

**University of Central Missouri  
EPP Recruitment Plan - Initial Programs**

<b>Recruitment Goal 1: Align recruitment initiatives with the demographics and needs of the regions served by UCM's EPP.</b>				
Rationale: UCM's EPP relies on area districts to partner with the EPP in the development of effective educators. Ensuring our efforts are aligned with the districts' needs will strengthen these partnerships.				
<b>Implementation</b>				
	<b>Action Items</b>	<b>Individuals Responsible</b>	<b>Timeline</b>	<b>Evaluation</b>
Strategy 1: Annual survey of COE Advisory Board districts to learn of shortage areas.	Prepare and implement a survey for spring 2022.	Dean's Office	April 2022	Response rate
	Analyze results from survey and share with district partners and EPP program coordinators.	Coordinator of Data Management and Technology	May 2022	Document reflecting shortage areas and sharing
	Compare area shortage areas with those from state.	Coordinator of Data Management and Technology	May 2022	
Strategy 2: Collaborate with area principal and superintendent groups regarding shortages and openings.	Participate in monthly meetings of groups.	Educational Leadership faculty, Dean, Chairs	Ongoing	Agendas
	Invite area administrators to participate in recruitment events.	Dean's office, GYO coordinator	September	Event agendas
	Share information of openings with eligible student teachers.	Student Teaching Coordinator	Ongoing	Email documentation
	Create rural school recruitment event	Clinical Services, Career Services, Dean's Office	January	Participation rates, applications to rural districts

**Recruitment Goal 2: Increase the number of candidates entering and completing UCM’s teacher preparation programs.**

Rationale: Missouri is experiencing a teacher shortage. UCM’s teacher preparation programs have experienced a decline in enrollment overall.

Baseline Data: Number of majors

Degree/Program	2020-2021	2019-2020	2018-2019	2017-2018
BSE Elementary/Early Childhood	470	507	518	551
BSE Middle School - all areas	81	81	72	99
BSE Secondary - all areas	240	257	282	264
BSE Special Education	94	106	94	102
BSE Art	46	52	49	55
BME Music	95	103	119	112
BS Physical Education*	18	33		
<b>TOTAL</b>	<b>1044</b>	<b>1139</b>	<b>1196</b>	<b>1236</b>

\*Physical Education numbers are misleading because of restructuring.

**Implementation**

	Action Items	Individuals Responsible	Timeline	Evaluation

<p>Strategy 1: Create and share “Why I Teach” PSAs</p>	<p>Create videos featuring UCM students, faculty, and outstanding area teachers sharing the benefits of teaching and their stories of teaching. (Important to include men and teachers of color)</p> <p>Share with Future Teacher Event attendees and sponsors as a method of communication, shared on social media, and shared with partner districts.</p> <p>Share selected videos with admitted students as part of contact plan</p>	<p>IMC, GYO Coordinator, faculty</p> <p>GYO Coordinator, ST Coordinator</p> <p>Dean, chairs, PCs</p>	<p>Ongoing In conjunction with FTA, admin meetings</p> <p>Late October</p> <p>Ongoing</p>	<p>Video bank</p> <p>Contact list, emails sent</p>
<p>Strategy 2: Sponsor Future Teacher Academy in fall semester (Co-sponsored with RPDC).</p> <p>On campus event designed to inspire future teachers- students who attend experience time on a college campus including lunch in a dining hall, UCM Faculty panel, UCM student panel, inspirational guest speakers</p>	<p>Use evaluation data from fall 2021 to plan for fall 2022.</p> <p>Distribute registration information</p> <p>Secure speakers</p> <p>Manage logistics</p>	<p>GYO Coordinator, DESE grant coordinator, Dean’s Office, RPDC, faculty</p> <p>GYO Coordinator, RPDC, Dean’s office</p> <p>GYO Coordinator</p> <p>Dean’s Office</p>	<p>August -meet to examine data, plan event, create evaluation document</p> <p>Event - October 4 and 5</p>	<p>Survey to participants and sponsors</p> <p>Track schools who return in subsequent years</p> <p>Determine of participants who enroll at UCM,</p>
<p>Strategy 3: Sponsor Teach It Forward event in spring semester. (Co-sponsored with RPDC).</p> <p>On campus mini-conference for area high school students and</p>	<p>Plan for spring 2023 - secure speakers</p> <p>Distribute registration information</p>	<p>GYO Coordinator, DESE grant coordinator, Dean’s Office, RPDC, faculty</p> <p>GYO Coordinator,</p>	<p>October - meet to begin planning, secure speakers</p>	<p>Survey to participants and sponsors</p> <p>Track schools who return in subsequent years</p>

