

## Practices and Good Faith Efforts for Recruiting and Retaining Diverse Candidates

Unit efforts to increase the diversity of candidates include the **Paterson Teachers for Tomorrow (PT4T)** program as well as the **New Vistas** and **Garden State Partnership Programs**.

The **New Vistas Teacher Project** is a sustainable "fast track" program that dually certifies approximately 55 career changers and recent college graduates annually in the areas of Special Education, ESL, and Bilingual Education along with Elementary, Middle School and High School Certification. Participants seek jobs in three high-needs urban school districts in New Jersey: East Orange, Elizabeth, and Paterson Public Schools. The partner districts recommend the candidates for certification after they complete a year as "teacher of record". New Vistas candidates and program graduates are 10% African American, 29% Hispanic, and 61% white.

**The Garden State Partnership for Teacher Quality (GSPTQ)** was designed to improve the academic achievement of K-12 students in high need urban schools through the recruitment, preparation and retention of highly qualified teachers in New Jersey. The project supports the reform of the Pre-Baccalaureate programs at partnering universities and established the Garden State Urban Teacher Residency Program that culminates in dual certification and a master's degree, ensuring both highly-qualified teacher status and expertise in areas of critical shortage including special education, ESL and bilingual education. GSPTQ established 15 Professional Development Schools, to support pre-service and in-service teachers in partnering districts and recruit, prepare and retain educational leaders in New Jersey's most challenging urban communities.

The New Vistas and the GSPTQ programs prepare and support teachers to work in high needs school districts in shortage fields. Candidates from diverse backgrounds have successfully been recruited for these projects. The ethnic composition of GSPTQ candidates is 40% candidates of color and 60% white.

**Paterson Teachers for Tomorrow (PT4T)** is a collaborative project that began during the 1999-2000 school year with the establishment of Future Teacher of America (FTA) clubs in the three largest high schools in Paterson, NJ. Each club was led by at least one faculty advisor selected by the school principal and one William Paterson University faculty liaison. If the FTA club members participated in club activities, performed community service, and promised to return to Paterson in order to teach, they were eligible to apply for a four-year scholarship to complete their college degree with teaching certification, pending admittance to the university. It was funded through donations from private foundations, local businesses, and the William Paterson University Foundation. There are currently sixteen PT4T scholars at WPUNJ working toward a bachelor's degree with teaching certification. In 2005, a fourth high school, Paterson Pre-Collegiate Teaching Academy, was added to the program. The ethnic composition of the 22 PT4T candidates and graduates of the program is 68% African American, 23% Hispanic, 4.5% Asian and 4.5% white.