

The Pathways to Teaching Careers Program at Armstrong Atlantic State University Savannah, Georgia



Funded by grants from

The DeWitt Wallace-Reader's Digest Fund

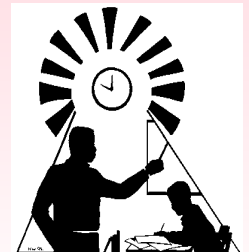
Harvard's Innovations in American Government

USDOE Teacher Quality Initiative

1992-2001

**Best Practices Conference
Professional Standards Commission
August, 2002**

- **Presenter:**
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Program Goals



- **Produce at least 55 certified teachers, especially minority males**
- **Enhance the capacity of AASU's program to meet the needs of urban schools**
- **Strengthen and maintain the collaborative effort among AASU, SSU and BoE**
- **Facilitate professional working relationships between faculty at AASU and SSU**

ROLES/RESPONSIBILITIES OF ADVISORY COUNCIL



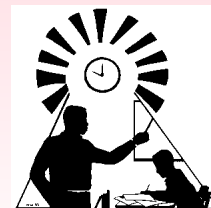
1. Interview/screen potential scholars for the program
2. Offer advice/support to program director
3. Review hardship cases for student assistance and send recommendations to program director
4. Insure that Advisory Council represents a broad based constituency from the total community to include the following:
 - a. University community
 - b. Local school district
 - c. Public at-large
 - d. Business community

Retention Rate of Scholars Employed in Georgia Schools 1993-2001

School Year	1993	1994	1995	1996	1997	1998	1999	2000	2001	Total
Number Employed	2	6	5	13	14	11	6	6	6	69
Number Retained	2	5*	4	12•	13	9* •	6	6	6	63
Per cent Retained	100%	83%	80%	92%	93%	86%	100%	100%	100%	91%

*Two Scholars are deceased.

•Two Scholars are teaching in another state.



Majors for all Graduates

Graduates	Elementary	Middle	High School	Totals (%)
Black Males	9	7	2	18 (25%)
Black Females	30	16	1	47 (66%)
White Males	1	1	0	2 (3%)
White Female	3	1	0	4 (6%)
TOTAL	43	25	3	71 (100%)



The Selection Process



(Quality Control)

- **Eligibility:** exemplary work record, impressive speaking skills, better than average grades, commitment to urban schools, resiliency
- **Applications:** three tiered, essays related to teaching dilemmas, input from supervisors and other teachers
- **Screening Committee:** broad-based, credible advocates
- **Interviews:** speaking skills, grooming, personality, problem-solving dilemmas, oral reading performance, community involvement
- **College Connections:** committed administration, willingness to modify curriculum, orient faculty and staff
- **Program Orientation:** issue contracts, explain requirements, include family, build on cultural strengths

