

College of Education Comprehensive Recruitment Plan for 2021-2022

(Last updated 9.22.21)

MISSION: “The John H. Lounsbury College of Education (JHL CoE) innovatively and collaboratively develops and empowers educational professionals, P-12 communities, and the Georgia College community to promote diversity, equity, advocacy, and excellence in learning, teaching, service, and scholarship. Central to its mission, the JHL College of Education seeks a diverse and talented pool of individuals who will be dedicated to the education P-12 learners.”

THE EDUCATORS AS ARCHITECTS OF CHANGE MODEL: In 1996, the faculty adopted the model, "Educators as Architects of Change" to guide our curricular and instructional decisions. Educators as Architects of Change is a model that exemplifies our dedication to careful, reflective and purposeful improvement of schools through the preparation of professional educators. The Architects of Change model demonstrates our belief that effective educators require a discrete set of skills, including the ability to advocate for students, to become mentors and leaders within schools, and to reflect on the meaning of the social practices they find in schools. Our faculty reaffirms its utility, distilling our commitment to the principles of reasoned, artful and purposeful improvement of schooling.

CONCEPTUAL FRAMEWORK: The faculty of the John H. Lounsbury College of Education believes that our schools must fulfill the educational needs of our populace while emphasizing fairness, democracy, and intellectual curiosity. Amid a climate of change and uncertainty, we inspire educators to create student-centered learning environments as the primary expression of strong pedagogy. We use the Educators as Architects of Change model to guide the development of an inclusive and diverse community of stakeholders, consisting of students, educators, educator candidates, and the public.

Since the inception of Educators as Architects of Change as our guiding principle, the faculty has continually reassessed our programs. Informed by research and reflective analysis, we have continued our intensive cohort model for our undergraduate programs as well as some of our graduate programs. We motivate professional educators to reach out to stakeholders to develop citizens who value formal education, literacy in its many forms, and individual differences. This framework is designed to produce change agents, based on the following core principles:

- Liberal Arts and Integrated Learning
- Professional Preparation
- Human Relationships and Diversity
- Leadership for Learning and Teaching Communities

In their programs of study, Georgia College (GC) faculty affirm the importance of programs that situate educators as researchers, leaders, and Architects of Change in the schools and the larger community.

COMMITMENT TO TEACHER PREPARATION:

The JHL College of Education is aware of the shortage of qualified educators in Georgia’s public schools. Prior to the start of the 2019-2020 school year, metro Atlanta districts alone reported 700 vacancies across the region (<https://www.ajc.com/news/local-education/despite-pay-hikes-school-districts-still-hemorrhaging-teachers/wj3i0VLffX9JJCDiBZtMSI/>). In 2015, the Georgia Professional Standards Commission found that 44% of teachers leave the profession within the first five years (<https://www.gadoe.org/External-Affairs-and-Policy/communications/Documents/Teacher%20Survey%20Results.pdf>).

Enrollment: Due to the capped enrollment of the cohort-based programs, the JHL CoE generally does not have significant difficulty meeting enrollment in most of its Teacher Education programs. The Middle Grades and Special Education cohorts, however, are not always at capacity.

Recruitment Target/Focus: School superintendents from the Middle Georgia area (namely districts served by Oconee and Middle Georgia RESA) report the need for teachers in the following areas: High school STEM - Mathematics and Science, Special Education, Middle Grades, and Early Childhood.

The JHL College of Education is committed to working with districts in the Middle Georgia area to increase the numbers of teachers it produces on an annual basis. However, the “teacher pipeline” is only as effective as the strategies that the College of Education has in place to recruit teacher candidates. The following recruitment plan for College of Education programs will serve as the guide for ensuring our commitment.

The EPP regularly seeks data through evaluating teacher shortage information and local job openings utilizing data from the Georgia Professional Standards Commission (GaPSC), Georgia Department of Education Insights Dashboard, and TeachGeorgia.org, the state website for teacher and administrator openings.

Goals:

- 1. Analyze annual enrollment data to identify trends that inform recruitment strategies**
 - a. Conduct annual review of COE enrollment data for junior, senior, and MAT teacher candidates (e.g., candidates from middle GA counties, candidates from diverse populations, transfer candidates, etc.)
 - b. Conduct needs assessment:
 - i. Track state and national teaching needs annually
 - ii. Share reports with EPSC and Partner Teacher Liaison Groups for district- and school-level input
 1. Seek input on school and district hiring needs
 - c. Engage COE faculty by sharing enrollment data and needs assessment with COE faculty annually for input and support in recruiting
 - i. Identify recruitment successes and areas for improvement
 - d. Adjust recruitment plan activities to target specific populations in the areas in need of improvement
- 2. Recruit an applicant pool of academically talented students to:**
 - a. Increase number of candidates from Middle Georgia counties
 - b. Include students from diverse populations (race, ethnicity, gender, socio-economic background)
 - c. Address teacher shortage areas (e.g., English Language Learners, Special Education, STEM, Middle Grades, Early Childhood)
- 3. Maintain a digital presence to increase the visibility of the College of Education**
- 4. Recruit a pool of academically talented graduate students for College of Education MAT and Advanced Programs**
 - a. Recruitment strategies specifically for MAT Programs
 - b. Recruitment strategies for all Graduate Programs

