

4.3.h Policies and practices, including good faith efforts, for recruiting and retaining diverse candidates

Concerted efforts to recruit diverse candidates occur at different levels of outreach at Fresno State. Our University Outreach Services conducts the following events annually to attract diverse populations to our campus: African American Recruitment Conference, South East Asian Educational Leadership Conference, Chicano Youth Conference, and Migrant Youth Day.

The teaching credential programs admit all applicants who meet the admission requirements for the programs. Since the Central Valley has a diverse student population, students who qualify for our teaching credential programs also reflect the diversity of the community. The Office of Community Based Learning (CBL), formerly known as the Office of Teacher Recruitment, focuses on recruitment and retention of diverse students. Students recruited through this office all work in public schools to gain valuable teaching experience throughout their educational career.

KSOEHD also reach out to students who reside in locations far from campus and have mostly under-represented diverse populations through the Off-Campus Cohorted Programs (on-site in districts). Through these programs, candidates were recruited from the following school districts in 2010-2011: Sanger Unified, Central Unified, Fresno Unified, Clovis Unified, and Visalia Unified. Our bilingual instructors' collaboration with a local Hispanic Radio Channel (21) ensures that the Channel covers our annual Teacher Fair event and the recent "Get the Scoop" recruitment event. The radio coverage of our recruitment events disseminates information about our programs to a diverse audience.

To facilitate retention of diverse students, this Unit commits to provide a wide range of quality support programs for our candidates to engage in multicultural education experiences.

- a) The California Mini-Corps Program: Fresno State has had a year round Mini-Corps program for about 30 years. In 2010-2011, 58 Mini-Corps students were selected to participate and provide services to Fresno County and Fresno Unified School Districts. These Mini-Corps tutors are placed in schools that are highly impacted with migrant students. Mini-Corps students also receive extensive inservice training through a university course and educational workshops, which emphasize methods and techniques for assisting migrant children. In this year, literacy, writing and math training modules were implemented with a strong emphasis on English language instruction, the development and implementation of professional learning communities, and standard based SMART goals.
- b) Teaching Fellows: The major purpose of the Teaching Fellows program is to improve the quality and diversity of professionals in education and human services, by providing meaningful experience for undergraduates which complements and supports their university course work in degree and credential programs. At the same time, the program strives to improve the academic success and personal development for underrepresented youth, through their contact with carefully selected university students in problem-based academic enrichment, literacy, mentoring and tutoring activities. More than 500 CSU Fresno undergraduates participate in the program. Teaching Fellows recruits high school seniors

(who maintain a 3.5 GPA) and provides a four year, enriched cohort experience for the Teaching Fellows as they complete degrees and credentials. Teaching Fellows are placed 15 hours per week as interns in low performing schools and receive financial assistance and personalized support through a counselor and staff in the Teaching Fellows office. Twenty-five graduating high school seniors are selected for scholarships each year. The following table illustrates how the ethnicity distribution of Teaching Fellows reflects the ethnicity distribution of K-12 students in 2010-2011.

Ethnicity	Teachers		K-12 Students		Teaching Fellows	
	Number	Percentage	Number	Percentage	Number	Percentage
Asian	479	4.96%	19,759	10.31%	87	11.33%
Black	194	2.01%	12,269	6.40%	26	3.39%
Hispanic	2,054	21.29%	112,183	58.54%	476	61.98%
Indian	64	0.66%	1,565	0.82%	1	0.13%
White	6,726	69.71%	41,428	21.62%	178	23.18%
Other	132	1.37%	4,436	2.31%	0	0.00%
Total	9649	100.00%	191,640	100.00%	768	100.00%

- c) The Central Valley Educational Leadership Institute (CVELI) of Fresno State partners with educational and business communities to bring best leadership practices to all aspects of the educational system in the San Joaquin Valley to eliminate the achievement gap and raise the performance of all learners.
- d) The Reading Lab is an outreach project serving the community with literacy tutoring for the improvement of reading achievement. This project brings our students together with struggling school-age children from the community and provides them with a supervised context for practicum experiences.
- e) San Joaquin Valley Writing Project (SJVWP) runs summer writing programs for children and adolescents from area schools in our summer writing camps and a family literacy program for parents and students. This Project contributes to the recruitment of teachers for master's degree programs and advanced certificate programs and opportunities for our candidates to collaborate with other California Subject Matter Projects housed at Fresno State and with faculty in the LABSE Department.
- f) CalStateTEACH is a statewide Multiple Subject Credential Program. Candidates who participate in this program receive coaching, advising, and evaluation from a CalStateTEACH faculty mentor.
- g) California Bi-National Teacher Education Project: In 2012, three Kremen students in the Multiple Subject Bilingual credential program have been selected to receive a \$7,500 stipend to participate in the California Bi-National Teacher Education Project (Bi-TEP). Students will be in Oaxaca, Mexico from June 29 to July 31, 2012.
- h) The Bilingual/English Learners committee has been formed to design a master's program that focuses on multicultural and international education.
- i) Youth to College program
- j) English Language Acquisition program