



Report to the Joint Legislative Education Oversight Committee

North Carolina Teaching Fellows Program Report On Budget, Minority Recruitment, and Campus Selection

House Bill 1473 Section 7.25 (a)

Date Due: March 12, 2008

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Section 1

Legislation



North Carolina Teaching Fellows Program

To: The Honorable A. B. Swindell, Co-Chair
Joint Legislative Education Oversight Committee

The Honorable Douglas Yongue, Co-Chair
Joint Legislative Education Oversight Committee

From: Jo Ann Norris, Associate Executive Director
Public School Forum of North Carolina and
Administrator
North Carolina Teaching Fellows Program

Subject: Report in Response to House Bill 1473
Section 7.25.(a) Requirement to Report
by March 15, 2008

Date: March 12, 2008

In accordance with the reporting requirements outlined in House Bill 1473, Section 7.25 (a), please find attached the report which includes the following:

- (1) Actual expenditures for the 2006-2007 fiscal year and budgeted expenditures for the 2007-2008 fiscal year for administration of the Program;
- (2) Initiatives to recruit minorities to the Program.

At your request, the Teaching Fellows staff will also provide an update on retention of Teaching Fellows as teachers.

The Teaching Fellows Commission and the Public School Forum look forward to continuing to work with the members of the Joint Legislative Education Oversight Committee to attract high school seniors to the teaching profession and to increase the number of minority students who will consider teaching as a career.

ADMINISTRATIVE FUNDING FOR TEACHING FELLOWS PROGRAM

SECTION 7.25.(a) G.S. 115C-363.23A(f) reads as rewritten:

"(f) All funds appropriated to or otherwise received by the Teaching Fellows Program for scholarships, all funds received as repayment of scholarship loans, and all interest earned on these funds, shall be placed in a revolving fund. This revolving fund shall be used for scholarship loans granted under the Teaching Fellows Program. With the prior approval of the General Assembly in the Current Operations Appropriations Act, the revolving fund may also be used for campus and summer program support, and costs related to disbursement of awards and collection of loan repayments.

~~With the prior approval of the General Assembly in the Current Operations Appropriations Act, the revolving fund may also be used by the~~ The Public School Forum, as administrator for the Teaching Fellows Program, for Program, may use up to eight hundred ten thousand dollars (\$810,000) annually from the fund balance for costs associated with administration of the Teaching Fellows Program."

SECTION 7.25.(b) The funding provided for in this section shall be used to meet current administrative expenses of the Program and continue minority recruitment initiatives.

SECTION 7.25.(c) The Teaching Fellows Program shall report to the Joint Legislative Education Oversight Committee by March 15, 2008, on:

- (1) Actual expenditures for the 2006-2007 fiscal year and budgeted expenditures for the 2007-2008 fiscal year for administration of the Program and
- (2) Initiatives to recruit minorities to the Program.

SECTION 7.25.(d) The General Assembly urges the North Carolina Teaching Fellows Commission to use funds available in the revolving fund to establish additional teaching fellows scholarships.

Section 2

Presentation

North Carolina Teaching Fellows Program

Report to the Joint Legislative
Education Oversight Committee
March 12, 2008



The Teaching Fellows At-A-Glance

From the Program's First Class in 1987 through March 2008:

- Teaching Fellows applications: 43,667
- Teaching Fellows regional finalists: 16,407
- Teaching Fellows Awards: 9,244
- Teaching Fellows Graduates: 5,744
- Teaching Fellows Graduates with Nat'l Board Certification: 540
- Teaching Fellows Graduates in Principal Fellows Program: 91
- Teaching Fellows Graduates in Central Office/Admin: 186



Teaching Fellows At-A-Glance Continued...

- In 2007-08, Teaching Fellows Graduates are teaching in 97 counties across the state.



3,370 Fellows Employed as of March 2008



Teaching Fellows At-A-Glance Continued...

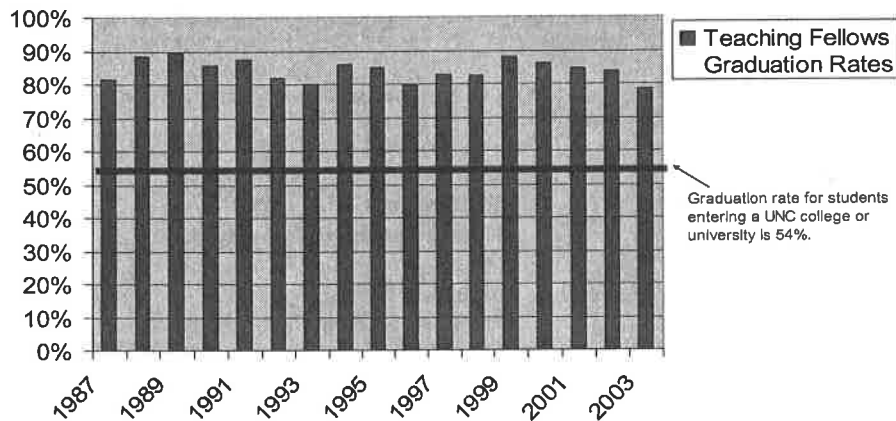
- The typical graduation rate for students entering a UNC college or university is 54% ⁽¹⁾.
- The average graduation rate for Teaching Fellows is 85%. It should be noted that the 85% number is just for those who complete the Teaching Fellows program. More than 85% of beginning Fellows graduate if you factor in those who withdrew from the program to pursue other majors.

(1) Data source: Retention, Graduation and Persistence Rates of First-Time Full-Time Freshman at All UNC Institutions Report



Teaching Fellows At-A-Glance Continued...

Teaching Fellows Graduation Rates 1987 - 2004



Teaching Fellows Return on Investment

- Of students who major in education, only 66% ⁽¹⁾ will become teachers in the year following graduation.
- Of Teaching Fellows, 78% will become teachers in the year following graduation.

Return on Investment:

Graduates from Schools of Ed: 100 students
Number who will actually teach: 66

Teaching Fellows graduates: 100 students
Number who will actually teach: 78

(1) Data source: IHE report



Return on Investment Continued...

- After four years of teaching, only 51% ⁽¹⁾ of those entering teaching remain employed in their 5th year.
- After four years of teaching, 85% of Teaching Fellows graduates remain employed in their 5th year ⁽²⁾.

Return on Investment:

All beginning teachers: 100 teachers
Number teaching after 4 years: 51

Beginning Teaching Fellows: 100 students
Number teaching after 4 years: 85

(1) Data source: IHE report

(2) After four year service payback



Return on Investment Continued...

Graduates from Schools of Ed: 100 students
Number entering teaching: 66 teachers
Number teaching after 4 years: 34 teachers

Teaching Fellows graduates: 100 students
Number entering teaching: 78 teachers
Number teaching after 4 years: 66 teachers



In conclusion

- The rate of return on investment in Teaching Fellows is nearly double that of other education majors.
- When one factors in the fact that only slightly more than one-half of all students entering UNC colleges will graduate as opposed to fully 85% of Teaching Fellows, the rate is even higher.