College of Education Undergraduate Teaching Programs

<p>Goal: Analyze annual enrollment data to identify trends that inform recruitment strategies</p> <ol style="list-style-type: none"> 1. Conduct annual review of COE enrollment data for junior, senior, and MAT teacher candidates (e.g., candidates from middle GA counties, candidates from diverse populations, transfer candidates, etc.) 2. Conduct needs assessment <ol style="list-style-type: none"> a. Track state and national teaching needs annually b. Share reports with EPSC and Partner Teacher Liaison Groups for district- and school-level input <ol style="list-style-type: none"> i. Seek input on district hiring needs 3. Engage COE faculty by sharing enrollment data and needs assessment with faculty for input and support in recruiting <ol style="list-style-type: none"> a. Identify recruitment successes and areas for improvement 4. Adjust recruitment plan activities to target specific populations in the areas in need of improvement 			
Conduct Annual Review of COE Enrollment Data	Action items & Timeline & Individual(s) Responsible	Individual(s) Involved	Outcomes/Updates
<p><u>Currently:</u> Demographic data is tracked by Institutional Research (IR) in cohort groups (e.g., Special Education, Early Childhood) but not disaggregated by class (e.g., freshmen, sophomores, juniors, seniors)</p>	<ol style="list-style-type: none"> 1. Associate Dean contact IR about disaggregating demographic data already collected (July 2021) 2. Associate Dean meet with Associate VP for Institutional Research and Effectiveness and COE Accreditation Systems Manager to set up an inward facing widget that tracks demographic data of enrolled teacher candidates (August 2021) 3. COE Accreditation Systems Manager create data tables for disaggregated data (September 2021) 4. COE Accreditation Systems Manager updates data tables annually to show trends in enrollment (summer) 	<p>Associate Dean, Associate VP for Institutional Research and Effectiveness, COE Accreditation Systems Manager</p>	<p>--Associate Dean emailed VP and CoE Accreditation Systems Manager requesting disaggregated data (7.14.21). Systems Manager responded with the data displayed below. --Associate Dean emailed CoE Accreditation Systems Manager requesting ideas for how to display the data in ways that will be easier to assess trends over time and to assess recruitment strategies (9.17.21). Manager is constructing data tables.</p>
Conduct Needs Assessment	Action items & Timeline & Individual(s) Responsible	Individual(s) Involved	Outcomes/Updates
<p><u>Currently:</u></p>	<ol style="list-style-type: none"> 1. Dean will track state and national teaching needs (July 2022) 	<p>Dean</p>	

Dean analyzes state and national teaching needs	2. Associate Dean will share enrollment data with Educator Preparation Stakeholders' Council & seek input on school and district hiring needs (September 2021)	Associate Dean, EPSC Members	--EPSC Fall 2021 meeting is 9.23.21.
	3. Teacher Education Department Chair and Director of Partnerships and Field Placements will share enrollment data with Partner Teacher Liaisons' Group & seek input on school and district hiring needs (October 2021)	TE Department Chair, Director of Partnerships and Field Placements, PT Liaison Group Members	
Engage COE Faculty	Action items & Timeline & Individual(s) Responsible	Individual(s) Involved	Outcomes/Updates
	1. Associate Dean will review the revised COE Comprehensive Recruitment Plan with Faculty and solicit support (e.g., signing up to cover FGE Day Events) (annually in August)	Associate Dean, COE Faculty	--Associate Dean reviewed the revised CoE Recruitment Plan with faculty at the Faculty Retreat (8.10.21)
	2. Faculty will analyze recruitment successes and areas in need of improvement (each August starting in 2022)		
	3. Given: a) EPSC, PT Liaisons, faculty input; b) enrollment data; and c) Needs Assessment, COE Leadership team will adjust recruitment plan strategies (each September)	COE Leadership Team	

Goal: Recruit an applicant pool of academically talented students to:

1. Increase number of teacher candidates from Middle Georgia counties: Baldwin, Bibb, Hancock, Houston, Jasper, Jones, Morgan, Putnam, Twiggs, Washington, Wilkinson
2. Increase number of teacher candidates from diverse populations (race, ethnicity, gender, socio-economic background)
 - a. Baseline Data (below); F=female; M=male
3. Address teacher shortage areas (e.g., English Language Learners, Special Education, STEM, Middle Grades, Early Childhood)

Middle GA County	Early Childhood		Middle Grades Education		Special Education		Secondary Education MAT	
	<i>Fall 2019</i>	<i>Fall 2020</i>	<i>Fall 2019</i>	<i>Fall 2020</i>	<i>Fall 2019</i>	<i>Fall 2020</i>	<i>Fall 2019</i>	<i>Fall 2020</i>
Baldwin		BS White 2 F		BS MAT Black 3 F		BS White 1 F MAT Hispanic 1 F	Hispanic 1 F White 3 F White 3 M	Hispanic 1 F Black 2 F White 2 F White 1 M

