

CTC Common Standard 1: Education Leadership

The institution (faculty, dean/director and institutional administration) articulates and supports a vision for the preparation of professional educators. All professional preparation programs are organized, governed, and coordinated with the active involvement of credential program faculty. Institutional leadership fosters cohesiveness in management; delegates responsibility and authority appropriately; resolves each professional preparation program's administrative needs as promptly as feasible; and represents the interests of each program in the institution, the education profession, and the school community.

Overview of Response To Standard 1

California State Channel Islands has quality teacher education preparation as a priority commitment. The quality of all programs ultimately is the concern of the entire CSUCI community – faculty, administration and staff. All program and course changes must be reviewed not only by the College's Curriculum Committee, the Vice-President for Academic Affairs – Academic Programs, and the Academic Senate, which ultimately decides whether to recommend changes (See Exhibit 1.1).

A high proportion of University resources are devoted to the Education credential program and the Liberal Studies Option in Teaching and Learning. The Chancellor's Office of the California State University system holds the preparation of teachers as a major objective. Thus resources assigned to the Teacher Education Program demonstrate a high level of support.

Table 1

**Projected Student Enrollment Teacher Credential Program
FTES**

	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>
Multiple Subject	80	115	130
Single Subject			50
Education Specialist		20	40
Preliminary Administration		20	40
Liberal Studies (teaching credential preparatory)	115	180	220
Total	195	335	480

Faculty, as a part of their workload assignment, support and advise credential candidates. Support is also demonstrated by the operation of support services on campus. A library/media facility, counseling, and a broad array of tutorial and support services are readily available to help ensure student success (Exhibit 1.2 CSUCI Catalog, Academic Support Services, pp. 17-18).

There are various means by which the administrative needs of the program are met. The faculty meets regularly with the Vice President for Academic Affairs to inform the University regarding the effectiveness of the program and to present program needs. The Vice-President for Academic Affairs participates in program and governance meetings to ensure that needs are addressed promptly.

The University is concerned that students, faculty and staff on the campus be treated with dignity, justice and with due respect for individual rights. Should situations arise when persons feel they have been treated unfairly or that their needs are not being met, they are encouraged to use the appropriate complaint and/or grievance processes explained in the CSUCI Catalog (Exhibit 1.2, pp. 27 – 28.), the Collective Bargaining Agreement for faculty (Exhibit 1.3), and the CSEA Contract for staff (Exhibit 1.4).

Unit Management, Governance, Credential Program Liaison

Given the developmental nature of the CSUCI campus we are organized as a faculty across disciplines, without department. Governance of the University is democratic and inclusive in nature. The University Governance Community convenes for meetings bi-weekly during the academic year. A Committee on Teacher Education Programs, consisting of faculty, administration, and local area educators consults with the Dean and Director of the Teacher Education Programs to facilitate accomplishing the business of the Teacher Education Program. The overall organizational structure is well defined and described in detail in CSUCI Organizational Chart (Exhibit 1.5).

Dr. Alex McNeill, Vice-President for Academic Affairs, is the chief academic officer responsible for all academic and administrative operations of the University, and serves as primary liaison for educational affairs within the University and the greater community outside of the University. The Dean and Director of CSUN@CI and CSUCI reports directly to the Vice-President for Academic Affairs and oversees the daily operations within the Teacher Education Program. The Dean/Director convenes regular meetings with the faculty coordinators, Administrative Services, as well as the Field Experiences Coordinator, and the Coordinator of the Student Services Center for the University. Additionally, faculty members from each program meet for purposes of program planning and coordination.

The Dean/Director is directly responsible for all matters regarding credentialing of students. The Dean/Director and student services staff is housed within the Teacher Education Program and are very closely linked with the Vice-President for Academic Affairs, and faculty coordinators. The Dean/Director is a central figure in the planning and delivery of programs and meets regularly with program coordinators to ensure quality management of recruitment, entry, and program completion of CSUCI credential candidates.

The Student Services Center operates under the guidance of the Dean/Director. The Student Services Center provides a unique role for our students. From beginning informational sessions designed to provide materials that will facilitate entry into our programs to the verification of eligibility for a variety of credentials, the Student Services

Center staff offers assistance to students in all areas of their program. Students and prospective students know that the Student Services Center acts as a clearinghouse for all pertinent changes in requirements, modifications of state regulations, application and certification processes, and proper validation of records. Our Student Services staff act as advocates for our students, and our teacher candidates consider the role of this office as vital to their progressing through our programs. It is our “one-stop center” for information and assistance for prospective, current and former students of the Teacher Education Program.

Jacque Gilmore, Coordinator of Field Experiences for the Multiple Subject Credential program, will direct the placement of students in both beginning and advanced student teaching. Working in collaboration with districts in our service area, she assigns teacher candidates throughout our service region. In addition, the Coordinator of Field Experiences in consultation with University faculty will provide workshops for university supervisors, in-service programs for master teachers, and seminars for teacher candidates.

The Coordinator of Field Experience will attend Field Placement Directors Forum designed to bring Field Placement Coordinators together from the CSU campuses to facilitate communication and consistency within the student teaching arena. Such issues as “courtesy placements” and student assessment were discussed, and issues and concerns for future meetings are discussed at these meetings. The forum is committed to functioning as a problem-solving and idea-sharing body within the CSU system. Through discussion of policies, procedures and documents, the opportunity for dialogue should enable each campus to learn of other systems in use across the CSU.

It is noteworthy that the University and Teacher Education Program (TEP) have deliberately avoided the development of departments (e.g., Teacher Education, Special Education) that would separate faculty, administration, and credentialing staff. This flat structure will hopefully reflect a) an observable absence of the usual hierarchical relationships within a TEP, and b) very open lines of communication among faculty, student services staff, and the Dean/Director. The TEP Student Services Center has a half-time coordinator, one credential analyst, one credential evaluator, one credential advisor, and one full-time support staff. The faculty consists of 13 current full-time tenure line faculty with an anticipated 20-25 full-time faculty members joining in Fall 2002. Among the faculty are two educators with four to six tenured and tenure track educators being hired Spring 2002. The TEP will employ full-time lecturers, and several adjunct faculty and supervisors. The TEP is very “small,” and at an initial growth phase, allowing members of the TEP easy access to one another for planning and problem solving purposes.

Internship Programs

For an internship program: The leadership and governance are shared responsibilities, thus each participating school district works with the institution to give appropriate attention to the effective operation of the program. Because interns function as employees of the school district, it is important that the school district ensure that the program is operating in a manner to further the educational goals of the district. The employing school district supports the goals and purposes of the program and assures the college or university that the appropriate support for the term is available in the district.

Response

Multiple Subject Internship

District Demonstration of Support for the Program and Advancement of District Goals

The Internship Credential Program is designed to develop effective professional classroom teachers who: 1) are knowledgeable about theory, such as learning, curriculum and evaluation, and its application in classrooms; 2) have acquired knowledge and skills for teaching in an ever-changing multicultural, linguistically diverse society; 3) are informed, instructional decision-makers; 4) are reflective about their work; 5) see themselves as teachers and researchers in their classrooms, and; 6) view personal and professional development as a career-long commitment. To attain its major goals, the Internship Program is field-based.

All Ventura County Districts demonstrate support for the internship program by hiring and training a cadre of support providers who provide support to each assigned intern during the intern's first term. Support may include but is not limited to: observing in the classroom, coaching the intern, preparing materials, developing learning goals based on evidence, locating resources, attending or teaching the University classes, attending the advisory committee meetings, and attending meetings with the intern, providing release time. All of this occurs with funding from the CCTC. School site support providers are fully credentialed teachers with 3 or more years of experience and recognized as exemplary teachers. Support also is provided through the Ventura County Superintendents Office. The Ventura County Consortium University Advisory Council meets on a regular basis to: a) discuss candidate selection criteria; b) monitor program quality and integrity, c) track candidates' progress through the program, and d) ensure that program activities, in fact, further the overarching goal of the district, which is to improve teaching and learning. Clearly, the hiring and training of high quality educational professionals through the intern programs is an outstanding vehicle to advance the district's goals. Each of these consortia has internship grants from the Commission on Teacher Credentialing, which supports program implementation. *(Exhibit 1.6)*

Clearly, the recruitment, preparation and hiring of high quality education professionals through this intern program is an outstanding vehicle to advance the district's goal.

CTC Common Standard 2: Resources

Sufficient resources are consistently allocated for the effective operation of each credential preparation program, to enable it to be effective in coordination, admission, advising, curriculum, instruction, and field experiences. Library and media resources, computer facilities and support personnel, among others are adequate.

The need for teacher education programs in Ventura County is such that in its developmental stages, the University will not be able to match resources with all of the needs. However, California State University Channel Islands has clearly set priorities and is committed to meeting the various needs, as resources are made available. The University has identified professional education as a high priority for early investment of institutional resources.

As a developing University, we are building our faculty. Currently there are thirteen full-time faculty positions in the various disciplines, and two in education, specifically. We are currently searching for additional education faculty positions. Full-time, tenure line faculty is recruited through a comprehensive national search procedure, which includes screening by the faculty search committee, on-campus interviews of finalists, and final selection, by the President upon the recommendation of the search committee. We anticipate our new education faculty to be on-board in Summer 2002. We anticipate that this search will add to a very strong faculty that represents well the cultural diversity of the region we serve.

