

# HISTORICALLY BLACK COLLEGES (HBCU) AND UNIVERSITIES AND HISPANIC SERVING INSTITUTIONS (HIS)

COMMON CHALLENGES AND OPPORTUNITIES

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# PRESENTATION FORMAT

- ◉ **Interactive** (your participation will be solicited)
- ◉ **I don't have all of the answers**
- ◉ **Short introduction**
- ◉ **I'll raise the issues/challenges** (from my perspective)
- ◉ **Provide some comments/tips based on my experiences**

# NEEDED: TEACHERS OF COLOR

- ◉ The nation is becoming more multicultural and multilingual.
- ◉ Between 1989 and 2009, the percentage of public school students who were White decreased from 68 to 55 percent, and the percentage of those who were Hispanic doubled from 11 to 22 percent. By 2009, Hispanic enrollment had exceeded 11 million students
- ◉ Some public schools are becoming 50-75% African American
- ◉ The teaching force does not reflect this change.

# WHY DOES A TEACHER'S ETHNIC AND RACIAL BACKGROUND MATTER?

- ◉ Studies show that students of color often do better with teachers of the same race because of similar experiences and backgrounds. They are more sensitive to their needs.
- ◉ They serve as role models.
- ◉ They bring new ideas to their schools and help other teachers gain skills to teach students of diverse backgrounds.
- ◉ They help preserve their culture and ensure that all students learn about the many cultures that have help shape this country.

# HISTORICALLY BLACK COLLEGES AND UNIVERSITIES AND HISPANIC SERVING INSTITUTIONS

- ◉ ARE THE PRIMARY SUPPLIERS OF TEACHERS OF COLOR (Many were founded as Teacher Training Institutions)

# WHY NCATE ACCREDITED TEACHERS?

- ◉ Graduates from NCATE accredited institutions provide evidence that their candidates have the knowledge and skills to work effectively with ALL students in the classroom.
- ◉ Able to handle the demands of a classroom on day one—not through on-the-job training;
- ◉ Knows the subject matter and a variety of ways to teach it to ensure student learning;
- ◉ Can manage classrooms with students from widely diverse backgrounds;

# COMMON CHALLENGES WITH THE ACCREDITATION PROCESS (AS I SEE THEM)

- ◉ Resources
- ◉ Time
- ◉ Governance Structure & Support
- ◉ Professional Development
- ◉ Collaborations
- ◉ Others ??

# RESOURCES: FISCAL AND HUMAN

- Not Enough Faculty for the Number of Programs (Many Hats Syndrome)
  - Assessment Coordinator
  - Field Experience Coordinator
  - Technology Coordinator
  - Teaching and Supervision Load



# RESOURCE TIPS

- ◉ Consider withdrawing some programs
- ◉ Adjuncts are Cheaper (Recent Public School Retirees)
- ◉ Have a faculty member Trained as BOE <http://www.ncate.org>
- ◉ NAFEO Technical Support Teams
- ◉ AACTE Low cost/No cost Resources

# NO COST RESOURCES FROM NCATE

❖ <http://www.ncate.org>

- ◉ Sample IRs and SPA Program Reports
- ◉ BOE Training Modules
- ◉ BOE Updates and UAB Summaries
- ◉ Info on Preparing for BOE visit
- ◉ Info on Web Seminars and Conferences
- ◉ Resources (e.g., DVDs, publications, papers, presentations)
- ◉ Lots of other valuable information

# MORE RESOURCES

- ◉ <http://aims.ncate.org>
- ◉ Accreditation Info (unit and programs)
- ◉ Accreditation Process (BOE team, visit reports, BOE evaluations, program review system, annual report system, manage faculty info)
- ◉ Institutional Information (profile)

# MORE RESOURCES

- <http://aims.ncate.org>  
Examples of Resources
  - ◉ Timeline
  - ◉ IR Template and IR Online Instructions
  - ◉ Guidelines for Completing Required Tables
  - ◉ Exhibits List
  - ◉ Guidelines for Electronic Exhibits Room
  - ◉ Visit Template
  - ◉ BOE Report Template

# TIME TIPS

- ◉ Accreditation is a Process Not an Event
- ◉ A Marathon; Not a 100 Yard Dash
- ◉ Responding to requests and deadlines
- ◉ Start Timeline from last Accreditation Visit
- ◉ I Strongly suggest Outside IR Reader/Mock Visit included in Timeline
- ◉ Monitor the process

# GOVERNANCE STRUCTURE & SUPPORT

- ◉ Institutional Priority
- ◉ Faculty Buy-In (Faculty Driven)
- ◉ We Don't "do" NCATE for NCATE
- ◉ Top-down mentality
- ◉ Senior Administration slow to release responsibility.

# PROFESSIONAL DEVELOPMENT

- ⦿ Not Valued vs. Lack of Funding?
- ⦿ Where do we Find the Workshops/Trainings?
- ⦿ Lack of Understanding of the Importance?

# LOW COST OR NO COST OPPORTUNITIES

## Webinars and Training Modules

- NCATE
- AACTE
- SPA's
- In-State SDE's
- Have a BoE Trained Person on Faculty



# QUESTIONS AND COMMENTS