Sustainability of a Noyce Project: Opportunities and Barriers

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What does **sustainability** mean?
What happens after the project/grant is completed/over?

- Capacity Building Program
- Scholarship Program & Stipends Track
- Teaching Fellowship Track
- Master Teaching Fellowship Track
- Noyce Research Track

- Does everyone (Faculty, Administration, Students, University Governing Board, Accrediting Organization) agree on what sustainability means?
What does **sustainability** mean?

What happens after the project/grant is completed/over?

• Capacity Building Program (this should be easy)
  – Program that meets accreditation standards
    • Which standards?
    • Specific vs broad field certification
  – Collaboration between SOE and STEM department(s)/Faculty & High Needs School District(s)
  – Lots of students/tuition generated
    • Who’s students?
    • How does the university “count” students/program effectiveness (ROI)?
  – Program that produces graduates that are sought after
  – Development of a Noyce Track 1 Proposal
What does sustainability mean?
What happens after the project/grant is completed/over?

• Scholarship Program & Stipends Track
  – Collaboration between SOE and STEM department(s)/Faculty & High Needs School District(s)
  – Lots of students/tuition generated
    • Who’s students?
    • How does university “count” students/program effectiveness (ROI)?
  – Program that produces graduates that are sought after.
    • Graduates pass licensure requirements

  – Program that attracts students without offering scholarships or cultivates new resources for scholarships
Collaboration

• Comprehensive and Ongoing STEM/COE Faculty Collaboration & High Needs School District
  – Engage SOE & STEM faculty in certification process.
  – Collaborate on course review and faculty assignments.
  – Develop proposals and papers collaboratively.
  – Hold scheduled meetings with participating faculty.
  – Develop collaborative research & education agenda.
  – Collaboratively develop conceptual framework as foundation for programs.
  – Unexpected roadblocks.
  – Learn the language and acronyms (do not be afraid to ask).
Partnerships with Community Agencies

– Identify and invite partnerships with local stakeholders.

– Develop orientation for prospective community partners to explain program purposes, curriculum, philosophy, etc.

– Develop STEM activities in collaboration with partners which may be used by STEM educators K-16 and STEM certification candidates. (Develop resource booklet).

– Conduct field trips for STEM and SOE faculty to partnership sites for orientation to site operations.

– Conduct evaluation of effectiveness of partnership development strategy.
Partnerships with high-need school districts

– Develop and implement partnership agreements with partners with identified high-need districts.

– Review student achievement data and other information on student learning, STEM teacher recruitment and retention, and district insights into challenges and solutions.

– Conduct training for STEM faculty and school partner STEM cooperating teachers regarding supervisory processes and policies.

– Have partner STEM schools teachers conduct workshops for STEM/certification faculty on Core Curriculum Standards.

– Conduct needs assessment study with partners to identify discrepancies in candidate profiles.
Marketing, Recruitment, Application and Orientation

– Develop a marketing plan which illuminates project uniqueness and articulates a brand for participants and partners.
– Develop marketing documents to be used for recruitment.
– Design strategies and schedules for recruiting STEM majors into the certification programs.
– Conduct pilot marketing/recruitment strategies with members of the target population.
– Refine marketing and recruitment strategies and materials.
– Institute marketing and recruiting in STEM departments.
– Develop program application packages and assessment.
– Develop admissions records evaluation form.
Opportunities and Barriers

• Knowns
  – (things that we know or think we know)

• Unknowns
  – (things that we know that we don’t know)

• Unknown Unknowns
  – (things that we don’t know that we don’t know)