North Carolina Teaching Fellows Program

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Section 3

**Program Summary
Statistical Profile
Employment Map**



THE BEST AND THE BRIGHTEST SHOULD BE TEACHERS: NORTH CAROLINA'S TEACHING FELLOWS PROGRAM MAKES THIS A REALITY

In the ten years preceding 1986, the number and quality of students entering teacher education programs had declined. The North Carolina Teaching Fellows Program was created to reverse the trend. **Proposed by the Public School Forum of North Carolina, the program is the most ambitious statewide recruitment program in the nation.** It was created through the collaborative efforts of business, educational and political leaders in an effort to encourage outstanding high school seniors to enter the teaching profession. In its twenty-second year of operation, the Program is well on its way to achieving that goal. Already over 8,700 of North Carolina's brightest and most talented high school seniors have been selected as North Carolina Teaching Fellows. There are 3,370 Teaching Fellows graduates teaching in public schools in ninety-seven North Carolina counties in the academic year 2007-08. The award recipients for the twenty-second class will be notified on March 21, 2008.

HOW DO WE ATTRACT THE BEST AND BRIGHTEST INTO TEACHING?

Proposed by the Public School Forum of North Carolina in 1986 and funded since 1987 by the North Carolina General Assembly, the North Carolina Teaching Fellows Program now provides a \$6,500 per year scholarship to outstanding high school seniors who agree to teach four years in one of North Carolina's public schools or government schools following graduation from college.

The North Carolina Teaching Fellows Commission, appointed by the Governor, Lieutenant Governor, President Pro Tempore of the Senate, Speaker of the House of Representatives and Chair of the State Board of Education, develops the policies and regulations governing the Program. The staff of the Public School Forum of North Carolina, a non-profit partnership of business, educational and political leaders from throughout North Carolina, administers the Program.

The Forum initially proposed the Fellows Program as part of *Who Will Teach Our Children*, a ten-point teacher recruitment proposal. This plan also provided for one teacher per high school to be designated as a Teacher Recruitment Officer. No longer funded, these individuals promoted the teaching profession to community groups and students in their schools. Their efforts fostered a greater sense of pride within the professional community, and teachers recruited their top students to enter teacher education. Although all of the components of the proposal were adopted by the NC General Assembly, only the Teaching Fellows Program and the Teaching Fellows Commission remain in operation and fully funded.

THE TEACHING FELLOWS PROFILE

The average *scholastic profile* of Teaching Fellows of the twenty-two classes is an SAT score over 1160, a high school grade point average of 3.8 on a weighted scale and class ranking in the top ten percent of their graduating classes. The average SAT score of the 2007-08 recipients is 1173, a GPA of 4.3 on a weighted scale, and a class rank in the top 8 percent. Approximately 24 percent of the 500 recipients are minority and 36 percent are male.

The Fellows' selection process occurs at the school district and regional levels. Selection committees are composed of educational, political, and community leaders from across the state. Over 1,200 volunteers are involved each year in identifying award recipients at the local and regional levels. Since its inception in 1986, over 41,500 students have applied for the Teaching Fellows Scholarship. It has become one of the most prestigious awards in North Carolina.

HOW IS THE TEACHING FELLOWS PROGRAM RESHAPING TEACHER PREPARATION IN NORTH CAROLINA?

The Teaching Fellows Program is currently limited to eighteen public and private institutions with teacher education programs. Each institution must design unique and specific programs for Teaching Fellows and undergo an annual review and evaluation conducted by the Commission.

Each institution must provide a full-time faculty member to serve as the Teaching Fellows Campus Director. The Campus Directors work closely with Forum staff to develop and implement programs, which further the goals established by the Teaching Fellows Commission. These Program Goals include:

- ⇒ Providing an academically and culturally enriched program that extends well beyond the regular college program.
- ⇒ Providing opportunities and experiences that encourage the development of leaders and decision-makers.
- ⇒ Providing opportunities for building an understanding of education's place in a broader social and economic context.
- ⇒ Instilling a sense of mission, service and professionalism in the Teaching Fellows.
- ⇒ Improving the image of teacher education candidates and teacher education programs campus-wide.
- ⇒ Recruiting and retaining greater numbers of male and minority teacher education candidates in North Carolina.

These broad goals are designed to encourage innovative and creative approaches to teacher preparation. Participating institutions have been given much latitude to develop unique program components.

The eighteen institutions are encouraged to be non-traditional in their approaches to program development. The Teaching Fellows Program has become a catalyst for change. Some institutions have included new course offerings in the curriculum for credit that incorporate some of the latest research and thinking about teacher preparation. Course topics such as *The At-Risk Student*, *Leadership in the Classroom*, *Cultural Diversity in the Social Context* are preparing students to think in new ways about school structure, collegiality and parental involvement.

A sequential program beginning in the freshman year includes structured observations and tutoring as part of field experiences. Several institutions provide rich pre-student teaching experiences for Teaching Fellows in the same school until graduation. This continuity and sequence provides public school experiences that foster a greater understanding of the total school program and the school community.

Mentors, faculty sponsors, graduate assistants, faculty advisors and campus directors are involved with the total student development. Teaching Fellows are required to attend designated cultural and multicultural activities as a group with follow-up discussions and seminars.

Institutions are requested to focus on the leadership development of Teaching Fellows. Leadership qualities such as visionary thinking and risk taking, which for so long have been undervalued in teachers and missing in many educational leaders, are stressed. Students are challenged and encouraged by business and political leaders to see beyond the teacher in the classroom and to think about the connections of education to the quality of life and the economic survival of our state. Through internships, mentor relationships, seminars and other activities, students are exposed to university and community leaders who can expand their perspectives and challenge them to think differently.

SUMMER EXPERIENCES

Summer experiences, developed and coordinated by the Public School Forum staff, are designed to enhance the campus program and give insight into the challenges facing these students when they enter the classroom. The first summer program, DISCOVERY TRIP, gives the rising sophomores a first-hand look at the state. Traveling on eleven buses over 1600 miles for seven days; the Fellows see every possible area of North Carolina including schools, industry, farms, high tech, industry and corporate. They also have additional opportunities to hear North Carolina authors, and see and hear music and drama. They quickly come to realize the diversity of a land and its people and the impact of mores and economic conditions upon schools in a locale.

The rising juniors attend a summer enrichment experience chosen from a list of over 30 options, ranging from a four-day Outward Bound Course, environmental education, wellness and relaxation workshops, and numerous opportunities for travel abroad, some including credit for study. The Fellows then attend a conference that focuses on preparing teachers to respond to the needs of a diverse student population. Outstanding teachers identified by the North Carolina Center for the Advancement of Teaching are invited to serve as facilitators and work with small groups of Fellows, discussing students' concerns related to the "real world of teaching."