All full-time faculty members will teach in all teacher education programs. Where there is a need, part-time faculty will be hired after first submitting their curriculum vitae to the Associate Vice-President for Academic Affairs. The vitae are reviewed by the Associate Vice-President for Academic Affairs and faculty members who teach in the area of expertise of the prospective part-time faculty member. The prospective part-time faculty member is then interviewed by the Associate Vice-President for Academic Affairs and faculty and a determination is made as to whether the person being interviewed can meet the academic needs of the Teacher Education program and is knowledgeable in addressing the mission of the University.

Faculty members will supervise students in the field along with other educators who have had long careers in the field of education as classroom teachers, curriculum directors, principals, vice-principals, resource teachers, assistant superintendents or superintendents. All part-time faculty members will have advanced degrees. Field supervisors must have at least a Masters degree. Mentors who supervise our candidates must be experienced and effective teachers. Our Credential Office will be in place to accept candidates for the Multiple Subject credential. Staff will include one half-time Credential Program Coordinator, one Credential Analyst, one Credential Advisor, one Credential Evaluator and one Administrative Support person.

The University has a deep and firm commitment to faculty development. It provides funding for professional development of faculty and staff. Faculty is supported to participate in professional development seminars on teaching and learning and is supported in their professional and academic meetings. This year all faculty and staff requests for professional development funds have been met. A formula for funding future requests is being developed. Carol Holder, the immediate past director of the CSU System Center for Teaching and Learning is working with the faculty to develop a Center for Teaching and Learning on campus.

The institution is committed to fund the Teacher Education program in a way that allows cohorts of approximately twenty-five students. This is, in our view, an optimum size to produce a quality learning community. There are several advantages for adopting a cohort structure. The cohort structure enhances student learning, retention, collaboration and post-credential support). All classrooms contain overhead projectors, VCR's, and Internet connections. Storage space for books and other curriculum materials are also available. Current holdings in the library support implementation of the Multiple Subject Credential Program. All significant journals in the field of Elementary Education as well as current texts are found in the library.

Library

Given its status as a start-up University, California State University Channel Islands has hired a Director of the Library, Paul Adalian. This University Librarian will oversee the development of the CSUCI collection and the planning of a new library beginning immediately upon his arrival on campus. Mr. Adalian managed the Education Library of San Francisco State University. He is working directly with faculty to develop a library collection customized to the needs of the academic programs. Groundbreaking for the new library is slated for June 2003. Until this time, we are fortunate to benefit from the library services of our off-campus center, CSU Northridge, which is housed at CSU Channel Islands. During this period of transition, the CSU Northridge off-campus center will provide full support to the CSU Channel Islands faculty and students. It should be further noted that the off-campus center receives full support from Oviatt Library at CSU Northridge. Of note, CSU Channel Islands has a large book/manuscript acquisition budget with a base funding of \$1.2 million.

Our current library (CSUN at Channel Islands) offers a modern instructional media center, well equipped with films, tapes, etc, for use in this program available at Oviatt Library. Major books and journals in research in reading and writing, math, social studies, educational psychology, health, physical education, technology and curriculum are available on-line and in the library. Staff is available to assist students in the use of technology. The library, media center and computer labs are open extended hours to meet the needs of students who are generally employed full time. All students in the program will receive an email address.

Collections

The education collection has developed to support the multiple subject credential program, which currently services CSUN students who attend classes at the CSUCI campus.

Through Fiscal Year 2000/2001 the library holding include approximately 3,865 titles in the Education area and more specifically the following specific education areas, e.g., reading, critical pedagogy, culture, educational psychology, pre-school education, social studies, ability grouping, mainstreaming, socialization, politics and education, testing, curriculum and planning, parent participation, Each of the California State Subject Matter Frameworks are also located in the library. . Related materials are found in psychology, sociology, and in specific subject areas (i.e., arts education, math education, etc.) Currently, there are ongoing periodical titles available. Additional full text journals are available through online databases that are outlined below. The library is in the process of planning a Multi-media Library. Currently, CSUCI faculty and students may check out videos from the CSUN Oviatt Library. Electronic access to government documents at the local, state, federal and international level is provided through the CSUN library web page.

Reference and Electronic Resources

The reference collection contains the standard works that support research in education including dictionaries, handbooks and encyclopedias. Representative titles include AskERIC (Educational Resources Information Center), California Department of Education, including STAR test results, Chronicle of Higher Education, Education Code, Education Week (Online Magazine), Statistical Abstracts of the United States, U.S. Department of Education Information, Reference Resources for Children's Literature, Young Adult Reading List, ERIC Clearinghouse on Assessment and Evaluation – Test Locator, ERIC Clearinghouse on Reading, English and Communication and JSTOR.

CSUCI students will also have access to a variety of on-line curriculum materials, including, Education Connection, Environmental Resources (K-12), History Resources, Institute for Learning Technologies (K-12 Resources), MathMagic (K-12, Mathematical Problem Solving Strategies, NASA Spacelink, Native American Indians, Parents and Children Together Online (online journal dealing with literacy), Quest! NASA's Technology and Literacy Page, Teachnet (The Teachers Network) and TEAMS Distance Learning – Resources for K-12 Teachers.

Periodicals and Journals

Students also have access to a variety of periodicals via the GEAC Advance Online Catalog under "Library Electronic Journals" through the Web version or "Library Periodicals and Serials ONLY" through the telnet access. Students have several options available for obtaining a copy of an article from a journal or magazine the library does not own. A student, staff or faculty may request a journal issue from another library using Interlibrary Loan. For example, other local libraries may hold the title needed, by checking "Other Library Catalogs" to identify who owns a journal. The Periodicals

Database on the California Digital Library/Melvyl (choose periodicals titles in the pull down menu) includes all the periodical holdings for the major libraries in California.

Databases

The library provides access to the following databases via the Web, Britannica Online, CARL Uncover (from 1988), Education Index (from 1983), ERIC (Educational Resources Information Center), Education Abstracts, InfoTrac (from 1980), Lexis-Nexis, Academic Universe, Full Text, Literature Resource Center, PsychInfo (1887 to present) via WebSpirs, ERIC via FirstSearch (education 1984-present), Social Sciences Abstracts, Exceptional Child Education Resources, Child Development Abstracts and Bibliography, Physical Education Index and Sociofile via WebSpirs. Other general databases useful to education include Lexis Nexis, which includes a variety of current news sources and full-text journals, as well as CARL UnCover which indexes approximately 19,000 journals across all disciplines.

Additionally, the library currently subscribes to the following, Information Sources: Government Publications: U.S. Bureau of the Census, Latest Federal Government Statistics/FEDSTATS, Official California home Page, FirstSearch 2, includes access to the FirstSearch databases for which the Library pays a per search charge (Dissertation Abstracts, Index to Legal Periodicals and Books [LegalPeriodical], PAAIS International [PAIS}, and dozens more.)

First Search is an extensive collection of indexing databases across the curriculum with document delivery available. The base subscription includes access to general periodical literature, periodical literature in the humanities, sciences, and social sciences, government documents, tables of contents of over 12,500 journals, and conference papers and proceedings.

Also available thorough the Library's Public Access Catalog (PAC) are linked to online databases for full text access, and all full text journals accessed electronically have been added to the periodicals list. This, coupled with various enhancements in document delivery services, results in more efficient journal research.

Additional Library Resources/Information

The CSUN off-campus library at CSUCI has the following additional materials/supports available:

Educational Law

The following Educational Law resources are available:

- Yearbook of Education Law, Annual. Annually summarizes and analyzes all school law decisions and other decisions that affect schools.
- Rapp, James A. Education Law. Focuses on those topics, which have their basis in Federal, constitutional or statutory law. Also includes topics common to a number of states.

- Zirkel, Perry. *Digest of Supreme Court Decisions Affecting Education*. A useful guide to U.S. Supreme Court cases that directly affect students and staff in public and private schools from K-12.

Educational Law – California

- California Code of Regulations. Contains the administrative regulations for the State of California. Title 5 is the Education code.
- West's Annotated California Codes. Contains the text of all state laws, currently in force. The laws are arranged by subject into codes. The Education Code deals with education.
- Review of Research in Education. Annual.
- Annual Review of Psychology. Annual.
- Advances in School Psychology. Annual.

Educational Statistics

The National Center for Educational Statistics (NCES) collects educational statistics. NCES publishes annual statistical compilations as well as specialized reports. Two important reports, which are published annually, are:

- Condition of Education. Annual.
- Digest of Education Statistics. Annual.

Ventura County Superintendent's Office

The Ventura County Superintendent's Office operates The Professional Library collection, County publications reference collection, and the Learning Resource Display Center. These collections are available to all of CSU Channel Islands students in the same way that they are available to local educators. The Professional Library collection focuses on K-12 education and includes the following resources: over 1500 books and other media covering all aspects of teaching and staff development, a journal collection that offers 25 in-house periodicals and a large database of online full-text journal articles, a SELPA Collection that offers resources in all areas of special education, the United Parent Collection that provides information on childhood disorders and support for family members, the Health Programs Collection that enhances support for health education and training, and the classroom video collection that supports curriculum in grades K-12.

County Publications Reference Collection offers documents created by local districts, counties, and the California Department of Education.

The Learning Resource Display Center (LRDC) includes instructional materials approved by the State of California in grades K-8 that are on display for the public to view. Materials currently under review by the state are also displayed. Materials provided by educational publishers include: pupil and teacher editions, teachers supplementary resources, and software and video support. Online resources consisting of over 300 education journals round out the collection.

