



## Teacher Quantity and Diversity

**Strategic Focus:** The *Regents' Principles and Actions for the Preparation of Educators for the Schools* called for responsiveness to the needs of Georgia's P-12 schools. Teacher Quantity and Diversity strategies were aimed at meeting the critical need for over 14,500 quality teachers in Georgia by 2010 by increasing the number of minority teachers, and responding to growing market demand for highly trained teachers of children from birth to age 5.

**History:** In 2003, compelled by the growing shortages of highly qualified and effective teachers and the shortage of minority teachers, the Board of Regents of the University System of Georgia launched pilot programs through the Destination Teaching initiative to increase the number and diversity of University System of Georgia prepared teachers to teach in high-need school systems. In January 2005, based on the success of Destination Teaching, the Board of Regents approved the Double the Number, Double the Diversity Initiative to increase overall teacher production and the production of minority teachers for Georgia's public schools.

### Strategies:

- **Redesign Educator Preparation programs**—Educator Preparation programs participated in Continuous Improvement and Accountability to ensure quality, responsiveness, and collaboration.
- **University System of Georgia Reading Consortium**—The Reading Consortium provided opportunities for statewide collaboration among professionals to design and promoted professional development in literacy instruction for classroom teachers.
- **Georgia Framework for Teaching**—This product of the Georgia Committee on Quality Teaching was designed to align the cross-agency work of the Georgia Department of Education, the Professional Standards Commission, and the University System of Georgia on the preparation, progression, development and success of educators.
- **Cross Cultural Teaching Initiative**—This initiative provided professional development in teaching children from a variety of cultures.
- **P-16 Educator Data Mart**—The Educator Data Mart made it possible for the University System teacher preparation institutions to follow longitudinally, their graduates into teaching, leadership and counseling positions in the schools.

### Actions:

- Designed the USG Teacher Career Center to assist those interested in a teaching career and to market the USG teacher preparation programs.
- Designed new programs customized for high-need schools and nontraditional teacher candidates.
- Developed strategic plan for increasing number and diversity of teachers produced by the University System.
- Developed a teacher working conditions survey and recruited 10 pilot school districts. Positive outcomes from the pilot project have resulted in the implementation of an expansion of the program in partnership with the Department of Education, the Georgia Partnership for Excellence in Education, and the Georgia Chamber of Commerce.
- Formed the Birth-Age 5 Teacher Preparation Consortium of USG two-year and four-year institutions and The Technical College System of Georgia institutions to create baccalaureate degree programs to prepare educators to teach very young children, birth-Age 5, and to establish an articulation agreement with the Technical College System of Georgia (TCGS) so that current teachers who have completed a two-year TCGS program may transfer seamlessly into USG baccalaureate programs.