During the summer preceding the senior year, Fellows are required to attend an Orientation Week in a school system. This experience is designed to give students an introduction to the school system community and an understanding of the overall operation of a school district. They will interact with superintendents, curriculum supervisors, personnel directors, transportation, clerical and custodial staff as well as teachers and local governmental bodies. (In addition, this week offers opportunities to explore potential places of employment.) Some school systems also offer paid internships following the Orientation Week. The rising seniors come together for their last time as a cohort in a three-day conference around a specific theme, the most recent being, "Survive and Thrive".

A main goal of the summer programs is to provide a setting that fosters a sense of *esprit de corp* and encourages the networking and support systems needed for successful induction into the teaching profession.

SUMMARY

North Carolina has launched an exciting recruitment and retention program to ensure that its teachers are the most competent and best trained they can be. Offering comprehensive documentation and evaluation data, this program has had major significance in the state and national reform efforts to restructure teacher education. In recent years, South Carolina passed legislation authorizing a Teaching Fellows Program and federal legislation has been filed in the last two congressional sessions to implement a federal Teaching Fellows Program. The Program continues to develop leaders in education as evidenced when Laura Bilbro-Berry, a graduate of the UNC-Chapel Hill Teaching Fellows Program, and employed in Beaufort County, was named the NC 2000-2001 Teacher of the Year. National recognition came to our state in 2000 when Ron Clark, an East Carolina Teaching Fellows graduate, was named the 2000 Disney American Teacher Award. Recently, "The Ron Clark Story," a TNT made-for-television movie, received the 2006 CW Best Television Drama Award.

A Teaching Fellows graduate from UNC-Chapel Hill, Sally Hundley and her teammate were recognized as 2004 DisneyHAND Teacher Awards Honorees. The 2004 Milken Award winners were Stephanie Lemon and Jennifer Brodeur both ECU Teaching Fellow graduates. Melinda Fitzgerald, a UNC Chapel Hill Teaching Fellow was named one of the four finalists for the 2006 Disney American Teacher Award. The current Teaching Fellows Commission members include the newly appointed chair of the Commission, John Denning, an Elon College Teaching Fellows graduate; Stephanie Lemon, an ECU Teaching Fellows graduate; and Demond McKenzie a NCSU Teaching Fellows graduate.

Much progress has been made in meeting the challenges of developing the Teaching Fellows Program, but the challenges that lie ahead may be even greater. We must be visionary as these students enter the classrooms of our state and provide the environment needed to recognize their competence and give them true professional status.

Profile of Applicants, Finalists, & Recipients: 1987 - 2008

Region	2008 Applicants			2008 Regional Finalists			2008 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	120	36	21	46	11	13	33	6	8
2	268	57	62	111	20	31	67	13	27
3	361	108	78	144	46	44	83	30	27
4	230	87	53	107	44	32	71	35	26
5	392	86	80	146	32	29	83	18	25
6	370	72	76	146	31	43	81	16	35
7	253	15	67	105	6	34	67	6	28
8	162	8	32	69	4	17	43	3	14
State	2,156	469	469	874	194	243	528	127	190
Percent	100%	22%	22%	100%	22%	28%	100%	24%	36%

Region	2007 Applicants			2007 Regional Finalists			2007 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	92	22	21	42	8	9	28	5	5
2	203	46	41	107	29	29	65	17	24
3	341	90	63	145	36	35	89	23	26
4	205	71	40	99	42	26	71	30	16
5	291	46	59	134	21	29	81	11	20
6	360	40	82	155	14	37	91	7	28
7	227	19	52	92	5	20	53	5	17
8	150	7	29	64	4	14	38	1	12
State	1,869	341	387	838	159	199	516	99	148
Percent	100%	18%	21%	100%	19%	24%	100%	19%	29%

Region	2006 Applicants			2006 Regional Finalists			2006 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	108	20	23	51	12	14	33	9	11
2	229	55	55	92	27	27	60	22	19
3	352	96	71	157	36	42	89	23	27
4	205	72	58	84	24	31	52	16	15
5	346	53	70	136	13	34	77	10	22
6	360	60	82	149	30	48	93	16	32
7	227	12	52	100	4	27	65	3	21
8	151	9	32	63	3	11	43	2	11
State	1,978	377	443	830	149	234	512	101	158
Percent	100%	19%	22%	100%	18%	28%	100%	20%	31%

Region	2005 Applicants			2005 Regional Finalists			2005 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	98	24	16	37	9	4	22	8	3
2	258	51	57	94	23	25	52	12	13
3	338	87	73	120	35	32	67	20	21
4	256	83	59	96	36	27	48	16	16
5	401	56	91	139	22	48	75	15	26
6	384	46	78	134	18	38	71	11	27
8	159	7	32	63	3	16	37	1	12
State	2,115	364	458	761	149	212	414	85	133
Percent	100%	17%	22%	100%	20%	28%	100%	21%	32%

Region	2004 Applicants			2004 Regional Finalists			2004 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	115	23	20	41	11	10	24	9	4
2	232	62	47	94	35	25	57	18	13
3	348	90	73	136	48	32	73	27	18
4	217	72	49	99	40	26	60	24	20
5	379	71	85	123	20	27	61	13	16
6	405	57	91	145	15	42	72	5	20
7	197	7	51	80	2	22	41	1	10
8	180	7	41	61	5	10	29	1	3
State	2,073	389	457	779	176	194	417	98	104
Percent	100%	19%	22%	100%	23%	25%	100%	24%	25%

Region	2003 Applicants			2003 Regional Finalists			2003 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	115	34	29	49	17	21	31	10	12
2	234	50	51	84	21	25	48	20	14
3	301	58	59	115	36	39	64	22	22
4	237	77	50	101	37	35	59	25	21
5	376	65	76	126	16	43	65	11	24
6	351	46	71	128	13	47	69	6	23
7	208	14	50	86	6	34	43	2	15
8	177	4	37	63	2	21	34	0	7
State	1,999	348	423	752	148	265	413	96	138
Percent	100%	17%	21%	100%	20%	35%	100%	23%	33%

Region	2002 Applicants			2002 Regional Finalists			2002 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	105	38	20	50	24	11	32	19	6
2	229	51	45	82	28	23	43	19	14
3	319	92	56	108	44	23	59	26	13
4	239	76	46	90	37	23	52	21	12
5	406	67	73	148	17	38	78	12	17
6	337	40	68	116	26	42	68	16	21
7	210	6	51	70	2	36	39	1	15
8	186	3	43	64	0	22	37	0	9
State	2,031	373	402	728	178	218	408	114	107
Percent	100%	18%	20%	100%	24%	30%	100%	28%	26%