Computing & Telecommunication Services

California State University Channel Islands is one of the few institutions of higher education that has come into existence in the "Information Age". From its inception, this campus has placed a strong emphasis on technology. Our focus on technology as a tool for teaching and learning is evident in our respective programs, but we must set priorities and meet needs, as resources are made available. The institution is connected into the CSU system-wide network and continues to build a robust fiber optics infrastructure that provides access to all online and Internet services for faculty and staff. The technical staff develops equipment standards and administrators set the fiscal policies to support refresh schedules so that technology upgrades are funded. We are creating an environment where faculty and staff are technology-oriented and continuously growing in their sophistication with regard to computing and telecommunications.

Organization and Personnel

The Information Technology division has responsibility for managing all voice, data, network, video, and media services as well as hardware and software to support all of the systems. The Information Technology division provides all of the technical and programming support for the information databases. CSUCI information services are centralized while the programs and services are being developed. The functional decisions are made by the appropriate groups on campus and coordinated with technical support from Information Technology.

The Academic and Instructional Services are being developed with the expertise of the faculty, Academic Vice President and the Vice President of Student Affairs. This includes courseware development, instructional labs, instructional web services and on line learning software.

The current staff consists of an Associate Vice President of Information Technology and a Technology Manager, both who hold a masters degree, two full time technical staff that have over five years of experience in the field, three long-term temporary staff, and a Web Master with industry experience and a degree in graphics design. The search for a Telecommunications Manager will be completed by May 2002. An Instructional Media consultant is assisting with the implementation of standard technology in the classrooms. The first phase of the project will be completed for Fall 2002 with additional plans for Fall 2003. He will also help to hire full-time staff.

Campus Network

CSU Channel Islands connects to the CSU 4Cnet which is a high speed fiber optics network connecting all twenty-three CSU campuses, several community college districts and the Internet. CSU has a fiber optics backbone and the current switches are being replaced with current level Cisco equipment. Management tools are being installed to monitor bandwidth use and to reduce down time. Each new building or remodeling

project is following CSU telecommunications guidelines for network infrastructure. Upgraded wiring and equipment is included in each project.

Servers & Services

The campus has adopted Exchange as the email and calendar package. The CSU has a system-wide site license for Microsoft products that makes it cost effective and well supported. The server support technicians are evaluating campus needs and developing a plan to implement additional servers to support file sharing, imaging, financial aid, development, authentication and web services during the next twelve months. The facility is physically ready to install servers once the applications have been identified. Many services will be outsourced to other CSU campus hardware to reduce administration costs. This will allow the IT department to focus services on academic support.

Campus Web Sites

Our faculty is committed to using the web for instruction. In the future, some courses will be offered which meet entirely online via posting forums and chat rooms, while student's complete self-paced assignments with the help of online notes. Courses that meet on campus will also make use of the above-described on-line activities. Some classes will be taught with a mix of traditional in-class instruction and supplemental notes, quizzes, and/or activities provided on the web. A faculty instructional technology development center will be installed near the Technology Resource Center, where faculty have access to specialized equipment, applications and support for developing instructional multimedia with the assistance of trained students for faculty-sponsored projects. The facility will be based on the recommendations of the faculty and instructional design specialists.

We expect the demand for instructional technology support to grow over the initial years as faculty begins teaching in the fall of 2002 and integrate technology into the classroom. To support this, CSU Channel Islands provides "smart" classrooms, in which multimedia equipment is permanently installed and configured, and streaming media servers, that allow faculty to include video and audio into their instructional web sties.

Faculty/Staff Training & Support for Technology

Training seminars are provided for common software applications. The Human Resources department has been proactive by providing training for Microsoft Office products. Advanced classes are held on campus for small, targeted groups. The beginning levels are offered to staff and faculty off campus. In February 2002, CSU Channel Islands purchased Blackboard for enhanced course delivery, along with training. Further training will be developed as a part of any technology implementation. Staff will be identified and provided with in-depth training, they will then train other faculty and staff. Training schedules are published.

Help Desk

The Help Desk was developed in 1998 in order to meet the growing demand for computer support among the campus faculty and staff, both for CSUN and Channel Islands. The Help Desk services were expanded in 2001 to prepare for CSU Channel Islands opening. The Help Desk provides a single point of contact for CSUCI faculty, staff & students who report problems, request changes or ask questions regarding the use of campus computer resources. The Help Desk reports are created on line by the IT staff and a Web product to support this function will be installed during 2002. Statistics and assessment reports are published for campus view.

The Help Desk staff includes two full time staff members and four student assistants. The number of calls received by the help desk varies widely depending on the time of year and the implementation or upgrade of computers and applications. The calls range from problem reports, to requests for training, for web sites and other developments.

Telecommunications/Network Operations

Campus desktop computer hardware and software complements are consistently well funded and have been adequate to meet the needs of the campus. Standard Dell and Macintosh computers are purchased with warranty services to reduce repair time and costs. Software updates are delivered through the campus network. As people become increasingly computer literate, we expect the next challenges to be in supporting non-complement applications such as project management tools, publication, multi-media and videoconferencing applications.

Instructional Computing Labs

The Instructional Computing Labs consist of two classrooms, which are used for scheduled classes; one has 30 Macintosh computers and the other, 35 PCs. A third computer lab is open to students six days per week. This lab has 11- Macintosh computers and 25 PCs. The computers are all configured with a standard list of applications developed to support instruction. Additional software applications are loaded at the request of faculty to support individual courses. The standard academic software package decisions are made by the appropriate faculty.

CSUCI Hardware/Software Standards List

OS

1. Windows 2000 with Service Pack 2
2. Mac OS 9.2.2

Office Productivity

1. Windows Office 2000 with Service Release 2

2. Mac Office 2001

Browsers

1. Internet Explorer ver. 5.5, 5.1 Mac
2. Netscape ver. 4.7 (Admissions & Records only and definitely not version 6.x)

Applications

1. Norton Antivirus Corporate Edition ver. 7.6
2. Winzip 8.x
3. Acrobat Reader 5.x/Full Version
4. Visio 2001
5. Project 2000
6. Stuffit Lite
7. Roxio Easy CD creator
8. WinDVD
9. Appleworks

Computer Hardware

1. Dell
2. Zip 250
3. CDRW/DVD
4. Apple

PDA

1. IPAQ 3850
2. PALM (Macs only)
- 3.

Printers

1. HP 4000 series for workgroup printing
2. Deskjet 900 and above for desktop printing

Faculty and staff are provided with a network account and email address. CSUN@CI students use student email accounts at CSU Northridge. CSUCI students will be provided with an email account beginning Fall 2002.

CSUCI faculty, staff and students will be issued an ID card by Fall 2002 that will be developed as a debit card, library identification, food services, and printing services. The card will also be used for access to on-campus housing facilities that are planned for 2004.

Summary

CSU Channel Islands is a developing university. Our teacher education programs will grow steadily. The leadership of the University understands the need to continue to provide adequate resources in technology, library and media resources, computer facilities, full-time and part-time instructional faculty as well as support personnel to meet the needs of candidates in all the teacher education programs and to accomplish the mission to which we have committed ourselves and work.

Support personnel are available to the teacher education programs to meet student needs in areas of advisement, analysis of credentials, admission requirements and program description. One support person has been designated to work with the faculty of the education program and our future students. As stated earlier in this document, we are organizing our Student Services Advising Center. Given our situation as a start-up university, the current anticipated support is appropriate and adequate. Faculty hold regular office hours and are available to candidates for program advisement as well as any additional help required with advising, and, in the future, class work and/or field based experiences.

Response for Internship Programs

For an internship program: Each participating school district works with the institution to provide sufficient resources to fulfill the needs of the program. Because interns function as employees of the school district, it is important that the school district provide sufficient resources, in addition to intern salaries, to assure the success of the program. The employing school district provides access to the resources to allow the intern to perform successfully in his or her position.

Multiple Subject

Participating districts support the interns with district intern support persons referred to as master/mentor teachers or intern support providers (ISPs). The intern program provides a support stipend for a master teacher, release days, tuition support, and site-based professional development. **(Exhibit 2.1 -Internship Agreements)** Further, the district intern support personnel assist interns to access appropriate materials, supplies, and other instructional resources provided at the district Instructional Materials Center (IMC). Seminars, which accompany the interns' first field experience, also focus on other material and technical support resources available within the district and the methods by which to access those resources (e.g., specialized designated instructional service personnel, teachers with specialized instructional expertise, unique materials and programs at specific school sites). Local districts that participate in the intern program document a 1:1 match in funding between state and district monies.

CTC Common Standard 3: Faculty

Qualified persons are hired and assigned to teach all courses and supervise all field experiences in each credential preparation program. Faculty reflect and are knowledgeable about cultural, ethnic, and gender diversity. The institution provides support for faculty development, and recognizes and rewards outstanding teaching. The institution regularly evaluates the performance of course instructors and field supervisors and retains in credential programs only those individuals who are consistently effective.

Response

California State University Channel Islands has highly qualified personnel to teach all courses and supervise the components of the professional development experiences that are included in all credential programs. All have had school site experience. Courses are assigned based on the academic expertise, experience, preparation and interests of the faculty. CSUCI has made a significant effort to attract the most highly qualified and outstanding faculty to prepare candidates in our Teacher Education Program. There is an expectation that faculty maintain a high level of involvement in schools and districts in the community as a way of staying current regarding demographics, curriculum, programs and other educational needs.

Current curriculum vitae are provided in Exhibit 3.1 for all full-time education and affiliated faculty in the Teacher Education Program. Inspection of these vitae will demonstrate our success in attracting first-rate faculty into the Education Program. We are currently hiring four new faculty for tenure track positions and adjunct faculty to further support the implementation of the Teacher Education Program. Faculty members are selected for their proven track-records in teaching through peer and course evaluations and education program development activities through grant acquisition and scholarly research.