							Black 2 F Black 1 M	
Bibb	<i>EDEC 2019</i>	<i>EDEC 2020</i> BS Hispanic 1 F Black 1 F	<i>EDMG 2019</i> BS White 1 F <u>MAT</u> Black 3 F 2+ races 1 F White 2 M	<i>EDMG 2020</i> BS <u>MAT</u> Black 2 F Black 2 M White 1 F	<i>EDEX 2019</i> BS White 1 F <u>MAT</u> 2+ races 1 F Black 1 F White 1 M	<i>EDEX 2020</i> BS <u>MAT</u> Black 1 F	<i>SEED 2019</i> Black 2 F Black 4 M White 2 F White 2 M Unknown 1 M	<i>SEED 2020</i> Asian 1 M Black 7 F Black 1 M White 2 F White 3 M
Hancock								
Houston	<i>EDEC 2019</i> <u>BS</u> White 1 F	<i>EDEC 2020</i> <u>BS</u> White 2 F	<i>EDMG 2019</i> <u>BS</u> Black 1 M White 1 F <u>MAT</u> Black 1 M White 1 M	<i>EDMG 2020</i> <u>BS</u> White 2 F <u>MAT</u> Black 1 M White 2 F	<i>EDEX 2019</i> <u>BS</u> White 1 F <u>MAT</u> Black 2 F	<i>EDEX 2020</i> <u>BS</u> White 1 F <u>MAT</u> Black 5 F White 1 M	<i>SEED 2019</i> Black 2 F Black 1 M Unknown 1 F White 1 M	<i>SEED 2020</i> Black 2 F Black 2 M White 2 F White 3 M
Jasper	<i>EDEC 2019</i> <u>BS</u> White 1 F	<i>EDEC 2020</i> <u>BS</u> White 1 F	<i>EDMG 2019</i>	<i>EDMG 2020</i>	<i>EDEX 2019</i> <u>BS</u> White 2 F <u>MAT</u> White 1 F	<i>EDEX 2020</i> <u>BS</u> White 1 F <u>MAT</u> White 1 F	<i>SEED 2019</i> White 1 F	<i>SEED 2020</i>
Jones	<i>EDEC 2019</i> <u>BS</u> White 3 F	<i>EDEC 2020</i>	<i>EDMG 2019</i> <u>BS</u> White 1 M		<i>EDEX 2019</i> <u>BS</u> Black 1 M	<i>EDEX 2020</i> <u>BS</u> White 1 F White 1 M <u>MAT</u> Black 1 M White 1 F White 1 M	<i>SEED 2019</i> White 1 M	<i>SEED 2020</i> White 1 M
Morgan	<i>EDEC 2019</i>	<i>EDEC 2020</i>	<i>EDMG 2019</i>			<i>EDEX 2020</i>	<i>SEED 2019</i>	<i>SEED 2020</i>

	<u>BS</u> White 1 F	<u>BS</u> White 1 F	<u>BS</u> White 1 F			<u>BS</u> White 1 F	White 1 F White 1 M	White 1 F
Putnam	<u>EDEC 2019</u> <u>BS</u> Hispanic 1 F	<u>EDEC 2020</u>	<u>EDMG 2019</u> <u>BS</u> Hispanic 1 F	<u>EDMG 2020</u> <u>BS</u> Hispanic 1 <u>MAT</u> White 1 M		<u>EDEX 2020</u> <u>BS</u> White 1 F		
Twiggs								
Washington				<u>EDMG 2020</u> <u>MAT</u> Black 2 F	<u>EDEX 2019</u> <u>BS</u> White 1 F	<u>EDEX 2020</u> <u>BS</u> Black 1 M	<u>SEED 2019</u> White 1 M	<u>SEED 2020</u> White 1 F
Wilkinson						<u>EDEX 2020</u> <u>MAT</u> Black 1 F	<u>SEED 2019</u> White 1 F	<u>SEED 2020</u> Black 1 M White 2 F White 1 M

Strategies:

1. Target high school students in middle Georgia counties
2. Plant seeds for becoming a teacher in P-8 classrooms
3. Target GC freshmen & sophomores (pre-education and undeclared students)
4. Target transfer students at 2-year institutions
5. Recruit for MAT Programs

Target High School Students	Action items & Timeline & Individual(s) Responsible	Individual(s) Involved	Outcomes/Updates
PAGE - Future Georgia Educators (FGE) Days: 5 FGE Days Events attended by COE representatives in 2018-19	<ol style="list-style-type: none"> 1. Director of Partnerships and Field Placements (DPFP) will connect with PAGE FGE Coordinator for schedule of FGE Events (August 2021) 2. DPFP will solicit faculty volunteers to attend FGE Day Events (August 2021) 3. DPFP will convene a committee to plan the FGE Day at GC (Fall 2021) 	Director of Partnerships and Field Placements, Faculty	--Director of Partnerships obtained schedule for 2021-22 FGE Days (7.14.21) --Director of Partnerships collected names of faculty who signed up to attend FGE Days (8.10.21).

