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TO: CSU Deans of Education
CSU Teacher Recruitment Project Directors

DATE: March 14, 2006

FROM: Beverly L. Young 
Assistant Vice Chancellor

SUBJECT: Teacher Recruitment Project Focus on Math and Science Teachers

The purpose of this memo is to give you an update on Teacher Recruitment Project (TRP) priorities that are expected to govern activities and funding in 2006-07. As we have over the past 18 months, we want to provide you current information to ensure you are aware of the intended close alignment between the TRP program and the CSU Math and Science Teacher Initiative.

In August 2005 we sent a memo describing the consequences for the TRP of the May 2004 compact between Governor Schwarzenegger and California's public higher education systems. Of particular significance was Chancellor Reed's commitment to double the number of mathematics and science teachers produced annually by the California State University system by 2009-2010. Our August 2005 memo requested that you re-direct TRP activities in support of this goal.

Our meeting on October 12, 2005 was designed to identify promising strategies in response to this CSU goal. A range of approaches with significant promise were described by TRP directors. The notes of the October 12th meeting are attached and identify a number of activities. Promising approaches identified at the meeting included: close collaboration with K-12 school districts in early recruitment of math and science teacher candidates; establishment of Future Mathematics Teacher Clubs and Future Science Teachers Clubs on campuses and at high schools and community colleges; working with math and science student organizations on campuses; service learning that includes tutoring in these fields; provisions of fellowships and stipends to attract qualified individuals; and utilization of electronic resources, including Web sites, that significantly facilitate recruitment as well as candidate access to financial aid.

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As you plan for 2006-07, TRP resources must be targeted on math and science teacher recruitment. Projects should focus on future teachers in these fields through workshops and information sessions, advising and mentoring, test preparation, website development, early field experiences, stipends, and financial support. The attached TRP program and budget guidelines make clear the primary focus on math and science teacher recruitment. In utilizing TRP funds for these purposes, close collaboration is anticipated with the Math and Science Teacher Initiative (MSTI) activities on your campus. If you do not know the primary MSTI contact(s) on your campus, please let us know in order that you can coordinate with them as you plan for 2006-07. Joan Bissell (jbissell@calstate.edu) can provide the contact information to you.

On March 2nd, the CSU hosted a Math and Science Teacher Summit in partnership with several private sector sponsors. The presentations included outstanding information on recruitment provided by TRP Directors. The website for the summit identifies all of the presentations and is at <http://www.calstate.edu/TeacherEd/MSTS>. Several of the speakers provided data on the significant long-term demand for more mathematics and science teachers in California. We refer you particularly to the power point slides that are on the website from the presentation by Margaret Gaston, Executive Director of the Center for the Future of Teaching and Learning.

We want to bring to your attention another significant matter related to the TRP focus on math and science teacher recruitment. The APLE (Assumption Program of Loans for Education) program has future math and science teachers as a primary target for its grants, which pay back educational loans of up to \$19,000. There are over 6,000 available APLE awards for future math and science teacher candidates on CSU campuses who were juniors, seniors, or credential students in 2004-05 or 2005-06. The APLE program website is <http://www.csac.ca.gov/doc.asp?id=111>. We want to request each of you make every effort to ensure (a) that all candidates who are eligible for APLE awards know about the program and (b) that a sizable number of additional nominations go forward from your campus between now and the end of the academic year to take advantage of the available awards.

Thank you for your contributions to these critically important efforts.

BY/ssg

Attachments (2)

c: Charles Reed
CSU Academic Council
Gary Reichard
Keith Boyum
Joan Bissell
Margaret Olebe
Mary Sandy

CSU TEACHER RECRUITMENT PROJECTS

Program Description

The CSU Teacher Recruitment Projects (TRP) seek to make California's teaching workforce more inclusive. The goal of the TRP is to attract participants from environments in which teaching has not been a common career goal, assisting these students in qualifying for entrance into the teaching profession. Participants are recruited from the broadest spectrum possible and include teacher aides from K-12 schools, as well as secondary school students, community college students, and undergraduate students who are interested in teaching as a profession.

TRPs are designed by each campus to correspond to unique regional characteristics, target multiple audiences, and include strategies that have proven successful in recruiting diverse students to teaching. Strategies employed range from the provision of academic support and academic advisement to exposure to teaching and career counseling. These projects are inter-segmental and involve local school districts, community colleges, and undergraduate disciplines at the university level.

In response to California's severe shortage of mathematics and science teachers, the TRP shifted its focus beginning in 2005-06 to intensive recruitment for these areas. In 2006-07, TRP activities are expected to focus on math and science teacher recruitment. Projects should target teachers in these fields through workshops and information sessions, advising and mentoring, test preparation, website development, early field experiences, stipends, and financial support. TRP funds should be used primarily for activities that recruit math and science teachers. TRP activities and funding should be aligned with the Math and Science Teacher Initiative activities on the campus.

Campus Allocations

Funding allocations for TRPs are made at the campus level from lottery funding and are a fixed amount of \$75,000 for each campus. Each campus is responsible for the oversight and implementation of project goals and activities.

General Program Guidelines

Expenditures of funds are to support locally developed activities to attract students from environments in which teaching has not been a common career goal. Project activities may fund the continuum of recruitment, admission, and completion of teaching preparation programs. Expenditures must conform to all regulations governing lottery revenues and be in alignment with current court interpretations of Proposition 209.

Specific Criteria and Guidelines

- Recruitment of diverse candidates should be in the broadest spectrum possible to all potential candidates/recruits/participants.

- Recruitment must not focus on any one group or type of population (for example, ethnic minority populations), but should be looking at broad-based teacher recruitment outreach.
- The legal perspective will always ask the overarching question of whether a project, activity, or campus practice is limited to any one or a specific type of population. If it is limited, then project legality will be questioned.
- TRPs should not be recruiting participants in terms of "underrepresented populations" because that is clearly not permitted, as recruitment of minority or gender specific populations is not permissible under Proposition 209 interpretations.
- TRPs can recruit, support, and focus on any participants that are from socio-economically disadvantaged populations.

Program Reports

Campuses will be required to submit a year-end report to the Chancellor's Office.

Budget Guidelines

Total amount per campus: \$75,000
(Pending annual Governor's budget)

- Program administration (including clerical) shall not exceed 33.3% of the total budget. Other personnel may be involved, but only in roles related directly to participant services.
- Lottery funds for faculty personnel are limited to replacement cost rate only.
- Travel must be explicitly related to TRP goals. (Most projects include travel allocations of \$1,000 or less annually.)
- No conference attendance is funded.
- Allocations for supplies are limited to those directly related to participant services only.
- Equipment cannot be funded through TRP projects.