Region	2001 Applicants			2001 Regional Finalists			2001 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	115	33	25	39	7	9	22	4	5
2	229	35	53	90	15	29	55	13	23
3	258	80	54	102	23	16	59	18	13
4	218	79	48	85	23	19	56	22	15
5	336	51	67	139	10	32	77	9	19
6	280	38	44	109	6	16	63	6	10
7	177	6	37	73	2	17	43	3	13
8	174	5	40	70	3	22	40	3	7
State	1,787	327	368	707	89	160	415	78	108
Percent	100%	18%	21%	100%	13%	23%	100%	19%	26%

Region	2000 Applicants			2000 Regional Finalists			2000 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	126	33	38	49	11	14	33	9	10
2	224	52	47	86	13	20	50	7	11
3	285	64	59	96	29	21	64	21	15
4	233	66	61	91	22	31	52	13	17
5	329	57	69	138	10	20	76	8	7
6	302	49	62	115	16	22	64	10	16
7	160	10	42	66	4	16	38	2	8
8	176	14	47	65	2	21	37	1	12
State	1,835	345	425	706	107	165	414	71	96
Percent	100%	19%	23%	100%	15%	23%	100%	17%	23%

Region	1999 Applicants			1999 Regional Finalists			1999 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	94	22	17	38	5	7	21	3	6
2	218	51	53	103	22	25	67	18	21
3	286	78	47	112	27	15	66	20	10
4	241	93	46	94	27	15	49	20	9
5	331	64	47	125	15	15	69	10	10
6	274	36	57	106	8	17	58	8	15
7	174	9	35	72	2	19	43	1	15
8	157	1	33	76	0	15	40	0	12
State	1,775	354	335	726	106	128	413	80	98
Percent	100%	20%	19%	100%	15%	18%	100%	19%	24%

Region	1998 Applicants			1998 Regional Finalists			1998 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	94	12	9	36	3	8	21	3	6
2	210	54	40	81	29	17	50	25	13
3	276	80	63	101	33	19	57	23	14
4	261	115	56	97	41	24	67	35	18
5	335	64	80	128	25	28	68	16	14
6	261	27	66	109	6	15	65	5	10
7	176	6	42	76	2	18	43	1	12
8	152	9	36	63	5	10	36	4	7
State	1,765	367	392	691	144	139	407	112	94
Percent	100%	21%	22%	100%	21%	20%	100%	28%	23%

Region	1997 Applicants			1997 Regional Finalists			1997 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	99	19	18	37	5	8	24	4	7
2	228	57	50	84	26	24	55	21	16
3	307	84	66	107	39	27	62	30	19
4	223	87	46	82	35	21	49	27	13
5	380	88	103	141	20	37	82	12	19
6	282	40	47	97	10	14	56	9	8
7	178	10	34	66	4	14	40	4	7
8	168	5	37	71	3	22	39	2	16
State	1,865	390	401	685	142	167	407	109	105
Percent	100%	21%	22%	100%	21%	24%	100%	27%	26%

Region	1996 Applicants			1996 Regional Finalists			1996 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	128	48	36	47	13	10	33	11	7
2	222	56	43	73	12	19	48	11	14
3	338	108	72	103	20	18	64	18	16
4	220	96	49	81	28	18	57	25	14
5	371	62	93	120	13	33	71	11	27
6	261	58	65	88	9	24	50	7	19
7	185	18	43	74	6	23	46	6	19
8	155	7	43	64	5	18	41	4	15
State	1,880	453	444	650	106	163	410	93	131
Percent	100%	24%	24%	100%	16%	25%	100%	23%	32%

Region	1995 Applicants			1995 Regional Finalists			1995 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	110	32	16	38	9	6	24	5	5
2	226	46	52	88	18	27	55	16	23
3	283	69	64	104	24	32	66	17	22
4	217	99	49	73	30	19	51	23	17
5	370	82	91	130	23	36	82	14	27
6	244	45	57	82	9	23	49	7	19
7	189	16	44	71	6	15	42	4	10
8	184	11	48	72	2	24	45	1	13
State	1,823	400	421	658	121	182	414	87	136
Percent	100%	22%	23%	100%	18%	28%	100%	21%	33%

Region	1994 Applicants			1994 Regional Finalists			1994 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	96	18	24	35	5	13	20	2	11
2	213	54	48	101	23	32	59	13	18
3	233	60	47	99	25	25	59	18	16
4	220	91	51	91	42	28	68	33	24
5	298	57	75	116	18	35	74	8	19
6	187	24	41	71	10	20	46	7	17
7	180	7	43	74	1	20	44	1	5
8	144	9	41	62	3	20	42	3	12
State	1,571	320	370	649	127	193	412	85	122
Percent	100%	20%	24%	100%	20%	30%	100%	21%	30%

Region	1993 Applicants			1993 Regional Finalists			1993 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	121	37	30	50	13	19	33	6	14
2	276	82	60	105	37	34	68	27	24
3	272	86	58	100	35	28	58	16	10
4	232	105	50	91	43	24	56	29	15
5	301	60	58	115	15	28	62	8	16
6	268	48	55	75	9	15	43	6	10
7	164	11	52	76	6	34	43	2	16
8	177	5	44	71	2	21	40	2	11
State	1,811	434	407	683	160	203	403	96	116
Percent	100%	24%	22%	100%	23%	30%	100%	24%	29%

Region	1992 Applicants			1992 Regional Finalists			1992 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	103	33	26	34	8	10	22	6	7
2	222	60	44	98	20	20	61	14	13
3	272	95	58	107	35	29	67	25	17
4	236	111	60	91	33	28	60	26	20
5	276	42	58	107	12	30	67	11	23
6	233	32	37	67	6	11	42	6	8
7	153	5	34	83	4	25	54	3	21
8	149	11	34	61	5	15	35	3	9
State	1,644	389	351	648	123	168	408	94	118
Percent	100%	24%	21%	100%	19%	26%	100%	23%	29%

Region	1991 Applicants			1991 Regional Finalists			1991 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	124	47	35	38	9	15	23	7	8
2	270	59	64	109	22	32	70	12	23
3	273	93	56	76	23	16	32	8	4
4	231	95	45	111	41	18	58	29	12
5	324	65	52	113	22	21	71	16	17
6	249	37	42	71	8	13	42	5	7
7	198	9	52	78	5	26	55	5	17
8	175	2	39	74	0	18	49	0	10
State	1,844	407	385	670	130	159	400	82	98
Percent	100%	22%	21%	100%	19%	24%	100%	21%	25%

Region	1990 Applicants			1990 Regional Finalists			1990 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	95	31	16	41	14	9	30	9	9
2	250	50	46	102	19	26	64	13	19
3	270	87	47	95	32	17	59	16	13
4	245	97	46	91	39	17	55	22	12
5	315	49	65	112	15	32	64	11	22
6	225	39	43	62	7	13	40	6	8
7	188	10	50	76	4	26	45	2	20
8	166	4	42	71	3	25	43	1	20
State	1,754	367	355	650	133	165	400	80	123
Percent	100%	21%	20%	100%	20%	25%	100%	20%	31%

