

## CSU TEACHER RECRUITMENT PROJECTS

### Program Description

The CSU Teacher Recruitment Projects (TRP) seek to make California's teaching workforce more inclusive. The goal of the TRP is to attract participants from environments in which teaching has not been a common career goal, assisting these students in qualifying for entrance into the teaching profession. Participants are recruited from the broadest spectrum possible and include teacher aides from K-12 schools, as well as secondary school students, community college students, and undergraduate students who are interested in teaching as a profession.

TRPs are designed by each campus to correspond to unique regional characteristics, target multiple audiences, and include strategies that have proven successful in recruiting diverse students to teaching. Strategies employed range from the provision of academic support and academic advisement to exposure to teaching and career counseling. These projects are inter-segmental and involve local school districts, community colleges, and undergraduate disciplines at the university level.

*In response to California's severe shortage of mathematics and science teachers, the TRP shifted its focus beginning in 2005-06 to intensive recruitment for these areas. In 2006-07, TRP activities are expected to focus on math and science teacher recruitment. Projects should target teachers in these fields through workshops and information sessions, advising and mentoring, test preparation, website development, early field experiences, stipends, and financial support. TRP funds should be used primarily for activities that recruit math and science teachers. TRP activities and funding should be aligned with the Math and Science Teacher Initiative activities on the campus.*

### Campus Allocations

Funding allocations for TRPs are made at the campus level from lottery funding and are a fixed amount of \$75,000 for each campus. Each campus is responsible for the oversight and implementation of project goals and activities.

### General Program Guidelines

Expenditures of funds are to support locally developed activities to attract students from environments in which teaching has not been a common career goal. Project activities may fund the continuum of recruitment, admission, and completion of teaching preparation programs. Expenditures must conform to all regulations governing lottery revenues and be in alignment with current court interpretations of Proposition 209.

### Specific Criteria and Guidelines

- Recruitment of diverse candidates should be in the broadest spectrum possible to all potential candidates/recruits/participants.

- Recruitment must not focus on any one group or type of population (for example, ethnic minority populations), but should be looking at broad-based teacher recruitment outreach.
- The legal perspective will always ask the overarching question of whether a project, activity, or campus practice is limited to any one or a specific type of population. If it is limited, then project legality will be questioned.
- TRPs should not be recruiting participants in terms of "underrepresented populations" because that is clearly not permitted, as recruitment of minority or gender specific populations is not permissible under Proposition 209 interpretations.
- TRPs can recruit, support, and focus on any participants that are from socio-economically disadvantaged populations.

### **Program Reports**

Campuses will be required to submit a year-end report to the Chancellor's Office.

### **Budget Guidelines**

Total amount per campus: \$75,000  
(Pending annual Governor's budget)

- Program administration (including clerical) shall not exceed 33.3% of the total budget. Other personnel may be involved, but only in roles related directly to participant services.
- Lottery funds for faculty personnel are limited to replacement cost rate only.
- Travel must be explicitly related to TRP goals. (Most projects include travel allocations of \$1,000 or less annually.)
- No conference attendance is funded.
- Allocations for supplies are limited to those directly related to participant services only.
- Equipment cannot be funded through TRP projects.