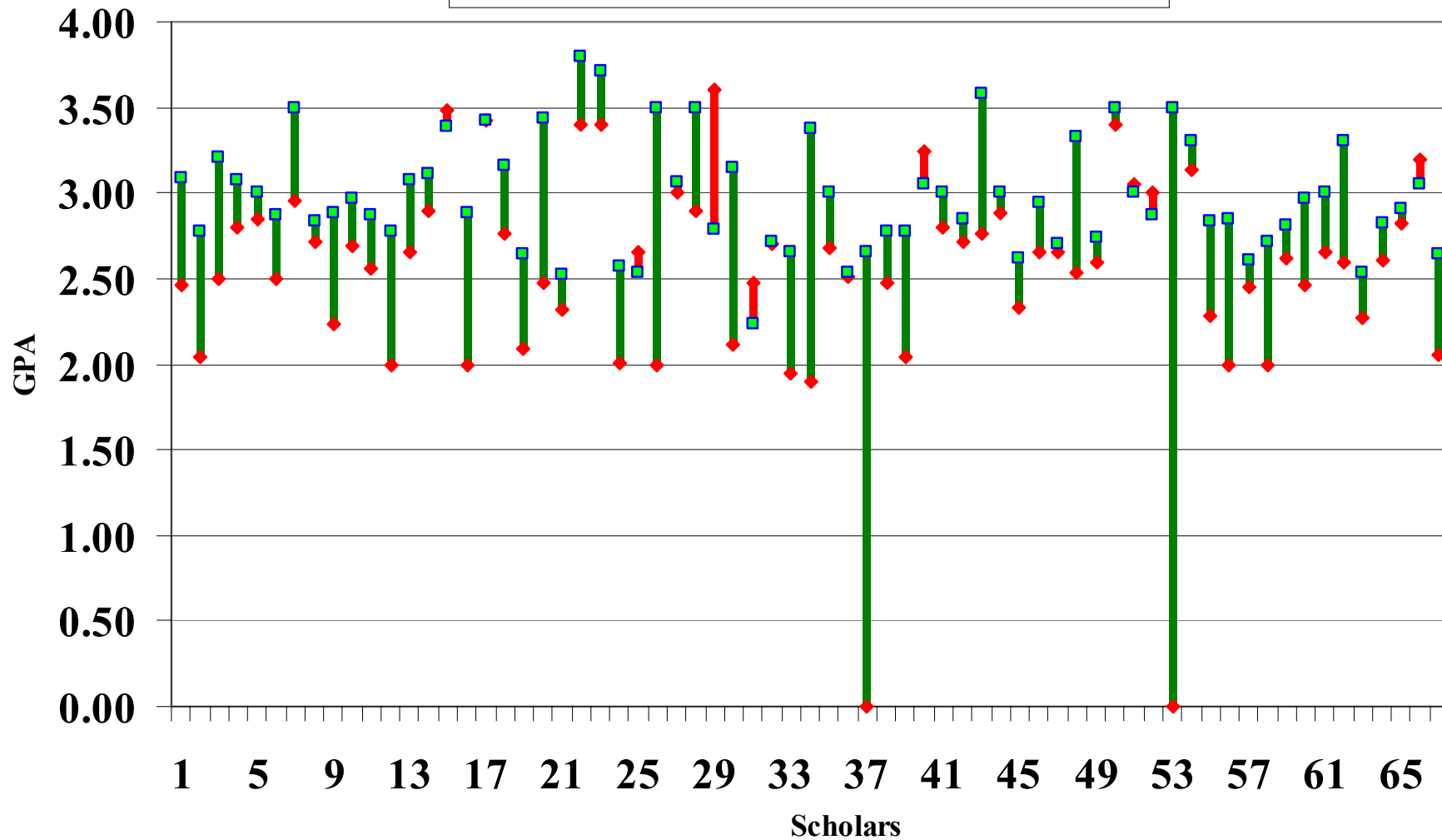
Support Services

- Refresher courses and tutors
- Mentoring and Networking
- Child Care Services
- Transportation Costs
- Release Time for Scholars
- Required Workshops
- Emergency Fund
- Incentive Awards
- Follow-up Studies
- Test Preparation



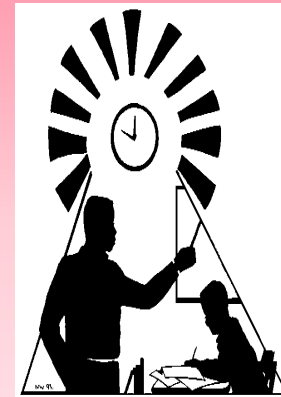
Entering and Exiting Grade Point Averages for Scholars

◆ Entering GPA ■ Exiting GPA



Lessons Learned

- ➔ Committed leadership
- ➔ Collaborative advocates
- ➔ Support monies
- ➔ Relevant curriculum
- ➔ Strategic screening
- ➔ Incentive opportunities
- ➔ Mentoring
- ➔ Networking



Awards and Accomplishments



- **1997 Innovations in American Government - Harvard Univ.**
- **1998 Testimony before Congress**
- **1998 Sallie Mae First Class Teacher for Chatham County**
- **1998 Support Person of the Year for Chatham County**
- **1998 Regents Teaching Excellence**
- **2000 PDK International Excellence in Student Teaching**

Scholars' Accomplishments

- *Sallie Mae First Class Teacher (16 Scholars)**
- *Teacher of the Year (6)**
- *Regents' Best Practice in University System Retention**
- *Breadloaf School of English Study - Oxford, England**
- *Master's degree (18) Ed.S degree (1) Doctoral candidates (3)**
- *Student Teaching Supervisor (7)**
- *Reading Endorsement (7)**
- *InTech Certification (8)**
- *National Board Certification**



Awards and Honors

The Program has been featured on the following

- **The Osgood Files on CBS Radio**
- **ABC-TV World News Tonight with Peter Jennings**
- **NPR's Morning Edition (twice)**
- **NEA's The Drive to Teach The Learning Channel**
- **The Internet *Teachscape; AACTE, RNT, SEF Websites***
- ***USA Today***
- ***The Christian Science Monitor***
- ***The Atlanta Constitution***



Breaking the Class Ceiling



They will be teachers,
but to the kids they'll reach,
they'll be heroes.
They'll give them hopes.
They'll give them dreams.
They'll change their lives.

(Hasselkorn and Fidler, 1996,
Breaking the Class Ceiling, p. 6)