Region	1989 Applicants			1989 Regional Finalists			1989 Recipients		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	120	30	27	44	15	15	26	8	7
2	283	60	61	84	25	34	56	11	19
3	352	106	68	80	37	31	45	11	12
4	257	118	50	79	45	20	51	21	13
5	423	78	82	120	32	68	79	8	24
6	317	46	58	80	18	27	55	5	11
7	221	12	54	70	3	42	40	0	13
8	224	6	53	78	4	38	49	1	14
State	2,197	456	453	635	179	275	401	65	113
Percent	100%	21%	21%	100%	28%	43%	100%	16%	28%

Region	<i>1988 Applicants</i>			<i>1988 Regional Finalists</i>			<i>1988 Recipients</i>		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	161	46	34	52	14	13	31	10	8
2	267	55	65	78	14	22	49	10	13
3	329	96	58	85	17	21	58	11	16
4	247	84	47	76	29	20	50	17	13
5	409	73	83	104	21	26	70	12	19
6	343	38	53	78	8	10	49	5	8
7	268	15	64	74	5	24	51	2	19
8	206	9	54	70	4	15	43	2	11
State	2,230	416	458	617	112	151	401	69	107
Percent	100%	19%	21%	100%	18%	25%	100%	17%	27%

Region	<i>1987 Applicants</i>			<i>1987 Regional Finalists</i>			<i>1987 Recipients</i>		
	Total	Minorities	Males	Total	Minorities	Males	Total	Minorities	Males
1	118	33	27	64	8	15	48	7	11
2	213	41	43	75	7	17	49	6	12
3	247	67	53	95	26	28	61	19	19
4	174	53	37	69	15	12	46	14	9
5	241	30	47	78	4	15	51	2	11
6	184	21	34	75	3	17	49	1	13
7	182	9	33	72	2	16	48	2	12
8	150	3	37	68	0	20	48	0	16
State	1,509	257	311	596	65	140	400	51	103
Percent	100%	17%	21%	100%	11%	24%	100%	13%	26%

No Teaching Fellows

1-5 Teaching Fellows

6-19 Teaching Fellows

20+ Teaching Fellows

03/2009

Teaching Fellows Teaching 2007 - 2008

<u>Sch.Cd.</u>	<u>System</u>	<u>Total</u>	<u>Sch.Cd.</u>	<u>System</u>	<u>Total</u>
010	Alamance-Burlington Schools	104	500	Jackson County Schools	13
020	Alexander County Schools	17	510	Johnston County Schools	75
030	Alleghany County Schools	0	520	Jones County Schools	2
040	Anson	2	530	Lee County Schools	23
050	Ashe County Schools	24	540	Lenoir County Schools	18
060	Avery County Schools	7	550	Lincoln County Schools	31
070	Beaufort County Schools	22	560	Macon County Schools	11
080	Bertie County Schools	1	570	Madison County Schools	12
090	Bladen County Schools	11	580	Martin County Schools	15
100	Brunswick County Schools	33	590	McDowell County Schools	22
110	Buncombe County Schools	78	600	Charlotte-Mecklenburg Schools	146
111	Asheville City Schools	11	610	Mitchell County Schools	12
118	NC Special Schools-Buncombe Co.	0	620	Montgomery County Schools	5
120	Burke County Schools	48	630	Moore County Schools	20
128	NC Special Schools-Burke Co.	1	640	Nash-Rocky Mount Schools	28
130	Cabarrus County Schools	84	650	New Hanover County Schools	69
132	Kannapolis City Schools/Cabarrus Co.	11	660	Northampton	0
140	Caldwell County Schools	31	670	Onslow County Schools	39
150	Camden County Schools	2	680	Orange County Schools	35
160	Carteret County Schools	17	681	Chapel Hill-Carrboro Schools/Orange Co.	55
170	Caswell County Schools	2	690	Pamlico County Schools	6
180	Catawba County Schools	47	700	Elizabeth City-Pasquotank Schools	7
181	Hickory City Schools/Catawba Co.	16	710	Pender County Schools	34
182	Newton-Conover City Schools/Catawba Co.	10	720	Perquimans County Schools	7
190	Chatham County Schools	25	730	Person County Schools	7
200	Cherokee County Schools	13	740	Pitt County Schools	79
210	Chowan County Schools	15	748	NC Special Schools-Pitt Co.	0
220	Clay County Schools	3	750	Polk County Schools	11
230	Cleveland County Schools	57	760	Randolph County Schools	41
240	Columbus County Schools	10	761	Asheboro City Schools - Randolph Co.	20
241	Whiteville City Schools	6	770	Richmond County Schools	16
250	Craven County Schools	30	780	Robeson County Schools	24
260	Cumberland County Schools	70	790	Rockingham Consolidated Schools	27
269	Fort Bragg Schools	2	800	Rowan-Salisbury Schools	32
270	Currituck County Schools	4	810	Rutherford County Schools	16
280	Dare County Schools	6	820	Sampson County Schools	13
290	Davidson County Schools	36	821	Clinton City Schools - Sampson Co.	6
291	Lexington City Schools	6	830	Scotland County Schools	15
292	Thomasville City Schools	2	840	Stanly County Schools	17
300	Davie County Schools	22	850	Stokes County Schools	15
310	Duplin County Schools	23	860	Surry County Schools	28
320	Durham Public Schools	105	861	Elkin City Schools - Surry Co.	2
002	School of Science and Math-Durham Co.	1	862	Mount Airy City Schools - Surry Co.	2
330	Edgecombe County Schools	19	870	Swain County Schools	8
340	Forsyth County Schools	117	880	Transylvania County Schools	24
350	Franklin County Schools	9	890	Tyrrell County Schools	2
360	Gaston County Schools	50	900	Union County Schools	66
370	Gates County Schools	7	910	Vance County Schools	5
380	Graham County Schools	3	920	Wake County Schools	403
390	Granville County Schools	27	930	Warren County Schools	0
400	Greene County Schools	16	940	Washington County Schools	2
410	Guilford County Schools	210	950	Watauga County Schools	21
420	Halifax County Schools	0	960	Wayne County Schools	55
421	Roanoke Rapids City Schools - Halifax Co.	5	970	Wilkes County Schools	36
422	Weldon City Schools-Halifax Co.	0	980	Wilson County Schools	12
430	Harnett County Schools	39	988	NC Special Schools-Wilson Co.	0
440	Haywood County Schools	32	990	Yadkin County Schools	16
450	Henderson County Schools	41	995	Yancey County Schools	8
460	Hertford County Schools	4			
470	Hoke County Schools	10			
480	Hyde County Schools	2			
490	Iredell-Statesville Schools	39			
491	Mooresville Graded Schools - Iredell Co.	11			
					3370