Following is a list of the Education and Affiliated faculty. Affiliated faculty are members of the faculty in Arts and Sciences who will be teaching in the Liberal Studies Teaching and Learning Option and, in some cases, teaming with faculty in the Multiple Subject Credential Program in their areas of expertise. We have just completed a national search in which we anticipate that we will hire four new Education faculty members. As stated earlier, we anticipate hiring an additional two lecturers in Education. All faculty hold terminal degrees.

Lillian Vega Castaneda, Professor, Elementary Education, Tenured
Joan Karp, Professor, Special Education, Tenured
William Adams, Associate Professor, Anthropology
Frank Barajas, Assistant Professor, History
Merilyn Buchanan, Assistant Professor, Math

William Cordeiro, Professor, Management, Tenured
Ivona Grzegorzczk, Associate Professor, Mathematics, Tenured
Philip Hampton, Associate Professor, Chemistry, Tenured
Jacqueline Kilpatrick, Associate Professor, English, Tenured
Louise Lutze-Mann, Associate Professor, Biology, Tenured
Dennis Muraoka, Professor, Economics, Tenured
Jack Reilly, Professor, Fine Arts, Tenured
Kevin Volkan, Associate Professor, Psychology
Ching-Hua Wang, Professor, Biology, Tenured

Faculty Recruitment and Diversity

In hiring both permanent and adjunct faculty, the California State University Channel Islands Teacher Education Program strives to identify individuals whose professional values and career paths are consonant with the mission and core values of CSUCI. We also seek faculty representing experiences in diverse settings in public schools, with experiences in multicultural, multilingual and special education settings. Knowledge and expertise in technology and gender equity is also stressed. Our faculty represents gender, ethnic and cultural diversity, and all are committed to working toward continuous improvement of teaching and learning in the California public schools.

Nondiscrimination Policy

The California State University does not discriminate on the basis of gender in the educational programs or activities it conducts. Title IX of the Education Amendments of 1972, as amended, and the administrative regulations adopted there under prohibit discrimination (including harassment) on the basis of gender in education programs and activities operated by CSUCI. Such programs and activities include admission of students and employment.

The California State University does not discriminate on the basis of disability in admission or access to, or treatment of employment in, its programs and activities. Sections 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, together with the regulations adopted there under, prohibit such discrimination.

The California State University complies with the requirements of Title VI of the Civil Rights Act of 1964 as amended by the Americans with Disabilities Act and the regulations adopted there under. No person shall, on the grounds of race, color, national origin, or disability, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination (including harassment) under any program of the university.

The California State University does not discriminate on the basis of age, ethnicity, religion, sexual orientation, pregnancy, marital or veteran status in any of its programs or activities. CSUCI complies with all applicable federal and state laws and

regulations and Trustee policies in this area. (See Precondition 3 for the CSUCI policy on discrimination.)

Full-time, tenure line faculty members are recruited through a comprehensive national search process that includes an on-line application process. The Faculty Search Committee conducts an on-line review of all applications, conducts telephone interviews and invites finalists for on-campus interviews. The Faculty Search Committee makes recommendations to the Vice-President for Academic Affairs and the President of the University. The President makes the final selection. Faculty positions are posted in publications that reach a broad national audience as well as publications that target diverse faculty candidates. Positions are also posted on discipline related lists. In addition to disciplinary expertise, searches focus on recruitment of faculty members who have classroom experience working with children from diverse backgrounds and children who speak English as a Second Language as well as experience in special education and technology.

Part-Time Faculty

Part-time faculty hiring is coordinated by a Faculty Search Committee and chaired by a member of the Education faculty. Other members include faculty and administrators. Selection of part-time faculty is based upon the experience and expertise of the candidate in the content area as well as evaluations and recommendations both from school districts and previous university personnel. We are fortunate at CSUCI to have available at an exceptionally strong cadre of candidates for part-time faculty positions. Many of these individuals have taught at the CSU Northridge off-campus center. Many of the part-time faculty members hold the doctoral degree. Others hold the master's degree with extraordinary qualifications and teaching or administrative experience in their respective fields.

Faculty Development

Faculty are supported in their professional development in several ways:

- Funds for travel to conferences, seminars and professional development meetings are provided, with an emphasis on supporting faculty in presenting papers (e.g., American Education Research Association, California Association of Teachers of English, International Reading Association, National Association for Bilingual Education).
- A number of faculty members are supported to participate in professional development seminars on teaching and learning sponsored by the California State University. These seminars bring together individuals with expertise in teaching and/or research in various areas through the CSU.

- Faculty members are encouraged to submit grant proposals for competitions both within and external to the CSU system. Several CSU grant competitions are held annually.
- Faculty members engage in professional development in the community by participating in collaborative groups of professionals across our service area and learning about the social, political, fiscal, agricultural, business, artistic, governmental and educational aspects of Ventura County.

Recognizing and Rewarding Excellent Teaching

Excellence in teaching is clearly the most significant factor in evaluating faculty in the Teacher Education Program, and an essential element in retention, tenure and promotion decisions. As the youngest campus of the CSU, we will carry on the tradition of preparing teachers for the public school sector. As a developing campus, with our first students entering in Fall 2002, formal award systems for recognizing outstanding teachers have not been established. However, CSU Channel Islands and the Teacher Education Program clearly place an emphasis on teaching excellence, and the University has made a public commitment to candidates and area educators that we will continuously model various approaches of effective teaching in our Teacher Education Programs.

Planned Professional Development for Education and Affiliated Faculty

Because CSU Channel Islands is committed to credentialing all its candidates with a state-of-the-art, high quality, research based program, it will be involved in a variety of developmental processes beginning in Fall 2002 and continuing through the academic years in order to keep current in theory and strategies related to: effective teaching; current scholarship in adult learning; theory and practice of issues related to multicultural/multilingual competence, special education, technology and gender equity. We will look upon members of our faculty to lead us in professional development related to their subject matter. Since our approach to Teacher Education is to infuse these principles (stated above) we will collaborate in planning our course syllabi to integrate these competencies, articulate course readings, assignments and other competency based activities. These sessions will be presented by our faculty and in some instances, invited experts from our Affiliated faculty and outside the University.

As a faculty, we are committed to working across disciplines, team-teaching, and ongoing planning and articulation. We will approach the teaming and cross-disciplinary work through a formal process of shared unit assignment and actual teaching responsibilities. Peer coaching is also an approach that we will utilize as a way of ensuring competent and successful infusion of our multicultural/multilingual, special education, technology and gender equity competencies. Thus, with qualified faculty teaming with “faculty in training” (in a given specific field), we borrow from the research on effective staff development, through utilizing coaching and modeling processes.

Several theoretical orientations under gird the continued training of faculty in the various competencies. Our approach to professional development is that of an enhancement function to improve the performance of individuals in instructional settings. While research shows that the most common form of “staff development” tends to be short-term with little impact on classroom practice, the CSUCI model of shared teaching responsibilities, peer coaching and modeling provides optimum and ongoing opportunities for faculty to apply, analyze, and perfect their application of the various competencies within their specific content areas.

CTC Common Standard 4: Evaluation

The institution regularly involves program participants, graduates, and local practitioners in a comprehensive evaluation of the quality of courses and field experiences, which leads to substantive improvements in each credential program, as needed. Meaningful opportunities are provided for professional practitioners and diverse community members to become involved in program design, development and evaluation activities.

Response

As a start-up University, we have had the opportunity to plan an initial approach to evaluation of our Teacher Education Programs. The CSUCI Teacher Education program takes the evaluation of all of its credential programs very seriously. The relevance of courses offered, the expertise of the faculty, services to students, and the success of those completing the program are of great importance to the faculty. Therefore, the approach to program evaluation and program development is ongoing, multidimensional endeavors, involving continuous input from students, faculty and community as well as the public schools that we serve.

Our evaluation efforts will parallel those of the university. In the Universities Institutional Proposal for Candidacy Review Submitted to WASC on February 18, 2002 (Exhibit 4.1), it describes an approach to institutional assessment based upon each unit of the university “identifying goals, identifying outcomes and developing appropriate measures to assess the achievement of goals and outcomes. Furthermore, each will be required to show how assessment and evaluations are used to (a) inform strategic planning, (b) set priorities, (c) guide budgeting, and (d) improve the University’s programs, services and administrative functions.... The University is in the process of specifying the learning outcomes for the first courses taught in fall 2002 – and other courses as they are brought on-line – then working to identify the characteristics expected of graduates of each program.” (pg. 2).