<p>3 FGE Day Events attended by COE representatives in 2019-20 (before COVID)</p> <p>Goals for 2021-22: Attend 6 FGE Days</p> <p>Host FGE Day at GC in Spring 2022</p>	<p>4. DPFP will update print material/brochures about GC programs & send to printing (September 2021)</p> <p>5. Office Assistant will order COE swag (September 2021)</p>	<p>DPFP, Director of Call Me MiSTER, Associate Dean, Office Assistant</p>	<p>--Recruitment materials were updated and sent to the print shop on 9.21.21.</p>
	<p>6. COE representatives will attend FGE Days, talk to prospective students, encourage students to follow COE social media pages, & collect students' contact information (2021-22)</p>	<p>COE Faculty and COE Directors</p>	<p>--Faculty signed up for FGE Days at UGA and at Georgia Southern University. --September 24th and September 29th FGE events were postponed due to COVID.</p>
	<p>7. COE Leadership Team will follow-up with emails to students, inviting them to visit campus (within 30 days of FGE Day when names were collected)</p>	<p>COE Leadership Team</p>	
	<p>8. COE will host FGE Day at GC (Spring 2021)</p>	<p>COE Leadership Team, Faculty, Students, Office of Enrollment Management</p>	
<p>Engage with Career, Technical, and Agricultural Education (CTAE) Faculty and Students</p> <p>Counties to target: Baldwin, Jones, Washington, Putnam, Wilkinson, Bibb, Houston, Hancock, Twiggs, Jasper, Morgan</p> <p>GC Early College Program</p>	<p>1. Associate Dean & Director of Partnerships & Director of Assessment will solicit information from EPSC and PT Liaison Groups regarding CTAE pathways in middle GA school systems (September-October 2021)</p>	<p>Associate Dean, Director of Partnerships and Field Placements & Director of Assessment</p>	<p>--EPSC meeting to be held on 9.23.21</p>
	<p>2. Office Assistant or Graduate Assistant (GA) will create a CTAE table to include names and contact information for CTAE Directors/Teachers (September-October 2021)</p>	<p>Office Assistant or Graduate Assistant</p>	<p>--Graduate Assistant is working on a table with Middle GA Schools' CTAE contact information.</p>
	<p>3. Director of Partnerships & Field Placements & Director of Call Me MiSTER Program will contact CTAE Pathways Directors/Teachers for initial introduction (October 2021)</p>	<p>Director of Partnerships</p>	<p>Director of Call Me MiSTER Program left GC (9.23.21).</p>
	<p>4. Office Assistant or Graduate Assistant will mail COE Newsletter, COE Brochures, COE Swag to Pathways Directors/Teachers (November 2021)</p>	<p>Office Assistant or Graduate Assistant</p>	

	<p>5. Director of Partnerships & Field Placements & Director of Call Me MiSTER Program will contact CTAE Directors/Teachers to schedule spring classroom visits by COE faculty and teacher candidates (November-December 2021)</p> <p>6. Associate Dean will work with COE faculty to develop talking points for classroom visits (e.g., what it's like to be a teacher, benefits, etc.) (November-December 2021)</p>	Director of Partnerships & Associate Dean	
	<p>7. COE representatives will visit CTAE Pathways classroom to talk about teaching; encourage students to follow COE social media pages; gauge interest in attending a COE Open House (Spring 2022)</p> <p>8. Georgia Future Educators Signing Day (May 3, 2022)</p>	COE faculty, students, directors, administrators	
Share COE Program Information with HS Guidance Counselors	<p>1. COE representatives will share information about COE undergraduate programs with high school guidance counselors (2021-22)</p>	Associate Dean will coordinate University Supervisors, Director of Graduate Programs, Director of CMM, Director of Partnerships	
Partner with GC Office of Admissions on Recruitment Initiatives	<p>1. COE Leadership Team will meet with Senior Associate VP for Enrollment Management to confirm 2021-22 recruitment events and to learn about new recruitment strategies (e.g., close the admit to deposit gap for pre-education majors) (September 2021)</p>	COE Leadership Team, Senior Associate VP for Enrollment Management	--Associate Dean emailed newstudentprograms@gcsu.edu to inquire about Fall 2021 GC recruitment events (9.17.21)
2020-21: Department of Teacher Education Chair, Associate Dean, Faculty, and Teacher Candidates participated in:	<p>2. Attend the following events to represent COE with brochures and swag; encourage pre-education students to follow COE social media</p>		
	<p>Fallfest For prospective GC students to meet with faculty and staff from offices and departments on campus (October 16, 2021)</p>	Associate Dean, Department of TE Chair, faculty, students	--CoE will host an academic session showcasing CoE programs during Fallfest. The event will be in person.