Section 4

Expenditures 2006-07 FY

**Teaching Fellows Program
Administrative Funds**

**Expenditures
FY 2006-07**

Fellows-Part-time Staff	15,204
Fellows-Full-time Staff	340,752
Fellows-Fringes	79,113
Fellows-Accounting	12,858
Fellows-Affiliations	0
Fellows-Application Forms	8,497
Fellows-Campus Evaluations	2,014
Fellows-Commission Meetings	7,601
Fellows-Conference/Meetings	1,769
Fellows-Directors Meetings	2,199
Fellows-Equip/Lease Maintenance	14,100
Fellows-Equipment Purchase	0
Fellows-Furniture Purchase	1,000
Fellows-Graphics/Agency	508
Fellows-Project Support	4,711
Fellows-Insurance	3,708
Fellows-Other/Misc	8,734
Fellows-Phone/Comm.	2,330
Fellows- Postage	10,851
Fellows-Printing	45,228
Fellows-Regional Screening	14,897
Fellows-Rent	84,000
Fellows-Software	0
Fellows-Staff Development	0
Fellows-Subscriptions/Books	1,152
Fellows-Supplies	20,615
Fellows-Travel, Staff	10,167
Fellows-Webpage/Maintenance	20,030

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Total Expenditures \$ 711,636

Note 1: 05/06 expenditures paid in 7/06 4,212

Note 2: Unexpended Funds Returned to
Trust Fund 94,152

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Total \$ 810,000

Section 5

**Budget
2007-08 FY**

**Teaching Fellows Program
Administrative Funds**

**Projected Budget
FY 2007-08**

Fellows-Part-time Staff	18,164
Fellows-Full-time Staff	398,556
Fellows-Fringes	128,940
Fellows-Accounting	6,500
Fellows-Affiliations	500
Fellows-Application Forms	5,300
Fellows-Campus Evaluations	3,600
Fellows-Commission Meetings	8,000
Fellows-Conference/Meetings	5,000
Fellows-Directors Meetings	3,000
Fellows-Equip/Lease Maintenance	14,530
Fellows-Equipment Purchase	1,000
Fellows-Furniture Purchase	1,000
Fellows-Project Support	4,711
Fellows-Insurance	5,000
Fellows-Other/Misc	2,500
Fellows-Phone/Communications	4,000
Fellows-Postage	11,500
Fellows-Printing	2,000
Fellows-Regional Screening	15,000
Fellows-Rent	98,500
Fellows-Software	200
Fellows-Staff Development	2,000
Fellows-Subscriptions/Books	1,700
Fellows-Supplies	7,000
Fellows-Travel, Staff	300
Fellows-Webpage/Maintenance	14,800

Total Projected Expenditures	\$ 810,000
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Section 6

Initiative to Recruit Minorities

PROJECT TEACH UPDATE

The funds for the minority recruitment initiative came in the 2006 budget. Public schools were not in session. A Director of Teacher Recruitment was employed and plans once in session, the application deadline for the 2006-2007 selection process was October 20. The planning for Project Teach was undertaken in the fall and winter of 2006 for kick-off in January 2007. There have been substantive challenges for the model used in the late eighties, the largest being privacy laws which prohibit the sharing of student contact information. Project Teach has had to work very closely with school system personnel in reaching students and their parents who are the target groups for the Project Teach initiative. In addition, many school systems offer opportunities for skill building in SAT/ACT test taking. The challenge is being sure that Project Teach-identified students participate in those opportunities. With these challenges in mind, the Project Teach staff has on several occasions brought the Project Teach local liaisons together at the Teaching Fellows Commission office in order to provide opportunities for them to share practices that work.

The Commission and staff continue to believe that state and locally supported efforts to increase the numbers of minority teacher training candidates must include community based work that focuses not only on students but on their parents and on the minority community at large. While advances in communication technology provide a powerful tool, it is very obvious to the Project Teach staff that direct, one-on-one contact with potential candidates must continue to be a very large part of any successful recruitment plan. We are continuing to build on the established relationships with the 18 Teaching Fellows colleges and universities. The local high school counselor's influence is of extreme importance. He or she can impact the student's decision to apply more than any other single factor.

In addition to the myriad presentations, meetings, and contacts made by the Project Teach director and Teaching Fellows Commission staff, the Commission did several things for the first time. They are as follows:

- The Teaching Fellows Staff purchased SAT and ACT data reports. These reports contained contact information for 3700 minority high school students (rising seniors) who met the minimum requirement for eligibility to apply for a North Carolina Teaching Fellows Scholarship. The staff later mailed students a packet of information regarding the application process for the Teaching Fellows Scholarship to the 3700 students.
- During July the Teaching Fellows staff purchased advertising space for six weeks ranging from August 13th through October 19th to run 2 X 2 ads (the weeks of August 12th through 18th, August 19th through 25th, and September 9th through 15th) and classified ads (the weeks of Aug. 26th – Sept. 1st, September 16th – 22nd, 23rd – 29th, Sept. 30th – Oct. 6th, Oct. 7th – 13th, and Oct. 14th -19th).

- The Staff contracted with Capital Press Services to distribute a press release during the week of August 15th announcing the availability of the Teaching Fellows Scholarship application online.
- In September and early October, the staff purchased 400 15 second advertising messages on the Sports Flash Radio Network. Each of the daily "Sports Flash" reports opened and closed during this period of time with message about the Teaching Fellows Program, which reached 490,000 listeners on 31 network affiliates in North Carolina.
- Staff also worked with a marketing firm to finalize revisions to the Teaching Fellows website and to design and produce a new brochure and a poster to better market the program. Once designs were finalized, ten thousand brochures and 5,000 posters were ordered for distribution to high school students (brochures only), teachers, and counselors across the state. New brochures were included in the packets sent to minority students as a part of the SAT/ACT mailing mentioned above. School Counselors received posters during the annual Local School District Screening Training.

The chart on the following page shows the results of the first year of work with in the twenty-two Project Teach school systems. Pender County withdrew from the project. A daunting issue continues to be the number of students who apply for the Teaching Fellows Scholarship who have not taken the SAT/ACT or the number who have taken it, usually only once, and have a score that is below 900, the minimum required for Teaching Fellows. (That is also the minimum score for the Prospective Teacher Scholarship/Loan.) School personnel must be more diligent in advising students who potentially plan to attend a college or university to take the SAT/ACT at least once and preferably more than once so as to increase their score.