Program Evaluation

By Faculty

Faculty will meet regularly, formally and informally, to assess programs. This approach will provide an opportunity for them to give feedback regarding their experiences and to make suggestions for possible changes or modifications to the program. The faculty discuss program issues and explore changes or modifications which will enhance the relevance of the curriculum. The program faculty communicates with adjunct faculty for the same purpose. Discussions will also focus on program modifications that reflect CTC standards and an optimum integration and coordination of assignments and readings across courses. The Teacher Education Program will work to

improve consistency so students receive the highest standard of course of instruction as well as field experience. To this end, the Teacher Education Program will devote a significant part of our spring and summer 2002 working in discipline groups to review and develop curricula. In addition, we are committed to infusion of language, culture, special needs and technology across the curricula and pledge to include these competencies in all courses. The development of “shell syllabi” will give the curriculum across programs and content areas the consistency of a well-planned and executed process. Each curricular area will have a shell syllabus that includes specific student learning outcomes and an attached grid of relevant competencies for infusion and integration. (*Exhibit 4.2: Shell Syllabi*)

By Graduates and Employers

We are planning a variety of approaches to evaluation by our program graduates and employers. Because we are a start-up University, we have the opportunity to include our district colleagues in the overall plan. We will work in consultation with our area districts to conduct follow-up surveys of graduates and employers. This proposed approach to inclusion of our district collaborators will be on the agenda of our 2002-2003 academic years. We envision that these evaluations will be done regularly and consistently to guide implementation and long-range program development and revision. We propose a process that will entail an annual survey of first-year teachers in the county, in consultation with the Research and Evaluation Department at the Ventura County Superintendent of Schools Office. When in place, this initiative will provide a comprehensive, systematic and continuous evaluation of all our teacher education. We propose that this program evaluation will be piloted in spring 2004 and fully implemented in fall 2004.

Each university supervisor and mentor teacher will complete evaluations of candidates' field work experiences. They will provide feedback regarding the assessment of each candidate's competence and will write a reflection on the candidate's preparation to perform successfully. Results of these evaluations will be compiled and shared with the program faculty, giving valuable information as program changes and modifications are considered. Forms to evaluate feedback of supervisors and mentor teachers are currently being developed by the faculty in consultation with teachers and administrators in the local educational agencies.

By the Students

Each student will be requested to complete both program evaluation and specific course evaluation forms at the completion of each semester in the program. The results of the program evaluations are compiled, and a summary is given to the instructors and program coordinators. This information is used in making course and program modifications on a continuous basis. In keeping with the Universities assessment priorities, these evaluations will focus on the learning outcomes expected for each course or field experience. These forms are currently being developed by the faculty based upon the knowledge they gained from a one-day workshop held on campus by noted expert,

Raoul Arreola, on faculty evaluation systems. Faculty examined a number of nationally developed evaluation forms and discussed the advantages and disadvantages of various methods of course and field experience evaluation. This knowledge will assist them in designing reliable and valid methods of evaluation.

An additional mechanism for continuous feedback from students is the Cohort Council, a representative group of credential candidates (one from each cohort) who will meet regularly to discuss common issues and concerns. Initially, one faculty member will serve as an advisor for the Cohort Council, and information from Cohort Council meetings will be communicated to the faculty and administration the faculty advisors and participating students.

Program Development and Revision

Program development and revision will be ongoing at CSUCI. Program administrators and faculty members will utilize follow-up studies, final assessment and course evaluations, assessments from field experience site supervisors, formal and informal discussions with students and faculty, current research and readings, and feedback from the community for input and direction regarding program development. Education Faculty Meeting minutes will provide evidence of continuous program and curriculum review and modification. The Education Advisory Committee will be presented with the evaluation data annually in order to provide clear direction and feedback to the University about the impact of its students and programs on the local educational community.

In fact, the Teacher Education Program faculty began the process of identifying outcomes for graduates by involving the key members of the educational community in Ventura and Southern Santa Barbara counties in a strategic planning process in November of 2001. From this meeting the overall desired characteristics, knowledge, skills and dispositions of graduates were identified. Further, the group articulated the ways that they saw the University and educational community working together to produce skillful educators. These form the foundation of the educational programs.

Internship Programs

For an internship program: The system of program evaluation and development includes representatives of the participating district(s), and representatives of persons who hold the affected credential from the participating district(s). Because interns perform the duties of fully certificated holders of the credential, it is important that representatives of these certificated employees, along with the district representatives, participate fully in the development and evaluation of the internship program. The ongoing evaluation and development system includes substantive involvement from the institution, participating school districts, and representatives (the certificated exclusive representatives, if applicable) of holders of the affected credential.

Response for Internship Programs

Multiple Subject Internship

District, University, and Certified Professional Representation in Program Development and Evaluation

County, university, and professional teacher involvement in program development and evaluation is assured through the joint county and university coordinator who meet regularly (Monday meetings). The Ventura County program has an Internship Credential Advisory group. This committee meets regularly to determine selection criteria, b) monitor program quality and integrity, c) track candidates progress through the program, and d) ensure that program activities further the educational goals of the district.

In addition, the University Internship Program Coordinator meets formally with the Ventura County Schools administrators and administrators from the other cosponsoring districts to review and evaluate the program and the progress of the candidates. Recommended revisions are implemented the following year.

Resource teachers not only coordinate with one another on a weekly basis, they also provide feedback and suggestions to the University Program faculty with regard to the university's role in the preparation of the interns. In turn, the University Program Professors tailor their syllabi and course content accordingly.

The Internship Program Supervisor is a former administrator for Ventura County Schools. Hence, she is intimately familiar with the standards and expectations local districts have of their teachers. She also provides formal and informal feedback to University and district program coordinators.

CTC Common Standard 5: Admission

In each professional preparation program, candidates are admitted on the basis of well-defined admission criteria and procedures (including all Commission-adopted admission requirements) that utilize multiple measures. The admission of students from a diverse population is encouraged. The institution determines that candidates meet high academic standards, as evidenced by appropriate measures of academic achievement, and demonstrate strong potential for professional success in schools, as evidenced by appropriate measures of personal characteristics and prior experience.

Response

Recruitment of Under-Represented Groups

California State University Channel Islands is actively recruiting candidates for program admission from under-represented groups. The campus undergraduate student body will represent minority and traditionally under-represented populations, so there is will be a natural pool of students for the Teacher Education Programs. Education faculty will reach out to students in the credential program prerequisite classes and directly invite students from under-represented groups to explore education as a career option.

CSU Channel Islands hosts several initiatives to improve the admission and retention of students from underrepresented groups. First, the Mini-Corps program provides support to high school students as they progress toward entrance to CSU Channel Islands. These students come from migrant backgrounds and receive counseling, tutoring and special training to support their studies. CSU Channel Islands is also the host site for Oxnard Colleges PACE program, with an accelerated track for reentry students in liberal studies.

The California State University System provides funding for each of its campuses to implement a unique program expressly designed to encourage the recruitment, retention and credentialing of under-represented groups. The Teacher Recruitment Program (formerly the Teacher Diversity Project) recruits students from under-represented groups in a number of ways. First, recruitment will begin by reviewing the high school student pool through Future Teacher clubs and on-site visitations to the CSUCI campus by students in these clubs. When on campus, high school students hear from students from under-represented groups who have come through our programs and learn more about how and why they apply to CSUCI and the credential programs. The CSUCI Teacher Recruitment program will meet monthly with representatives at the three primary feeder community colleges (Moorpark, Ventura and Oxnard). The Teacher Recruitment Program will work with each campus to coordinate activities and provide support to their respective Future Teacher Clubs and diverse student population. The purpose of these clubs will be to encourage students to come into the CSUCI credential

programs and to help the students identify areas in which they need support, including financial support that can be provided through the Teacher Recruitment Program.

Each summer, a Teacher Recruitment Summer Institute will be hosted for 30 CSUCI, Moorpark, Ventura and Oxnard College students who participate in the Teacher Recruitment Program. The program pays for tuition and books and “jump starts” students’ entry into credential programs by offering them two of the credential program prerequisite courses (EDUC 510- Learning Theory and Development Applied in Multicultural Education Contexts and EDUC 512, Equity, Diversity and Foundations of Schooling). The Summer Institute will further incorporate the development of student study skills for college and credential course work. Scholarships are also given to select participants in the project during both the academic year and the summer sessions. The Teacher Recruitment Program is supported by a \$70,000 annual allocation of “lottery funds” from the CSU Chancellor’s Office. (Exhibit:5.1 Teacher Diversity Project Report).

Of note, CSU Channel Islands is a member of the Cal Teach Pathways to Teaching Forum. The Academic Vice-President sits on Moorpark College’s Teacher Training Program Advisory Board (Exhibit: 5.2).

Admissions and Pre-Admission Qualifications

California State University Channel Islands credential program faculty use multiple methods to determine each candidate’s potential for success. In all programs, personal and academic qualities of applicants are assessed through program faculty consulting with faculty who teach the prerequisite courses (ENGL 475, EDUC 510, EDUC 512 and SPED 345) in which applicants have enrolled. In EDUC 510 and EDUC 512 and SPED 345, all students are exposed to and assessed in their sensitivity to diversity in schooling. This screening procedure will be very helpful in identifying any applicants whose academic or personal qualities are of potential concern.

At the time of admission, every candidate also has a personal interview with a panel of faculty who teach in the Teacher Education Program. The interview enables faculty to examine candidates’ interest in the needs of children, sensitivity to children from diverse ethnic, cultural, socioeconomic and special needs backgrounds, as well as candidates’ prior leadership experience and experience with children. Interviews are conducted in small groups of four or five candidates, allowing an opportunity to observe interactions with other adults as well. Finally, all students admitted to any CSUCI teacher preparation program must maintain a grade point average of 3.0 (B) or better, with no course grades lower than C+, as a condition of remaining in the program.