Virtual Fallfest Virtual Springfest Virtual Junior Day	Springfest For admitted GC students to meet with faculty and staff from offices and departments on campus (March 2022)	Associate Dean, Department of TE Chair, faculty, students	
GlimpsED Day (January 2018)	GlimpsED Day and/or Rising MiSTER Day For diverse students, parents, and counselors to visit campus and participate in a “typical” class taught in COE Director of Call Me MiSTER will plan and facilitate this event in collaboration with the Director of Admissions and Coordinator of Diversity Recruitment	Director of Call Me MiSTER & Associate Dean, faculty, students	--GlimpsED occurred once (in partnership with admissions) and was focused on recruiting educators.
	Fast Fridays For transfer students to meet with advisors, tour campus, etc. Associate Dean will follow up with Office of Admissions.	Associate Dean, Department of TE Chair, Director of CMM will plan and facilitate the COE portion of this event	--Transfer Fast Friday Events: October 1, November 12 th , January 28 th . Transfer recruiter, Jo McMahan, will notify the Associate Dean if participants are interested in the CoE to set up a meeting.
	Junior Day College exploration for rising high school seniors (April 9, 2022)	Associate Dean & Department of Teacher Education Chair will plan and facilitate the COE portion of this event	
	Honors Preview Day For students to interact with current honors students, tour the honors residence, and participate in classroom instruction. Associate Dean to follow up with Honors Admission Counselor, Jillian Bolak (September 2021)	Associate Dean	--Associate Dean spoke to Dean of Honors College about participating in this event (7/13/21) --Honors Preview Day is held in Spring. Associate Dean emailed Jillian Bolak asking to be involved in Spring 2022 event (9.17.21).

	<p>Diversity Preview Day For prospective students to learn about organizations and services that support a diverse student body</p> <p>Director of Call Me MiSTER will follow up with the Director of Admissions and Coordinator of Diversity Recruitment (September 2021)</p>	Director of Call Me MiSTER & Associate Dean	--Associate Dean emailed Admissions to ask if Diversity Preview Day and GLIMPSE Day are different days (9.22.21).
<p>Call Me MiSTER Targets male students from underrepresented groups and empowers them to become teachers</p>	<p>1. CMM Director will make visits to middle GA high schools (2021-22)</p>	Director of Call Me MiSTER Program	--Director of Call Me MiSTER Program left GC (9.23.21). School visits are on hold until a new director is found.
	<p>2. CMM Director will represent COE programs while recruiting at Probe-sponsored College Fairs (2021-22)</p>	Director of Call Me MiSTER Program	--Associate Dean will ask the Director of Admissions for support in recruiting for CMM in the interim.
	<p>3. CMM Director will update CMM print materials, send to printing, and work with Office of Admissions to mail promotional materials to high school students (Fall 2021)</p>	Director of Call Me MiSTER Program	--No brochure made this year because the CMM magazine was recently published.
	<p>4. CMM Director will collaborate with middle GA high schools on Rising MiSTER “grow your own” initiatives as outlined in CMM strategic plan, including establishment of Rising MiSTER Clubs (2021-2022)</p> <p>5. Director is engaged in conversations with Dekalb, Baldwin, Twiggs, and Laurens counties about formalizing partnerships (Summer 2021)</p>	Director of Call Me MiSTER Program	--All partnerships are in progress; the momentum is there. --Dublin County signed the MOU but GC still needs to sign. --CMM Director left the Dean notes regarding conversations he’s had with these counties.
	<p>6. CMM Director will facilitate Rising MiSTER Days and summer Rising MiSTER Academy with current/alumni MiSTERs (2021-2022)</p>	Director of Call Me MiSTER Program	--Rising MiSTER Days and summer Rising MiSTER Academy are on hold due to COVID and because the budget is in flux. The hope is that these events can be scheduled for 2022. --CMM Director hopes that the high schools will create Rising MiSTER chapters. The students in these chapters will attend the Rising MiSTER Days and the Academy. The Academy should provide a

			pool of students to recruit for the GC CMM Program.
	7.	Director of Call Me MiSTER Program	
	8. Director is gathering materials for first CMM magazine, to be distributed in Fall 2021 to all CMM constituents, including prospective students.	Director of Call Me MiSTER Program	--Call Me MiSTER magazine was published in September 2021 and distributed to 800+ mailing list (includes K-12 school leaders, donors, fellow CMM institutions, GC supporters and collaborators, former Rising MiSTER Academy participants). A separate email was sent to COE team.
Plant Seeds for Becoming a Teacher for P-8th Grade Students	Action items & Timeline & Individual(s) Responsible	Individual(s) Involved	Outcomes/Updates
Book Donations to Local School Classrooms (books about being a teacher)	1. Director of Partnerships will create list of P-12 books about being teaching (Fall 2021) . For example: --Mrs. Spitzer's Garden --Last Day Blues --A Letter from your Teacher on the First Day of School --Our Class is a Family --Because I had a Teacher --A Letter to My Teacher --The Heart of a Teacher --Thank you, Mr. Falker	Director of Partnerships and Field Placements, Mentor Leaders, Teacher Candidates	--Graduate Student compiled a list of books about becoming a teacher (9.23.21).
	2. Associate Dean will contact the Director of the GC Sandra Dunagan Deal Center for Early Language and Literacy about potential collaboration and grants (September 2021)	Associate Dean, Director of CELL	--Associate Dean emailed Director Teresa Magpuri-Lavell to inquire about literacy grants on 9.22.21.
	3. Director of Partnerships will work with the COE Office Coordinator to purchase books (Fall 2021) .	Director of Partnerships, COE Office Coordinator	

