachers
Birth-Kindergarten, Elementary and Middle Grades Education

Current Undergraduates Including Distance Education

![Bar graph showing student numbers in 2005-06: B-K = 136, Elementary = 440, Middle* = 61.]

* Includes MAT students

[Western Carolina University logo]
Western Carolina University

- Offer Birth-Kindergarten
- MAT program for those with appropriate degrees
- Enhanced web presence
- Build the Middle Grades MAT
- Prepare through NC TEACH program for those with appropriate degrees

How we can get there:

Elementary and Middle Grades Education
Birth-Kindergarten
Departmental Plans for
Addressing Teacher Supply

Dr. Dan Grube
Program Director, Physical Education
Physical Education

Where we are:

- Increased number of declared majors and number of degree programs leading to licensure

- Successes:
  - year-long internship
  - obtaining jobs
  - job performance
Physical Education

Where we are:

- Spreading the word:
  - visits to schools in the region
  - regional workshops
  - state conferences
  - open houses
  - cooperating teachers
  - alumni
Physical Education

Where we want to be:

Enrollment Projections through 2009

- Undergraduate*
- Licensure only**
- MAT

* All declared majors included in estimate
** Difficult to estimate, no current tracking system in place
Physical Education

How we can get there:

- Enhanced recruitment materials and activities
- Strong articulation agreements with Community Colleges
- Attractive graduate assistantships for MAT students
Departmental Plans for Addressing Teacher Supply

Dr. Anna McFadden
Department Head, Educational Leadership and Foundations
Secondary Education

Where we are:

- Enhanced web presence
- Service to the region
- Speaker's bureau for high school classes
- Relationships with area superintendents and WRESA

Western Carolina University
Secondary Education

Where we want to be:

Enrollment Projections through 2010

- Enrolled
- Graduated
Secondary Education

How we can get there:

- Theme recruitment packages to attract potential teachers to summer programs – "Get Your Masters in the Mountains"

- Review programs for barriers

- Increase the number and availability of night courses and distance education courses
Secondary Education

DEPARTMENT OF EDUCATIONAL LEADERSHIP AND FOUNDATIONS

@ WESTERN CAROLINA UNIVERSITY

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Faculty Positions Available

Fall Classes 2005-Register Now!
Outstanding Alumni
About Us/Mission
Support for Students
Regional Service Programs:

Secondary Education and K-12 Specialist Areas
B.S.Ed.
M.A.T.
M.A.Ed.

Education Specialist Degree

Service to the Region

The Department of Educational Leadership and Foundations is committed to serving the public schools and community colleges in the region. Faculty share their time and expertise in many ways. One is through consultation, workshop, and staff development services. For a list of these click on the following link.

Faculty Services

Because the Department houses Secondary Education Programs, faculty are also available to speak to high school classes. Click on the following link for a list of those services.

Speaker Topics for High School Classes

Please call 828-227-7415 for more information.
# Secondary Education

## Department of Educational Leadership and Foundations

@ Western Carolina University

## About Us

**Programs:**
- Secondary Education and K-12 Specialist Areas
- Educational Leadership
- Educational Supervision
- Two-Year College Teaching and Administration
- Ed. D. in Educational Leadership
- Master of School Administration (MSA)
- M.Ed. in College Student Personnel

## Faculty Services Available - Workshops, Staff Development and Consultations

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Email</th>
<th>Services Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Edward Case</td>
<td><a href="mailto:ecase@wcu.edu">ecase@wcu.edu</a></td>
<td>Staff Development - Utilizing Collaborative Learning Activities in the Classroom (9-12 all subjects), Teaching Problem Solving (9-12 all subjects), Student Centered Instruction (9-12 all subjects), Utilizing the (Free) IMMEX Website for Delivering Case-Based Problems (9-12, Science)</td>
</tr>
<tr>
<td>Eleanor Hilty</td>
<td><a href="mailto:hilty@wcu.edu">hilty@wcu.edu</a></td>
<td>Workshop on Boys: Academic and Behavioral Challenges</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Workshop: Creating Culturally Competent Classrooms</td>
</tr>
<tr>
<td>Casey Hurley</td>
<td><a href="mailto:churley@wcu.edu">churley@wcu.edu</a></td>
<td>Staff Development on Leadership Organization</td>
</tr>
<tr>
<td>Jacque Jacobs</td>
<td><a href="mailto:jjacob@wcu.edu">jjacob@wcu.edu</a></td>
<td>Professional Development on Poverty, Special Education, and/or Differentiated Instruction</td>
</tr>
<tr>
<td>Meagan Karvonen John LeBaron</td>
<td><a href="mailto:karvonen@wcu.edu">karvonen@wcu.edu</a>, <a href="mailto:jlebaron@wcu.edu">jlebaron@wcu.edu</a></td>
<td>Planning Strategies for Educational Technology, Curriculum Integration of Technology</td>
</tr>
<tr>
<td>Anna McFadden</td>
<td><a href="mailto:amcfadden@wcu.edu">amcfadden@wcu.edu</a></td>
<td>Group Facilitation Services for Beginning Principals</td>
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Western Carolina University
# Secondary Education