Project Teach Participating Systems

Asheboro City Schools

Asheville City Schools

Brunswick County Schools

Craven County Schools

Durham County Schools

Greene County Schools

Guilford County Schools

Hoke County Schools

Johnston County Schools

Lee County Schools

Moore County Schools

Nash-Rocky Mount Schools

New Hanover County Schools

Onslow County Schools

Pamlico County Schools

Pitt County Schools

Randolph County Schools

Scotland County Schools

Warren County Schools

Wilson County Schools

Vance County Schools

as of 3/1/07

Activity Report for Teaching Fellows Staff

Regarding Minority Outreach

(Since date of last report 3/15/2007)

- March 15 Lee County Schools held its first Project Teach Chat Night at Lee Senior High School. Danny Bland gave the Teaching Fellows Program presentation and distributed brochures to students, parents, and community leaders in attendance. CFNC brochures detailing available state funded teaching scholarships were distributed. Attendance: 37
- March 20 Hoke County Schools hosted a Project Teach Chat Night session at 6:00 pm in the high school cafeteria. Danny Bland gave the Teaching Fellows Program presentation and distributed brochures to students, parents, and community leaders in attendance. Attendance: 26
- March 22 Durham Public Schools hosted its first of two Project Teach Chat Night sessions at 6:30 pm in the Hillandale Staff Development Center. Danny Bland represented the statewide program staff and co-presented Teaching Fellows Program information with the NCCU Campus Program Director and four NCCU Senior Teaching Fellows. Attendance: 18
- March 26 Teaching Fellows information was included in the materials packets given to the participants in the Closing the Achievement Gap Conference in Greensboro. Attendance: 3500
- Note: In addition to materials in the conference packets, Danny Bland made a presentation during a pre-conference focus session to higher education officials regarding the Project Teach model as an outreach effort.*
- March 27 Pamlico County Schools held a Project Teach Chat Night session at 7pm in the Pamlico County High School cafeteria. Gladys Graves made the Teaching Fellows Program presentation and distributed program literature to the participants. Attendance: 12
- March 29 A Teaching Fellows flyer was distributed to the North Carolina Delegates to the Eastern Region Convention of Zeta Phi Beta Sorority, Inc. The convention was held in Greensboro. Attendance: 400
- March 30 Danny Bland made a presentation on the Teaching Fellows Scholarship to students participating in the Hispanic Education Summit being held at the McKimmon Center on the NC State University campus. There were grades 9 through 11 present. Attendance: 22

- April 5 Danny Bland met with the Elizabeth City State University Teaching Fellows Director in Williamston, NC to discuss recruitment strategies for Northeastern counties including the possibility of duplicating Project Teach with the ECSU Teaching Fellows Program coordinating activities.
- At 6:00 p.m., Pitt County Schools hosted a Project Teach Chat Night at J.H. Rose High School and Danny Bland represented the Teaching Fellows Program. Attendance: 13
- April 17 Guilford County Schools held its first of two Project Teach Chat Night sessions at 6:30 pm in the Western Guilford High School Media Center. Danny Bland made the Teaching Fellows Program presentation and distributed program literature to the participants. Attendance: 12
- April 19 Guilford County Schools held its second Project Teach Chat Night in the Media Center of High Point Central High School at 6:30 p.m. No students attended this event so Danny Bland discussed strategies for future events with the Project Teach Liaison and two Teaching Fellows Alumni from schools in Guilford County who had been invited to speak. It was determined that more needed to be done at each (high school) building level to make students aware of the Teaching Fellows opportunity and to publicize future Project Teach events. The discussion also focused on better selection of dates and locations for future activities to avoid conflicts with other LEA sponsored events.
- May 10 Moore County Schools hosted a Project Teach Chat Night session at 7:00 pm in the Union Pines High School Media Center. Danny Bland gave the Teaching Fellows Program presentation and distributed brochures to students, parents, and community leaders in attendance. Attendance: 30
- May 17 Durham Public Schools hosted its second Project Teach Chat Night session at 7:00 pm in the Hillandale Staff Development Center. Danny Bland represented the statewide program staff aided by the NC Central University Campus Teaching Fellows Program Director and three NCCU Senior Teaching Fellows. Attendance: 37
- May 23 Danny Bland disseminated information to participants in the Western Guilford High School Junior Class Parent Night. Attendance: 70
- June 19 Danny Bland met with Teaching Fellows Directors from Elizabeth City State University and NC A&T to discuss partnership strategies and recruitment activities for Fall 2007. The NC Central University Director was invited but was traveling abroad and unable to attend.

- June 26 Danny Bland met with Johnston County Project Teach Liaison in Smithfield to discuss Johnston County's participation in Project Teach. Johnston County committed to participate in Project Teach after the initial orientation meeting.
- June 28 Danny Bland made a presentation to Summer Ventures in Science and Math participants at NCCU. Attendance: 92
- July The Teaching Fellows Staff purchased SAT and ACT data reports. These reports contained contact information for 3700 minority high school students (rising seniors) who met the minimum requirement for eligibility to apply for a North Carolina Teaching Fellows Scholarship. The staff later mailed students a packet of information regarding the application process for the Teaching Fellows Scholarship.
- During July the Teaching Fellows Program Staff also purchased advertising space for six weeks ranging from August 13th through October 19th to run 2X2 ads (the weeks of August 12th through 18th, August 19th through 25th, and September 9th through 15th) and classified ads (the weeks of Aug. 26th – Sept. 1st, September 16th – 22nd, 23rd – 29th, Sept. 30th – Oct. 6th, Oct. 7th – 13th, and Oct. 14th -19th). The Staff also contracted with Capital Press Services to distribute a press release during the week of August 15th announcing the availability of the Teaching Fellows Scholarship application online. *See attachments for specific circulation information.*
- Staff also worked with a marketing firm (beginning in February and culminating in July) to finalize revisions to the Teaching Fellows website and to design and produce a new brochure and a poster to better market the program. Once designs were finalized, ten thousand brochures and 5,000 posters were ordered for distribution to high school students (brochures only), teachers, and counselors across the state. New brochures were included in the packets sent to minority students as a part of the SAT/ACT mailing mentioned above. School Counselors received posters during the annual Local School District Screening Training sessions which took place during the first two weeks of September.
- August 2 Danny Bland met with Kelvin Spraguely of NCAE to discuss ways in which Teaching Fellows and the Teacher Cadet program could possibly work more closely to ensure Cadets are better prepared for the Teaching Fellows selection process. The two also discussed including Teacher Cadet information in Project Teach Chat Nights to promote more minority participation in Teacher Cadet classes.