	4. Director of Partnerships will work with Mentor Leaders and Teacher Candidates to distribute books about teaching to local schools (Spring 2022)	Director of Partnerships and Field Placements, Mentor Leaders, Teacher Candidates	
Reading Days in Local Schools	<ol style="list-style-type: none"> 1. Director of Partnerships and Associate Dean will seek input from EPSC and PT Liaison Groups about reading day volunteer opportunities in local schools (e.g., Dr. Seuss Day, Wilkinson County Read-in, etc.) (September-October 2021) 2. Associate Dean will contact Senior Director for Community Engagement regarding additional volunteer opportunities in schools (October 2021) 	Director of Partnerships & Associate Dean	--EPSC meeting will be held 9.23.21. The COE recruitment plan will be shared with EPSC members ahead of the meeting.
GC Regional Science & Engineering Fair (STEM focus)	<ol style="list-style-type: none"> 1. Associate Dean will contact the Director of the GC Science Center about attending the GC Regional Science & Engineering Fair for participants 6th-12th grades (October 2021) 2. Share COE information/brochures about teaching science, handout COE swag, encourage pre-education students to follow COE social media (1st Friday of February 2022) 	Associate Dean, Faculty	--Associate Dean emailed Director (Catrena Lisse) regarding the February 4, 2022 GC Regional Science and Engineering Fair (9.21.21). The Director put the COE down for one recruitment table at the event.
Target GC Freshmen & Sophomore Students	Action items & Timeline & Individual(s) Responsible	Individuals Involved	Outcomes/Updates
First Year Academic Seminar FYAS (TREK)	<ol style="list-style-type: none"> 1. Five COE faculty will teach in TREK First Year Academic Seminar to build connections with students early in their college careers. They will encourage pre-education students to follow COE social media (Fall 2021) 	COE Faculty	--Drs. Cynthia Alby, Linda Bradley, Stephen Wills, Rachel Bray are teaching TREK Sessions (Fall 2021)
FYAS was revised in Spring 2021 and the new courses will be offered for the first time in Fall 2021	<ol style="list-style-type: none"> 2. Associate Dean and Department of TE chair will contact academic advisors teaching FYAS with undeclared students about presenting in their classes about COE degree programs (UG and MAT) (July 2021) 3. Present COE programs, share swag, and encourage students to follow COE social media sites (Fall 2021) 	Associate Dean & Department of Teacher Education Chair	

	4. Email TREK students and undeclared students to follow up (Spring 2022)	TREK Faculty, Department of TE, and Associate Dean	
GC Academic Expo	1. Department of TE Chair will solicit volunteers to attend Academic Expo & gauge preference for indoors or outdoors (August 2021) 2. COE representatives will sponsor a table at the GC Academic Expo (for undeclared students) (September 29, 2021)	Department of TE Chair, Faculty, Study Abroad Faculty, Director of Partnerships	
Teach GC1Y and GC2Y courses Spring 2021: GC1Y (2 sections) GC2Y (1 section) Fall 2021: GC1Y (3 sections) GC2Y (1 section)	1. COE faculty will continue to teach GC1Y (freshmen courses) and GC2Y (sophomore courses). Will talk to students about teaching careers, share COE swag, and encourage students to follow COE social media (Fall 2021 and Spring 2022)	COE Faculty	--Dr. Kim Muschaweck, Pam Brookins are teaching GC1Y (Fall 2021)
Study Abroad COE has one faculty-led study abroad program: Disability & Culture in Tanzania	1. Faculty member will recruit for Tanzania Program (Fall 2021) 2. Associate Dean will gauge faculty interest in developing a second COE study abroad program and/or study away program (September 2021 COE meeting) 3. Associate Dean will work with faculty to develop another study abroad program (Fall 2021) 4. Proposals for both programs are due to International Education (April 1, 2022) 5. During study abroad programs, faculty will encourage careers in teaching, share COE swag, encourage students to follow COE social media pages	Faculty, Associate Dean	--Nicole DeClouette presented on the Tanzania Study Abroad Program to Kim Muschaweck's GC1Y class (9.20.21) and to Steve Wills TREK class (9.21.21). She will present in Pam Brookin's two GC1Y sections on 9.29.21. --New faculty member, Andrea Cristoff, expressed interest in learning more about study abroad. Andrea will attend the presentation in Pam Brookins class to learn more about study abroad at GC.
Connect with Bridge Scholars	1. COE representatives connect with BSP students to tell them about COE degree programs (UG and MAT), share COE swag, and encourage them to follow COE social media	Associate Dean, Faculty, Teacher	--Associate Dean emailed the BSP Program Coordinator regarding COE involvement on 6/2/21 and 7/12/21. No response.