## Speaker Topics for High School Classes

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<thead>
<tr>
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<th>Email</th>
<th>Topic</th>
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</thead>
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<tr>
<td>Casey</td>
<td><a href="mailto:churley@wcu.edu">churley@wcu.edu</a></td>
<td>Leadership, Organization, Adolescent Development</td>
</tr>
<tr>
<td>Hurley</td>
<td><a href="mailto:jjacobs@wcu.edu">jjacobs@wcu.edu</a></td>
<td>Living in Another Culture, Understanding Individual Differences (Special Education)</td>
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<td>Jacque</td>
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<td>Jacobs</td>
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<tr>
<td>John</td>
<td><a href="mailto:jlebaron@wcu.edu">jlebaron@wcu.edu</a></td>
<td>Technology and Ethics</td>
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<td>LeBaron</td>
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<td>The Changing Face of Formal Education</td>
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<tr>
<td>Anna</td>
<td><a href="mailto:amcfadden@wcu.edu">amcfadden@wcu.edu</a></td>
<td>Careers in Educational Administration</td>
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<tr>
<td>McFadden</td>
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<td>Women's History Month Speaker</td>
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<tr>
<td>Dixie</td>
<td><a href="mailto:dmcginty@wcu.edu">dmcginty@wcu.edu</a></td>
<td>Uses and Misuses of Statistics and Other Information</td>
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<tr>
<td>McGinty</td>
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<td>Gayle</td>
<td><a href="mailto:moller@wcu.edu">moller@wcu.edu</a></td>
<td>Teachers as Leaders</td>
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<td>Moller</td>
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<tr>
<td>Kevin</td>
<td><a href="mailto:kpenning@wcu.edu">kpenning@wcu.edu</a></td>
<td>Science, Technology, and the Impact on Society</td>
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<td>Pennington</td>
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<td>What Music Has to Say About Education Over the Last 50 Years</td>
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<td>Alvin</td>
<td><a href="mailto:aprofit@wcu.edu">aprofit@wcu.edu</a></td>
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<tr>
<td>Sandra</td>
<td><a href="mailto:tonnson@wcu.edu">tonnson@wcu.edu</a></td>
<td>Women's History Month</td>
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## Programs:

- **Secondary Education and K-12 Specialist Areas**
- **Educational Leadership**
- **Educational Supervision**
- **Two-Year College Teaching and Administration**
- **Ed. D. In Educational Leadership**
- **Master of School Administration (MSA)**
- **M.Ed. in College Student Personnel**
Departmental Plans for Addressing Teacher Supply

Dr. Lisa Bloom
Department Head, Human Services
Special Education

Where we are:

- Traditional undergraduate program in Cullowhee
- Online programs:
  - MAT behavior disorders
  - LD/MR
  - Severe Disabilities
  - AIG licensure
- Distance education cohorts at BRCC and ICC
Special Education

Where we want to be:

Enrollment Projections through 2010

* Includes students in 2 plus 2 programs with community colleges
Special Education

How we can get there:

- Recruit freshman through a disabilities in films course
- Recruit online students through web page development including a "virtual school"
Chancellor’s Advisory Council for Teacher Supply and Demand

September 22, 2005

Departmental Plans Addressing Teacher Supply
Current Activities – Recruitment

**Initiatives**

- Added Recruitment Committee to SUTEP
- CACROA College Recruitment Days
- Discovery Leadership Academy
- Grow Your Own Teachers
- Reach to Teach
- Teachers of Tomorrow
- Teaching Fellows Recruitment Day and Open House

**Professional Development**

- Teacher Cadet Program Training
- Teaching Fellows Seminar
Current Activities – Recruitment

Technical Assistance

- Consultative grant writing
- FTA (9-12)
- Teacher Cadet Clubs (7-8)
- Teacher Cadet Classes (9-12)
- Teaching Fellows Program

Research

- Dissertations focusing on recruitment of teachers
- Surveying and data gathering on effects of recruitment models

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Current Activities – Retention

**Initiatives**

- Beginning Teacher Induction Symposium
- E-Mentoring Project
- Teacher Support Program

**Professional Development**

- Induction Support for 1st and 2nd year Beginning Teachers
- For Mentors -
  - Workshops - Mentor Refresher and Peer Review
  - Mentor Training
Current Activities – Retention

**Technical Assistance**

- **Beginning Teacher Coordinators:**
  - Induction Program Design
  - Resource (locating materials or identifying support personnel)
- **Mentors (materials, including on-line resources)**

**Research**

- **Dissertations focusing on beginning teacher support and retention**
- **Surveying and data gathering:**
  - Alternative entry programs and their effect on retention and new teacher development
  - Beginning teachers and their perceived need for professional development
  - Induction and mentoring models and their effect on retention
Problem Solving

What can we do to build upon the current activities in which we are engaged?
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