<p>current education majors.</p>	<p>Manage logistics</p>	<p>RPDC, Dean's office  Dean's Office</p>		<p>Determine of participants who enroll at UCM,</p>
<p>Strategy 4: Communication with admitted students</p>	<p>Admitted student signing event:</p> <ul style="list-style-type: none"> <li>● Identify incoming education majors from area schools.</li> <li>● Travel to schools to photograph students "signing" as future teachers.</li> <li>● Share images via social media.</li> <li>● Capture students who are here for events</li> </ul> <p>Create communication flow for admitted students</p> <ul style="list-style-type: none"> <li>● Email from Dean's Office with Why I Teach video</li> <li>● Email from chairs and/or PC</li> <li>● Email or text from current student</li> </ul>	<p>GYO Coordinator, DESE grant coordinator, Dean's Office,</p>	<p>Fall 2022 and ongoing</p>	<p>Yield rate</p>
<p>Strategy 5: UCM College of Education Student Ambassadors identified to give presentations in home high schools.</p>	<p>Identify students to serve as ambassadors. (Juniors - look for 1 or 2 per district)</p> <p>Create positions through HR and hire students</p> <p>Create presentation to be used.</p> <p>Train ambassadors.</p> <p>Schedule school presentations.</p>	<p>GYO Coordinator  Dean's Office  GYO Coordinator  GYO Coordinator  GYO Coordinator</p>	<p>Summer 2022  Summer 2022  Fall 2022  Fall 2022  Fall and spring 2022</p>	<p>Track students from ambassador's high schools applying and admitted to UCM</p>

**Recruitment Goal 3: Increase the number of non-traditional students pursuing educator certification through alternative pathways to certification.**

Rationale: Missouri is experiencing a teacher shortage and UCM’s teacher preparation programs have experienced a decline in enrollment overall. The number of high school graduates is expected to decrease in the coming years so it will be imperative to recruit non-traditional candidates into programs.

**Implementation**

	<b>Action Items</b>	<b>Individuals Responsible</b>	<b>Timeline</b>	<b>Evaluation</b>
Strategy 1: Create and share “Why I Teach” PSAs	Create videos featuring teachers who have come to teaching in a non-traditional manner (para-profesional to certified teacher, career changers, etc.).  Share on social media and with partner districts.	IMC, GYO Coordinator, faculty	Ongoing	Video bank
Strategy 2: Collaboration with partner school districts	Disseminate information about UCM programs for non-traditional students with partner districts.  Host informational meetings in districts.	Para program coordinators, Dean’s office, IMC  Para program coordinators, program advisor	Fall 2022	Track number of participants
Strategy 3: Increase opportunities for courses to be offered in formats for working adults.	Work with program coordinators to determine courses that can be offered in varied formats.  Ensure candidates have appropriate experiences in their schools.	Para program coordinators, program advisor	Ongoing	

<b>Recruitment Goal 4: Increase the number of candidates from diverse backgrounds entering and completing a teacher preparation program. (State focus: males and candidates of color.)</b>				
Implementation				
	<b>Action Items</b> Note: The strategies below are the same as for goal 1. The specific actions to respond to this goal are included.	<b>Individuals Responsible</b>	<b>Timeline</b>	<b>Evaluation</b>
Strategy 1: Create and share “Why I Teach” PSAs	Ensure PSAs developed by UCM include representation of males and candidates of color			
Strategy 2: Sponsor Future Teacher Academy in fall semester (Co-sponsored with RPDC). On campus event designed to inspire future teachers- students who attend experience time on a college campus including lunch in a dining hall, UCM Faculty panel, UCM student panel, inspirational guest speakers	Ensure keynote guest speakers and session speakers include representation of males and candidates of color.  Ensure inclusion of partner districts in rural, urban, and charter schools to ensure access for all students.			
Strategy 3: Sponsor Teach It Forward event in spring semester. (Co-sponsored with RPDC). On campus mini-conference for area high school students and current education majors.	Ensure keynote guest speakers and session speakers include representation of males and candidates of color.  Ensure inclusion of partner districts in rural, urban, and charter schools to ensure access for all students.			
Strategy 4:	Ensure signing events include representation of males and			

<p>Host Future Teacher Signing events.</p>	<p>candidates of color</p>			
<p>Strategy 5: UCM College of Education Student Ambassadors identified to give presentations in home high schools.</p>	<p>Recruit current students who are male or students of color to mentor high school students who are involved in future teacher activities.</p> <p>Recruit recent graduates who are male or teachers of color to mentor current students in the College of Education.</p> <p>Recruit paraprofessionals (after completion of program and now teaching) who are male or teachers of color to mentor new paraprofessional teacher candidates.</p>			