Program (BSP) Students				Candidates, Director of CMM		
Call Me MiSTER	1. Director of CMM will download a list of enrolled Black male students and email them with application information about Call Me MiSTER and benefits. Freshmen and sophomore undeclared students will be contacted via phone as well (Summer 2021, Fall 2021 – every semester)			Director of Call Me MiSTER Program	--Director of CMM emailed all enrolled Black male students an invitation to apply to CMM on 3/9/2021 and contacted all accepted Black male freshman undergraduate applicants with CMM application information on 4/23/21. At least two MiSTERS applied because of that email.	
	2. Call Me MiSTER will host a table at the annual Academic Expo to recruit undeclared students or those interested in education careers (September 29, 2021)			Director of Call Me MiSTER Program	--COE faculty and admin will attend the Academic Expo and recruit for CMM during the event on 9.29.21.	
Cohort Application Information Meetings	1. Support pre-education students as they navigate the cohort admissions application process by holding two cohort application information meetings: <ul style="list-style-type: none"> a. October 18th 5 pm Peabody b. October 19th 5 pm Academic Advising Collaboration Space, Lanier 211 			Department of TE Chair, COE Academic Advisor, Faculty, Students		
Engage GC pre-education students with COE events	1. COE faculty and students invite pre-education students (in EDUC courses) to professional organization student chapter meetings (NAEYC, CMLA, CEC)			Mentor Leaders	--TREK faculty created a menu of options and pre-education students were required to attend a number of them. Thirteen (13) students attended the CoE Convocation Open House on 8.19.21. Dean Peters and eight (8) faculty members also attended.	
	2. Hold social events for pre-education students (e.g., pizza party, ice cream social, etc.), share COE swag, encourage pre-education students to follow COE social media			EDUC faculty		
	3. Invite EDUC students to the following COE annual events:					
	a. Middle Level Education Summit (October 8, 2021)			CMLA students	--In process. First year students are also being invited.	
	b. JHL Lecture Series (Spring 2022)			COE Leadership Team		
c. COE Diversity Events (Fall 2021 and Spring 2022)			COE Diversity Committee Members			
Target Transfer Students	Current Practices	Action items	Individual Responsible	Individual(s) Involved	Timeline	Outcomes/Updates

Engage with pre-education students at Georgia Military College (GMC)	1. Director of Partnerships will contact GMC liaison (Laurel Tucker, Associate Professor in Department of Learning Support Services) regarding: <ul style="list-style-type: none"> a. EDUC classroom visits by GC faculty and students (share swag, follow COE social media) b. Cohort application information meetings (Fall 2021) 	Director of Partnerships, Department of TE Chair, Faculty & Students	--Associate Dean emailed Laurel Tucker on 9.21.21 to inquire about visiting EDUC classes. Laurel Tucker responded enthusiastically. Academic Dean is Laura Booth. Need to follow up.
	2. Associate Dean will contact Office of Admissions regarding GMC Transfer Student events (Fall 2021)	Associate Dean	
	3. Dean is exploring a partnership with Baldwin County Schools and GMC to establish a pathway from Teacher Academy in High School, to GMC, to transferring as a junior to GC (Fall 2021)	Dean, Baldwin Co Schools, GMC	--MOU with CGTC is in process. Looking into establishing a MOU with GMC too.
	1. Director of CMM will collaborate with GMC interested parties regarding: <ul style="list-style-type: none"> a. Pipeline from AI Jackson Society to GC CMM b. Recruitment of potential MISTERS from high school to GMC to GC c. Plan to finalize MOU (Fall 2021) 	Director of CMM	--Director of CMM held strategic planning meetings (pre-COVID, 3/15/2021, 7/20/2021) with GMC representatives to shape the partnership. --Director of CMM met with GMC in August 2021. GMC was preparing a presentation to stakeholders. This pipeline (MOU) needs to be finalized.
Engage with Pre-Education Students at other 2-year Institutions GC has transfer agreements with Georgia Highlands College, the College of Coastal Georgia, and Gordon College	1. Associate Dean will contact Office of Admissions to create a list of 2-year colleges with pre-education pathway courses (Fall 2021) 2. Associate Dean will develop a plan to recruit pre-education students attending 2-year colleges (Spring 2022)	Associate Dean	Associate Dean emailed Office of Admissions to ask how the COE might be involved in recruiting efforts at 2-year colleges (9.22.21)
Goal: Increase the visibility of the College of Education through social media platforms			

