

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE
FACULTY SENATE

Senate Document Number 7219S
Date of Senate Approval 05/02/19

Statement of Faculty Senate Action:

APC Document 61 (EDUC): **Establish policy allowing for fulfillment of EDUC 210 through successful completion of the Pathways2Teaching course at regional high schools**

Effective Date: Fall 2019

1. Add: On page 125, before the entry **Areas of Licensure and Required Majors:**

Pathways2Teaching Program

The Pathways2Teaching program is a grow-your-own teacher program developed by the University of Colorado. UNC Asheville partners with Asheville High School to offer a course, “Introduction to Socially Just Education,” that explores education through a social justice lens and provides students with the skills required to conduct research and write at the college-level. The program recruits 11th and 12th grade males and students of color, and will serve as a conduit to increase the diversity of the teacher workforce. As a part of UNC Asheville’s commitment to this partnership, Department of Education faculty will serve as guest lecturers in the ISJE course, and teacher licensure students will serve as mentors to these high school students.

Participating students who are subsequently admitted to UNC Asheville will have their portfolios assessed by the Department of Education chair. With a satisfactory assessment, those who complete the course with a grade of C or higher will have fulfilled the requirements for EDUC 210.

Impact: The ISJE course will be taught at Asheville High School beginning in the 2019-2020 school year, and potentially at other regional high schools in future years. The instructor of the course will possess at least a Master’s degree, and must meet UNC Asheville’s standards for adjunct instructors. There is a one-time cost to train members of Asheville City Schools and UNCA on the program and course. The training will take place in June 2019 and is funded by our Teacher Recruitment and Retention program and Asheville City Schools. The Chair of the Education Department, the Asheville City Schools Human Resources Coordinator, and the Asheville City Schools instructor will be part of the four-day training. During the training, the instructor will receive information on the components of EDUC 210 that must be included in the ISJE course, and the specifics of the portfolio will be determined.

There is an ongoing commitment from the chair of Education to assess portfolios as graduates of this program are admitted to UNC Asheville. There will be ongoing costs associated with transporting the high school student participants to UNC Asheville for recruitment events like the Future Teachers Conference. These costs will be covered by the annual Teacher Recruitment Fund. Students in our peer mentoring program for teacher licensure candidates of color, ED POP (Education Department Peer Outreach Program), will also mentor students in the ISJE course. ED POP hosts minority leaders from our partner districts, including Asheville City Schools, to conduct leadership seminars and promote “teachers as leaders” within our program. These seminars will be available to Pathways2Teaching students as well.

In addition, faculty in the Education Department will serve as guest speakers. (Faculty have traditionally served as guest speakers in our partner Teacher Cadet programs.)

Rationale: This partnership allows UNC Asheville to deepen our commitment to diversity and inclusion, and our service to local K-12 students. Recruitment of diverse candidates is a goal of our department as well as part of the university Strategic Plan. Currently, UNC Asheville has the least racially diverse teacher licensure student population out of the public North Carolina universities that offer a teacher licensure program. We have decided to add the Pathways2Teaching program to our plan to increase the racial and gender diversity of our program because 1) the course was designed based on research about what propels students of color to become teachers, 2) it has been successful at recruiting males and students of color to the teaching profession in Colorado, and 3) the program will allow the high school participants to become more intimately connected with our campus, faculty, and candidates making it easier for them to see themselves as students at UNC Asheville in the future.

Asheville City Schools is one of our “partner districts.” The Department of Education has a Memorandum of Understanding with and works with six partner districts to place student teachers and provide early field work, and our partners serve on our University School Teacher Education Committees in various roles. In 2017 the Teacher Recruitment and Retention Liaison and the Human Resources Director at Asheville City Schools began discussing bringing the Pathways2Teaching program to our community. Since then we have brought the Director of Pathways2Teaching to Asheville to meet with interested school districts, earned the approval from the Asheville City School Board to begin offering this class, identified a teacher to teach the course, and have met with Asheville High School leadership and guidance counselors to discuss recruitment strategies for the course. The Human Resources Coordinator for Asheville City Schools manages this partnership for the school system, and has added it to Asheville City Schools’ strategic plan for increasing the racial diversity of their teacher workforce.

Since the ISJE course has college-level objectives and requirements, it will act somewhat like an Advanced Placement (AP) course in that the students will receive weighted credit for successfully completing the course at Asheville High School. If a student receives a C or higher in the course, receives a satisfactory score on the portfolio, and enrolls at UNC Asheville, they will satisfy the requirements for EDUC 210.

For more information about Pathways2Teaching view this 4+ minute overview
<http://www.pathways2teaching.com/about.html>