Admission requirements for basic teaching credential programs are as follows:

1. Application to both the University and the Education Program Area.
2. CBEST examination. Students must take the California Basic Education Skills Test (CBEST) prior to admission. Students are urged to take this examination at the earliest possible time after deciding to pursue a teaching Credential. CBEST must be passed before certification or intern teaching.
3. Subject Matter Preparation. The CSU Channel Islands Liberal Studies Option 3 – Teaching and Learning best prepares students for the subject matter knowledge and skills required for the Multiple Subject Teaching Credential Program. Prior to admission to the CSU Channel Islands Multiple Subject Teaching Credential Program, students may also complete a state-approved subject matter program from other colleges or universities. Students who have not completed a state-approved subject matter program must take the Multiple Subjects Assessment for Teachers (MSAT) prior to admission to the Multiple Subject Credential Program. The examination includes Content Knowledge and Content Area Exercises. The MSAT examination results are valid for five years from the date of passing and must be valid upon final completion of the program.
4. Prerequisite Courses in Education. If taken at CSU Channel Islands, the course must have been completed within seven (7) years prior to beginning of the program with a grade of “C” or better. If an equivalent course at another college or university has been taken, it must have been completed within five (5) years prior to beginning the program.

ENGL 475 Language and Social Context

Focus is on the nature of literacy, with emphasis on literacy development for English Only (EO) and English Language Learners (ELLs), investigation and knowledge of the development and acquisition of English literacy, and understanding the role of concepts and contexts in word meanings, vocabulary development and multiple meanings. Also stressed will be differences between English and other languages that impact the acquisition of English literacy by ELLs, the role of primary language literacy in the development of English language among ELLs, and the impact of disabilities on oral and written English language development.

EDUC 510 Learning Theory and Development Applied in Multicultural Education Contexts

Introduction to psychology of learning and instruction. Major concepts, principles, theories and research related to child and adolescent development; human learning; the cognitive, linguistic, social, emotional and physical development. Candidates begin to use this knowledge to create learning opportunities that support student development, motivation and learning in a social, cultural, and historical context.

Includes learning theories and their application to educational practice in multicultural and multilingual classroom settings.

EDUC 512 Equity, Diversity and Foundations of Schooling

Principles of effectively teaching students from diverse language, historical, and cultural backgrounds. Includes, skills and abilities and community values. Focus on the major cultural and ethnic groups. Attention to ways of recognizing and minimizing bias in the classroom and ways to create equitable classroom community that emphasize the physical, social, emotional and intellectual safety of all students. Includes study of gender bias, diverse students, families, schools and communities and the candidate's self-examination of his/her stated and implied beliefs, attitudes and expectations related to these areas of diversity.

SPED 345 Individuals with Disabilities in Society

Major types of disabilities and giftedness, including definitions, causes, characteristics, and educational implications. Disability perspectives, social, legal, and educational considerations of disability issues.

5. U.S. Constitution. Knowledge of the U.S. Constitution demonstrated by completion of two-semester unit college-level course or college-level examination.
6. Grade-Point Average. A student must have a cumulative grade point average (GPA) of 2.75 to be accepted into any credential program offered at CSU Channel Islands. If the student does not have the required 2.75 GPA, conditional admission is available on a limited basis.
7. Health Clearance. Tuberculin clearance is required. The tuberculin clearance is valid for four (4) years and must be valid through all student teaching. The clearance may be completed at a private physician's office, the County Health Department, or the CSUCI Student Health Center.
8. Certificate of Clearance. Students must possess or apply for a valid Certificate of Clearance before admission to the Teaching Credential Program. A copy of an emergency permit satisfies the clearance requirement.
9. Two Sets of Official Transcripts. One official set of transcripts from each of the colleges or universities attended must be mailed directly to the CSU Channel Islands Office of Admissions, and one official set of transcripts must be submitted to the Education Program Student Services Center with the program application.
10. Two Letters of Recommendation. Two letters of recommendation from faculty, employers, and/or others who are knowledgeable about the student's personal qualities and potential to work with children must be submitted with the program application.

11. **Personal Interview.** An interview conducted by an Education Program Admissions Committee.
12. **Experience.** At least 45 hours documented field experience in a K-8 classroom or a documented field experience deemed equivalent.
13. **Bachelor's Degree.** All bachelor's degree or all undergraduate academic subjects must be satisfied toward a bachelor's degree before entering a teacher education program. A bachelor's degree is a requirement for teacher certification.
14. **Writing samples** are required of all applicants to credential programs.

Experience and Personal Qualifications

Applicant's prior experience and personal qualifications are measured in four ways; personal interview, experience with children, references, and writing sample. Each applicant is required to attend a personal interview with an Education faculty and staff admissions committee in which the student's intent, interest, commitment, maturity and personal suitability for the program are assessed.

Each candidate must document at least 45 hours of experience in the field in a K-8 classroom or a program deemed equivalent. Applicants are required to submit two letters of recommendation from supervising administrators, employers, colleagues or others who have knowledge about the applicant's leadership potential and ability to work effectively with children.

Applicants are asked to include in their writing sample information regarding their background, education, values, and philosophy and experiences of working with children from diverse ethnic, cultural and socio-economic backgrounds, experiences with parents and community groups, and relevant leadership activities.

Across all of these measures, the TEP faculty looks for those candidates who express or demonstrate values of inclusiveness, respect for diversity, transformational leadership qualities and commitment to serving children of diverse ethnic and cultural backgrounds and with varying levels of abilities.

Internship Programs

Each individual has had sufficient prior experiences and personal qualifications to enable performance at the level of responsibility required of an intern. Because interns perform the duties of fully certificated holders of the credential prior to the completion of a preparation program, it is important that they have had prior experiences, which would adequately prepare them for the actual responsibilities of the position. When applicant's qualifications are evaluated, the program's admission criteria shall consider relevant experience and background to account for the increased responsibilities of interns.

Response for Internship Programs

Multiple Subject Internship

Interns Have Adequate Qualifications and Prior Experiences

Admission to the internship program is more rigorous than the process for other multiple subject students in our program. Intern candidates are typically more experienced and have a broader range of contact time within schools prior to application. Some are looking for a career change and/or enhancement and have had extensive opportunity to work as paraprofessionals in schools and in other related positions. The candidate pool is typically more diverse than applicants for our regular cohort program.

Primary differences in admissions standards for the Intern Program have to do with the employment process. Application and admission is much more intense as candidates are interviewed by district personnel in addition to university faculty. The thoroughness of the application and interview experience is vital since most of the district administrators and teachers involved are looking past the intern experience and considering the candidates as future teachers in their districts.

Finally, intern candidates must all have passed the CBEST, must have their bachelor's degree, and must be subject matter competent before intern teaching. In essence, the application to the intern program is more intense and requires more in terms of academic credentials as well as experience.

CTC Common Standard 6: Advice and Assistance

Qualified members of the institution's staff are assigned and available to advise candidates about their academic, professional and personal development, as the need arises, and to assist in their professional placement. Adequate information is readily available to guide each candidate's attainment of all program and credential requirements. The institution assists candidates who need special assistance and retains in each program only those candidates who are suited for entry or advancement in the education profession.

Response

The cohort model facilitates advisement and support for candidates. Each cohort has a cohort advisor (a member of the faculty cohort team) who works with students as both academic and personal support. Their counsel is done formally in a class setting when information needs to be shared. Advice and counseling is also done on an informal basis and individually with students as needed. Each cohort will have its own faculty advisor.

As each candidate progresses through the program, s/he is encouraged to interact with the program faculty, a credential analyst, and the program coordinator, all of whom are knowledgeable about program requirements, deadlines and procedures. When appropriate, small portions of class time are used to update and remind students about upcoming deadlines, requirements, and other important program matters.

Students are frequently informed by faculty and administration of the importance of being in contact with the credential analyst. Office staff and program administrators advise students with regard to fees and financial aid. Students are directed to the Office of Financial Aid as part of their initial interview with the Teacher Education Program Admissions Committee.

Candidate Advisement

Students in all credential programs are advised with regard to academic standards, individual progress, professional preparation, career opportunities, and personal development in a number of ways. Academic advisement is provided by faculty, including cohort advisors and students' fieldwork supervisors. Program coordinators are available to meet with students upon request and, as professors for some of the course work, have ready access to students in small groups as well as individually. The coordinators also facilitate communication and resolution of problems and concerns between students, faculty, and/or the Teacher Education Program.

Personal, academic and career advisement is available from course instructors. Academic or personal development issues an individual student might be having are brought to the attention of the program coordinators by cohort advisors, field studies supervisors or faculty members who are teaching classes. The coordinator and faculty

member(s) discuss problems, and recommendations are made for intervention. When such issues do not come to closure, they are brought to the attention of the Director of Teacher Education who mediates to bring about a satisfactory resolution.

The Teacher Education Program credential analysts are also advisors. They consult with students regarding credential applications, program progress and completion, graduate checkouts, fees and tuition questions and concerns, and many other credentialing and university issues. They serve as intermediaries for the students with many offices and individuals on campus.

The Coordinator of Field Experiences also serves in an advising capacity for credential candidates. She works closely with students in determining student teaching placement and evaluation and in the process, has many opportunities to advise on both program completion and career planning.

Throughout their course work, students are exposed to various employment sources such as the *Job Information Service* (JIS). Job information from *Education Week* is also available to students as a source of job opportunities. *JIS* and *Ed Week* job announcements are posted regularly on bulletin boards. A new Internet source, CALTeach, offers candidates information about job opportunities all over California and provides related details regarding employment. For some school districts, it is possible to apply for teaching positions electronically through CALTeach. Each Spring, the Ventura County Education Office hosts an education job fair at which dozens of area school districts offer candidates information about employment opportunities in their districts. *(Exhibit 6.1 : (CSUN at Channel Islands Credential Advisement Newsletter, page 5)*

Currently, CSUN at CSUCI maintains a centralized Career Development Services Center at the Northridge campus. Some of these services are available to the CSUN students attending the CSUCI off-campus center. Currently, CSUCI is in the process of expanding services to the CSUCI students during the 2002-2003 academic year under the Student Services Office. Services will include career planning, job placement services in educational fields, businesses, community organizations and government. Staff will meet with education programs' candidates on at least two occasions during the academic year to assist them with portfolio and placement file development, interviewing techniques, employment opportunities in the area, and other topics identified by candidates

Candidate Assistance and Retention

In addition to the Teacher Education Program's efforts toward personal and academic advisement, the University has many services available to candidates who need academic, professional or personal assistance.