Increase Visibility of College of Education	Action items & Timeline & Individual(s) Responsible	Individual(s) Involved	Outcomes/Updates
	<ol style="list-style-type: none"> 1. Keep all COE social media platforms up-to-date <ol style="list-style-type: none"> a. GC Catalog (Associate Dean) b. COE Website (Dean, Office Assistant) 2. Post COE stories and video to social media frequently: <ol style="list-style-type: none"> a. Facebook (Office Coordinator, Director of Graduate Admissions) b. Instagram (Office Assistant) c. Twitter (Office Assistant) d. TikTok (to be developed) 3. Director of CMM post CMM stories and videos to social media frequently (Facebook, Twitter, Instagram) 	COE Team	<p>--Associate Dean is updating catalogs</p> <p>--Department Chairs and Office Assistant are updating COE webpages.</p> <p>--Office Assistant and Coordinator of Office Services post current COE stories to FB and Instagram.</p> <p>--Director of CMM posted the CMM Magazine to social media accounts (2.23.21).</p> <p>--Director of CMM gave login information to Dean Peters for the social media accounts.</p>

College of Education Recruitment for MAT and Advanced Programs

Goal: Recruit a pool of academically talented graduate students for College of Education MAT and Advanced Programs <ol style="list-style-type: none"> 1. Recruitment strategies specifically for MAT Programs 2. Recruitment strategies for all Graduate Programs 			
Recruit for MAT Programs	Action Items & Timeline & Individual(s) Responsible	Individual(s) Involved	Outcomes/Updates
Target GC STEM majors in the College of Arts & Sciences	<ol style="list-style-type: none"> 1. Director of Graduate Admissions will engage with STEM undergraduate majors through: <ol style="list-style-type: none"> a. Classroom visits, share MAT programs information and swag, encourage students to follow COE social media pages b. Post information pages on building campus (including Arts and Sciences Building, Library) c. Meet with Office of Academic Advising and Career Center to ensure that they have current information about applying to MAT programs (late Fall, early Spring) 	Director of Graduate Programs	<p>--Advertising posters are still posted in buildings across campus.</p> <p>--Graduate and Professional School Fair is October 7, 2021. The Director has a table reserved. She will also be attending the Academic Expo on September 29th.</p> <p>--Statewide Career Fair – N/A due to COVID</p>

	<ul style="list-style-type: none"> d. Represent COE MAT programs at Spring Graduate and Professional School Fair (Fall 2021) e. Attend Statewide Career Fair (Spring 2022) f. Attend GC CUR Conference 		
Recruit for all Graduate Programs	Action Items & Timeline & Individual(s) Responsible	Individual(s) Involved	Outcomes/Updates
<p>Target:</p> <ul style="list-style-type: none"> --B.S. completers and Partner Teachers for M.Ed. programs --M.Ed. completers and Partner Teachers for Ed.S. programs 	<ul style="list-style-type: none"> 1. COE Director of Graduate Programs will: <ul style="list-style-type: none"> a. Visit COE BS program cohorts to share information about M.Ed. Programs. b. Visit M.Ed. Programs to share information about Ed.S. Programs c. Share graduate program information with Partner Teachers d. Deliver graduate program information and swag to local school districts before pre-planning begins 	Director of Graduate Programs	<ul style="list-style-type: none"> --Director has visited Special Education and Middle Grades Education cohort classes to advertise for M.Ed. programs. She will visit Early Childhood Education cohort in early Spring 2022. --Director will visit local school districts/partner teachers in early Spring 2022 to advertise M.Ed. and Ed.S. programs ahead of the April 1st application deadline.
Advertisements	<ul style="list-style-type: none"> 2. COE Director of Graduate Programs will work with GC Communications for advertising: <ul style="list-style-type: none"> a. Page Magazine b. YouTube c. Keyword search marketing d. Social Media 	Director of Graduate Programs	<ul style="list-style-type: none"> --Director is working with University Communications. --Page Magazine issue has been published. --Waiting on budget approval before purchasing other ads.
Direct messaging	<ul style="list-style-type: none"> 3. COE Director of Graduate Programs will send: <ul style="list-style-type: none"> a. Direct mailings b. Email blasts c. COE Newsletters 	Director of Graduate Programs	--Director is drafting email blast to send to 11 school systems in GA (to advertise M.Ed. and Ed.S. programs) and another email blast to be sent to undergraduate students to advertise MAT programs.
Support for Graduate Programs	<ul style="list-style-type: none"> 4. Graduate Advisory Board 	Cheryl Reynolds JW Good	--Two faculty members began the Graduate Advisory Board. The first meeting was held 9.17.21. The purpose of the Board is to build the quality of advising across graduate programs.

Adapted from Arkansas State University College of Education and Behavioral Science 5-Year Recruitment and Monitoring Plan
<https://www.astate.edu/college/education/epp-effectiveness/2017-18/COEBS%20Recruitment%20Plan%202016-2021.pdf>