**4.4 j Standard 4 - Movement Toward Target**

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| Plans & Timelines for Sustaining Standard 4 at Target Level |
| Action to be taken | Timeline  |
| 1 | Continue to recruit initial level candidates to seek add-on certification through ESL Information Sessions each semester providing another opportunity for teacher candidates to work with diverse students in PK-12 schools | Ongoing  |
| 2 | Continue to utilize the Avatar TeachLivE clinical practice program through the University of Central Florida as another opportunity to work with diverse students/avatars | Ongoing |
| 3 | Continue to provide national, Darkness to Light – Stewards of Children training to increase teacher knowledge of supporting children who have been abused, recognizing this group of PK-12 students as another diverse population | Ongoing |
| 4 | Continue to update knowledge bases for diversity and inclusion so that candidates can apply them effectively in schools to improve our programs as well as regularly review candidate assessment data on candidates’ ability to work effectively with all student and develop plans for improving their practice | Ongoing |
| 5 | Establish Louisiana Connections Academy as a clinical experience site for candidates to work with diverse student populations in an online setting with face-to-face tutoring | Spring 2014 |
| 6 |  Lay groundwork for international exchange program to increase experiences of initial and advanced level program candidates working with diverse faculty | Spring 2014 |
| 7 | Invite Xavier University (HBC) candidates to participate in FANFARE event and interact with Southeastern candidates  | Fall 2014 |
| 8 | Invite Dr. Tania Romero from Universidade Federal de Lavras in Brazil to teach as a guest lecture in the department and in English dept. to increase diverse faculty  | Fall 2014/Spring 2015 |
| 9 | Plan and provide intercultural opportunities within the educational preparation program (EPP)/unit for diverse experiences through the Panama Teacher Training Program for teacher candidates (see letter below) | Fall 2014/Spring 2015 |
| 10 | Establish collaboration with Southern University (HBC) for dual enrollment in the graduate program to increase diverse graduate candidate population | Spring 2015 |
| 11 |  Establish a recruitment and retention scholarship for increasing the number of diverse candidates in initial level degree programs. | Spring 2015 |
| 12 | Establish a scholarship for advanced level candidates to increase the number of diverse graduate students enrolled in advanced level degree programs. | Spring 2015 |
| 13 |  Work with Southeastern Foundation to establish one endowed scholarship ($50,000) for initial and/or advanced level degree programs to increase and retain a diverse student population in the Dept. of Teaching & Learning | Spring 2017 |
| 14 | Work with Southeastern Development Foundation to establish an endowed professorship for increasing a diverse faculty for the COE | Spring 2017 |