The University Office of Student Affairs is also maintains a Disabilities Accommodation service and a Counseling and Testing Services service, both staffed by professionally trained personnel to assist students with support services. Students may schedule individual appointments with professional staff for career and personal

counseling. In addition, students are seen on a walk-in basis for emergencies. (CSUCI Catalogue, Pages 17 & 18).

The cohort model for credential programs limits class sizes in all program courses to 25, ensuring a high level of both faculty and peer support for students. As a result, candidates receive individual attention, frequent interactions with instructors, and many opportunities for one-to-one counseling regarding their professional development.

Formative assessment for each candidate occurs throughout each course in the program. The instructors require written and oral assignments, class participation, regular attendance, and various projects through which the candidate demonstrates that the course objectives are being met. A summative assessment is made (via a course grade) of the candidate's skills and knowledge at the conclusion of each course. Candidates must maintain a 3.0 GPA in the professional program courses to remain in the program and receive no grade lower than a "C+" in any required course. Throughout the coursework, and especially during the fieldwork experience, candidates are provided with close university supervisor support and many opportunities to reflect upon and assess their own performance. At the conclusion of each fieldwork experience, both university supervisors and mentor teachers evaluate the candidate on her/his level of skill, knowledge and effectiveness. Faculty is in the process of developing the specific forms for evaluation of candidate progress during fieldwork and student teaching.

If at any time during the program there is an indication that a candidate needs academic, professional or personal assistance, a conference is held with the candidate and the program coordinator to jointly develop a plan of action to remedy the situation. If there is no improvement, a second conference is held to either (1) plan further remediation, or (2) counsel the student out of the credential program. If a student is asked to drop the program, this information is provided to the student both verbally and in writing. If candidates feel they have been treated unfairly, due process is available by candidates presenting their case to the next administrative level of the University, in this case the Dean.

Internship Programs

For an internship program: Faculty from the institution develops an individual plan for the mentoring support and professional development of each intern while in the program. Because interns perform the duties of fully certificated holders of the credential, it is important that they have support in the performance of their task and the planning for their professional development. This support should be similar to that which is provided for new teachers hired by the district. Specifically, they should have an individual plan for professional development and the support of one or more mentor teachers. The individual plan for support and professional development is developed for each intern in consultation with the intern and the employing school district. The individual plan includes the provision for mentoring experiences.

Response for Intern Program

Multiple Subject Internship

Development of Individual Support Plans and Intensive Mentoring for Interns

The Ventura County Multiple Subject Internship Program ensures that each intern, university supervisor and mentor/master teacher work together to develop a plan for the support and professional development of each intern based upon the intern's past experiences and individually determined needs. This assurance is achieved in a variety of ways throughout the program. The district support professionals who mentor candidates in their internships are identified and assigned during the summer preceding candidates' assumption of their intern roles. Their work is coordinated by the County Teacher Support Programs and University TEP program administrators who jointly sponsor seminars focusing on mentoring, coaching, the four prerequisite courses and intern performance expectations. Support professionals are expected to attend the seminars and jointly plan their assistance to interns. In this way, each candidate, his/her university supervisor and district mentor/master teacher have multiple structured forums in which to develop a relationship with one another and begin to assess areas of strength as well as needs for further development.

To further ensure ongoing coordination of supports to candidates, each candidate's university supervisor and district mentor/master teacher will meet at least twice per semester in order to compare observations and differentiate their roles with the candidate. The combined support from the university supervisor and the equivalent of one day per week of supervision from the district mentor teacher provides a level of intensity of support that is both adequate and appropriate. This level of support (the equivalent of 5 hours per week per intern) is intended to provide mentor/intern contact at a level of intensity that enables the interns to perform their teaching duties effectively, complete associated CSUCI coursework, and problem-solve challenges that arise in the classroom in a timely fashion.

CTC Common Standard 7: School Collaboration

For each credential preparation program, the institution collaborates with local school personnel in selecting suitable school sites and effective clinical personnel for guiding candidates through a planned sequence of fieldwork/clinical experiences that is based on a well-developed rationale.

Response

Collaboration

Collaboration with K-12 educators is fundamental to the mission of CSU Channel Islands. This commitment is evident in our initial and ongoing establishment of several alliances. Since the adoption of the new standards in September, a planning group composed of CSU Channel Islands faculty, administrators, CSU Northridge Off-campus Center, and representatives of the Ventura County Superintendent of Schools Teacher Support Programs encompassing the Learning to Teach Continuum has been meeting weekly. The planning group discussed the need for various credentials in the region, who should be involved in planning the teacher preparation programs, and how the programs should proceed. This group determined that a regional “visioning” meeting would assist the University in establishing the identity of its education programs and creating the framework for collaborative relationships among the key educational community constituents.

At the “visioning” meeting held on November 14, 2001, fifty-eight educators from throughout Ventura and southern Santa Barbara counties met to describe the knowledge, skills and dispositions desired of teachers, the types of programs to be offered at CSU Channel Islands, and the way in which the professional education community and the university can work together to create strong teacher preparation programs. The professionals represented Ventura County and Southern Santa Barbara County Superintendents, Personnel Directors, Migrant Education Program Coordinators, BTSA Coordinators, Bilingual Program Coordinators, Principals, Teachers and Program Coordinators (Exhibit 7.1). Parents who chaired key parent groups were also represented. Educators selected from the participants will form the base of the Education Advisory Committee for teacher preparation at CSUCL. We anticipate meeting with the visioning group annually and with the smaller representative Education Advisory Committee on a bi-monthly basis.

It is important to note that the visioning meeting generated a series of statements that will guide our field placement of students. The following statements about collaboration and field experiences were generated by the participants.

- Expose undergraduates early and often to classrooms especially prior to credential program, particularly those with diversity of student populations

- Support more personal contract, collaboration with veteran teachers (not only one master teacher)
- Develop a good mentoring system-early on and with all stakeholders that demonstrates that schools and university are partners in a reciprocal relationship
- Develop learning communities with a variety of ages, types of assignments, and grade levels, to support and give feedback to each other.
- Base the classroom and field work on experiential learning with excellent modeling
- Identify model programs/classrooms

Collaboration with Local Schools and Sequence of Fieldwork Experiences

California State University Channel Islands teacher candidates will be placed for their fieldwork and clinical experiences in local school districts as a result of the strong ongoing communication and collaborative relationships that both parties are working to establish. Communication will be enhanced by the addition of an electronic newsletter that will be sent each semester from the University. This publication will highlight information for students, master teachers, supervisors and site administrators. All faculty, staff and students will have access to publication of information through the newsletter. The Field Placement Coordinator will further enhance dialogue and collaboration through district and site visits on a regular basis to encourage open communication of ideas, solutions to concerns and career possibilities for the students.

A sequenced array of fieldwork and clinical experiences is arranged for candidates in the programs' prerequisite and requisite courses, including site-based experiences observing and participating in selected school settings. Faculty, master teachers and field supervisors plan and articulate these experiences. An example of the field experience and student teaching sequence planned for the Multiple Subject Credential follows.

Course	Field Experience
EDUC 510 Learning Theory and Development Applied in Multicultural Education Contexts	30 hours observation and teacher assistance Observing and documenting children's development and teaching and learning process
EDUC 550 Observing and Guiding Behavior in Multilingual/Multicultural and Inclusive Classrooms	30 hours observation and teacher assistance Methods for observing and assessing children's progress in school; observation of effective schooling and behavior management strategies
First Semester EDMS 522 Literacy 1 Multicultural/Multilingual EDMS 526 Modern Methods in Mathematics Teaching EDMS 527 History, Social Studies and Integrated Arts	EDUC 560 Fieldwork/Student Teaching 5 Three hours per week for first 10 weeks; full-time five weeks Observing, assessing and teaching reading, mathematics, history, social studies and integrated arts. Lesson and thematic unit planning and teaching
Second Semester EDMS 523 Literacy 2 Multicultural/Multilingual EDMS 529 Science, Health and PE	EDUC 560 Fieldwork/Student Teaching 9 Three hours per week for first five weeks; full-time 10 weeks Observing, assessing and teaching reading, science, health and physical education. Lesson and thematic unit planning and teaching

This sequence shows how students assume planning and teaching responsibilities in their fieldwork placements gradually as they move through their teaching preparation. Toward the end of each student teaching experience, the students assume full-time responsibility for planning, instruction, and classroom management of specified curriculum areas.

Site Selection

Site planning and coordination of student teaching assignments is the responsibility of the CSU Channel Islands Field Experience Coordinator and faculty program coordinators, all of whom have themselves worked in public school education programs and are well informed of best practices. Local school districts have and continue to provide strong support for the credential preparation programs at CSUN at Channel Islands and will continue this practice with CSU Channel Islands by providing placement opportunities with specific mentor teachers who model excellent opportunities in classroom settings with diverse student populations. Field placement site selection is based upon at least the following criteria:

- A belief among teachers and administrators that all children can and do learn;
- A demonstrated commitment to promote inclusive educational programming and access for all students in general education environments;

- Ethnic, racial, cultural, linguistic and socio-economic diversity;
- A demonstrated representation of best practices in the field;
- A high level of professional collegiality among faculty and administration;
- Opportunities for student teachers to apply the credential program conceptual framework in the classrooms in which they are placed.
- Willingness to mentor and coach student teachers

Credential candidates will be provided the opportunity to request specific school districts and grade and program placements for their fieldwork/clinical experiences. To the degree logistically possible, requests will be honored if they are deemed appropriate by the program coordinator, Field Experience Coordinator, school district personnel, and student teaching supervisors.

Candidates are assigned to teach in diverse settings in which there are students who represent a variety of cultural, ethnic, linguistic and ability differences, using strategies specified in their linguistic and cultural diversity preparation, such as English Language Development, Specially Designed Academic Instruction in English, as well as other strategies which ensure success for all learners.

University Supervisors Selection, Training and Development

All university field experience and student teaching supervisors are experienced teachers. For those candidates who are bilingual, supervisors are bilingual as well. All CSUCI full-time faculty are expected to supervise student teachers. Supervision practices and policies are designed to ensure frequent supervisor contact, continuity in supervision across supervisors, and ready opportunity for supervisors to seek collegial support, if needed. For field supervisors who are not full-time CSUCI faculty, it is the responsibility of the program coordinators to verify that they have the professional credentials, academic preparation, and successful experience in teaching and/or supervising in the areas in which they are assigned to supervise. Supervisors will be trained in mentoring and coaching models of supervision.

Suitability and Quality of Field Placement Sites, Supervisors, and Mentors

Seminars for field experience and student teaching supervisors will be provided by the Field Experience Coordinator, University faculty and others with expertise in the area. An aim of the CSU Channel Islands Teacher Education Program is to ensure that teacher candidates be continually involved in and informed about new legislation and practices in their chosen fields. To provide student teachers with current information, supervisors who participate in all programs must demonstrate dedication to self-renewal in their own work. Self-renewal via professional development will be fundamental selection criterion for invitations to supervise for the California State University Channel

Islands Teacher Education Program. Supervisors will attend specialized training sessions and participate in planning opportunities provided by local, regional, statewide and national organizations (e.g., CARS+, CAFE, APSH, NCTE, MCTE, IRA, etc.). Thus, they will be well equipped to involve and include their student teachers in exciting, cutting-edge pedagogy and practice.

Response for Internship Programs

Multiple Subject Internship

Collaboration in the Internship Program

The Internship Program Advisory Committee, which is comprised of university and school district personnel, collaborate in program development and execution in a variety of ways throughout the candidates' involvement in the internship program. Initial recruitment of candidates occurs through informational sessions during which interest in the program is assessed and program design and application procedures are explained. The committee conducts such informational meetings. Potential candidates participate in a parallel process of being admitted to the University program while being interviewed for employment by local districts. A typical contract states "the District may employ new interns annually in such numbers as needed in critical staffing areas, provided that the interns do not supplant regular unit members."

Local districts select mentor teachers using the district's established procedures (e.g., publication of vacancy announcements) and is responsible for selecting the district mentor teacher based upon the following criteria:

- the district mentor/master teacher holds a credential in the area of the assigned interns;
- the district mentor/master teacher has had at least 3 years experience teaching as an educator and holds the credential appropriate for training, mentoring, and coaching the assigned CSUCI candidate;
- for those candidates who are bilingual, mentor teachers must be bilingual as well;
- the mentor/master teacher demonstrates leadership within the district through membership on committees, delivery of professional development workshops and seminars, serving as a mentor for new teachers, and so forth.

University supervisors and district mentor/master teachers for each candidate ensure coordination through their regular meetings in which candidate progress is discussed. At least once per semester, supervisors and district mentors meet as a group to discuss issues and provide direction to Intern Support Committee. The committee also oversees the entire program delivery, paying particular attention to the coordination between university and district personnel.

CTC Common Standard 8: District Field Supervisors

Each district-employed field experience supervisor is carefully selected, trained in supervision, oriented to the supervisory role, and certified and experienced in either teaching the subject(s) of the class or performing the services authorized by the credential. District supervisors and supervisory activities are appropriately evaluated, recognized and rewarded by the institution.

Response

Selection and Supervision of District-Employed Field Supervisors

Local school districts have provided strong support for the credential programs at CSUN at Channel Islands. This support will continue for the Teacher Preparation programs at CSU Channel Islands by providing placement opportunities with specific master teachers who model excellent teaching strategies and provide inclusive opportunities in diverse classroom settings. CSU Channel Islands is building and nurturing a close partnership with area school districts. We are committed to careful selection of student teaching supervisors, master teachers, and credential candidates who value collaboration, diversity, and inclusive educational practices. All master teachers who are chosen to accept student teachers will have at least three years of successful teaching experience and hold the credential(s) appropriate for training, mentoring, and coaching CSU Channel Islands candidates placed with them. For those candidates who are bilingual, master teachers are bilingual as well for at least one placement. The credential status of master teachers is assured by the program coordinators in conjunction with the administration of the cooperating local school districts.

We are fortunate to build upon the long-standing partnerships established by the CSUN off-campus Center at CSUCI. We have started to build on this partnership as the first four-year university in Ventura County. We anticipate a core of master teachers who are expressly recruited by program faculty because of their exemplary professional practice. We will further actively recruit new master teachers who are already recognized as leaders in their schools and have been identified by district supervisors and principals as exceptional. Criteria upon which master teacher selection will be based include:

- The ability and willingness to meet regularly with the student teacher to plan and provide feedback on observed lessons, assessments, and other assigned responsibilities;
- A professional commitment to model and discuss effective teaching with diverse learner populations;

- A commitment to establish a classroom climate that values the meaningful inclusion of students with disabilities, cultural and linguistic diversity (e.g., the curriculum includes the experiences of the culturally diverse learners);
- The ability and willingness to provide the student teacher with opportunities to implement multicultural curriculum and to practice approaches for second language development and content access (e.g., giving the student teacher sufficient opportunity to practice scaffolding techniques);
- A professional commitment to model and discuss effective classroom management systems;
- Sensitivity to student teacher needs (e.g., the need to employ various instructional and assessment methodologies as specified in the 2042 Standards of Quality and Effectiveness for Professional Teacher Preparation Programs, Teaching Performance Expectations and reflected on student teaching assessment instruments);
- Competence in determining and communicating expectations, rationales for decisions, and evaluations of teaching;
- Enjoyment of professional growth through the exchange of ideas with the student teacher, the university supervisor, and other opportunities offered by the University.

Once all field sites and recommended master teachers are identified, the process of placement of student teachers with master teachers is as follows:

- The Multiple Subject Field Experience Coordinator and/or program coordinators work with the districts and schools to collaboratively agree upon a set of sites and mentor teachers who match student teachers' geographic, subject and grade level preferences. University supervisors are assigned and then are responsible for contacting the principal and the mentor teachers to arrange a first meeting with the student teachers under their joint supervision;
- Placements are identified which meet the site criteria articulated above and which best match the student teachers in terms of subject, age level, and geographic area. University supervisors are assigned and are then responsible for contacting the principal and the mentor teachers to arrange a first meeting with the student teachers under their joint supervision.

Throughout each semester, supervisors receive additional ongoing training provided by the Field Experience Coordinator and faculty for the education program. CSU Channel Islands faculty meet with supervisors to keep them informed of changes in fieldwork requirements, clarify supervision procedures, and/or to assess specific progress or concerns about student teachers. These sessions are also intended as an opportunity

for supervisors to communicate with each other about any issues relative to supervision responsibilities.

Every effort will be made to ensure that all assignments of master teachers are suitable and appropriate. Each cohort of students will have a faculty member assigned to provide and engage in open dialogue with all parties as needed when concerns about suitability and quality of master teachers arise. On that rare occasion when a change needs to occur, it will be done swiftly and diplomatically. Following each semester, CSU Channel Islands Program and Field Experience Coordinators will review the comments about mentor teachers made on the Program Evaluation form that is completed by the students at the end of each field experience. These forms are being developed as part of the Faculty Evaluation process. Input from student teacher supervisors will provide additional data to support continued relationships with specific school sites and master teachers. The appropriate program coordinator(s) will review this information and provide opportunities to those involved to offer further input should changes be recommended.

Orientation and Training

Orientation of master teachers will be pursued by each teacher's companion university supervisor. The master teacher will receive a Supervision Handbook that will specifically outline student performance requirements, mentor teacher responsibilities, and university supervisor responsibilities. The Supervision Handbook is currently being developed. These handbooks will be revised periodically, based upon input from supervisors, students, and mentor teachers. At the "visioning" meeting participants stressed the development of a cadre of master teachers with a close link between them and the university. Suggestions were made for using technology to bridge the relationships. Faculty and the Education Advisory Committee will continue to explore these opportunities to provide on-going professional training and development for master teachers.

Recognition of Field Supervisors

Master teachers will be compensated for their supervisory activities at the following rates. Additionally, mentor teachers are recognized with letters of acknowledgement from the program coordinators and they will be given opportunities to participate in CSUCI events. University supervisors who are not employed as CSUCI faculty will receive compensation for student supervision as well. The rate is based upon background and experience as well as the degree (master's or doctorate).

	<u>Term 1</u>	<u>Term 2</u>
Number of Student Teaching Units taken by a Student	5	9
Master Teacher Compensation	\$150	\$225
University Supervisor Student Teacher Unit Load	1 unit for 2 students	1 unit for 1.5 students