- August 15 Danny Bland agreed to continue to serve on the College Access Conference Planning Committee and attended the first 2007-08 committee meeting in Chapel Hill. The College Access Conference is an annual event sponsored by UNC General Administration, and the College Foundation of North Carolina (CFNC). It's purpose is to bring together the various groups, organizations, and individuals who are engaged in activities designed to prepare (and encourage) young students for continuing their education beyond high school. Danny's involvement allows the Teaching Fellows Program to increase visibility with students from groups who have traditionally been disadvantaged or underserved when it comes to access to information regarding scholarships and other opportunities to attend college.
- August 17 The mailing to the 3700 SAT/ACT List minority prospects was distributed via CES Mail Services in Raleigh. This date coincides with the application launch date (August 15th) and the first week of newspaper advertisements mentioned previously.
- August 30 Danny Bland traveled to Henderson and met with the Vance County Project Teach Liaison and Personnel Director. Vance County committed to Project Teach after the January 26th Orientation meeting and was not an active participant during the initial (Spring '07) effort.
- Sept. 10 The Teaching Fellows Staff held a meeting with Project Teach Contacts to discuss fall activities and expansion of efforts to reach younger students. Most of the focus was on preparing the seniors who indicated an intent to apply, to follow through with the process and to take the SAT or ACT to ensure the achievement of the required minimum score of 900..
- Sept. 12 Danny Bland met with Warren County Project Teach Liaison in Warrenton. Warren County was the last system to commit to Project Teach and the newly appointed liaison wanted to discuss activities that could potentially still impact the Fall 2007 selection process.
- Sept. 13 Danny Bland met with the former DPI Project Teach Coordinator to Review the program history at DPI and to solicit advice for possible revisions moving forward.
- Danny Bland participated in the New Hanover County Schools College Fair from 6-8 p.m. in UNC Wilmington's Trask Coliseum.
CACRAO sponsored event. (Carolinas Association of Collegiate Registrars and Admissions Officers)
- Sept. 13 Melissa Churchwell made the Teaching Fellows Program presentation to juniors and seniors from Broughton High School at the Wade Edwards Learning Lab in Raleigh Attendance: 30

- Sept. 14 Melissa Churchwell made the Teaching Fellows selection process presentation at UNC Pembroke during a special forum for area Teacher Cadet teachers.
- Danny Bland participated in CACRAO activities in Brunswick County. College Fair stops took place at South Brunswick, West Brunswick, and North Brunswick High Schools.
- Sept. 19 Danny Bland participated in CACRAO tour stops in Duplin County. East Duplin, Wallace-Rose Hill, and North Duplin were the host sites. James Kenan High School students attended the North Duplin tour stop.
- Sept. 20 During the morning and midday hours, Danny Bland participated in the CACRAO tour stops for Sampson County and Clinton City Schools, and for Southern Wayne High School.
- That evening, Gladys Graves participated in the CACRAO tour stop at Goldsboro High School. This stop was open to students from Spring Creek High School as well as area private and charter schools. Danny Bland led an application Workshop for prospective applicants at North Carolina Central University. Prospective applicants were placed at computers in the NCCU Mickey Michaux School of Education Building and Danny Bland walked them through the process of completing the application and gave them tips on selecting references and preparing for the interviews. The NCCU Teaching Fellows Program Director invited students from across the state and NCCU Teaching Fellows assisted each prospective applicant with his/her application. Attendance: 8
- Sept. 21 Danny Bland participated in CACRAO tour stops at C.B. Aycock and Rosewood High Schools in Wayne County.
- Sept. 23 Danny Bland participated in the CACRAO College Fair for Anson and Union County Schools at Wingate University in Monroe.
- Sept. 24 Danny Bland participated in the CACRAO College Fair for Alamance County Schools at Elon University. The event, for high school seniors in all Alamance County Schools, was from from 9 a.m.-12 p.m.
- In the evening, an Elon University Teaching Fellow staffed the presentation table and answered questions from seniors who returned along with their parents.

- Sept. 25 Danny Bland participated in the CACRAO College Fair for Alamance County Schools high school juniors at Elon University. The session was from 9 a.m.-12 p.m.
- Later that evening, Danny participated in the Cabarrus County Schools Consolidated Fair in Concord.
- Sept. 26 Gladys Graves participated in CACRAO activities in Person and Caswell Counties.
- Sept. 27 Danny Bland participated in CACRAO activities in Vance and Granville Counties.
- Sept. 30 Danny Bland shared a display table with the NC Central University Teaching Fellows Director at the Durham Public Schools CACRAO College Fair held in Northgate Mall.
- Oct. 1 Melissa Churchwell participated in CACRAO activities in Rockingham County (Morehead and McMichael High Schools) while Danny Bland covered the college fair stops in Harnett County.
- Later that evening, Danny traveled to Winston-Salem for the Winston-Salem/Forsyth County Schools College Fair. During the event, Danny was able to speak (at a separate gathering) to student participants in the Winston-Salem Academy of Scholars Program which is a program for economically disadvantaged students that stresses high academic achievement and pursuit of higher education.
- Oct. 2 Melissa Churchwell participated in CACRAO activities in Rockingham County (Reidsville and Rockingham County High Schools) while Danny Bland participated in the tour stops in Moore County.
- That evening, Danny participated in the Richmond County College Fair while the Teaching Fellows Campus Program Director from North Carolina Agricultural and Technical State University set up and staffed the Teaching Fellows display at the Guilford County College Fair.
- Oct. 3 Warren County Schools hosted a Project Teach Chat Night at Warren County High School. The Superintendent was present. Attendance: 12
- Oct. 4 Danny Bland participated in the CACRAO activities in Chatham County. After the morning event at Jordan-Matthews High School, Danny spent a ninety minute class block discussing the selection process and giving an overview of the Teaching Fellows Program in the Jordan Matthews Teacher Cadet class. Danny met with the Chatham County Schools AVID Program Coordinator for lunch to discuss the possibility of collaborating

with the group to encourage more AVID program participants to consider teaching as a career.

- Oct. 5 Danny Bland participated in CACRAO activities in Lee County.
- Oct. 9 Danny Bland participated in the Elizabeth City State University CACRAO College Fair. This event included high school juniors and seniors from Pasquotank County high schools, Camden County High, John A. Holmes High School (Chowan County), and Perquimans County High School.
- Oct. 10 Danny Bland participated in CACRAO College Fair stops in at Gates County High School, Hertford County High School, and Bertie High School.
- Oct. 11 Danny Bland participated in CACRAO College Fair stops in Northampton County and Roanoke Rapids. Individual stops at Northampton County East and West high schools sandwiched a consolidated fair at Halifax Community College. Roanoke Rapids High School, Weldon High School, Halifax, Hobgood, Northeast, and KIPP Pride Academies were all present at the Halifax Community College Fair.
- Oct. 12 Danny Bland participated in CACRAO College Fair stops at Northwest Halifax and Southeast Halifax High Schools.
- Oct. 15 Danny Bland participated in CACRAO College Fair stops at Southwestern Randolph and Eastern Randolph High Schools.
- Oct. 16 Danny Bland spoke to Teacher Cadet students at Northern Vance High School.
- Oct. 17 Danny Bland attended a College Access Planning Committee Meeting.
- Oct. 29 Gladys Graves spoke to delegates to the Annual Session of the General Baptist Convention in Durham. The audience consisted to approximately 200 ministers. Fellows flyers were included in the Session's registration packet
- Nov. 14 Danny Bland attended a College Access Planning Committee Meeting
- Nov. 19 The Teaching Fellows Staff held a meeting for Project Teach System Liaisons to discuss Fall 2007 results and strategies for reaching younger students. Leaders from AVID, GEAR-UP, and the MSEN pre-college program were invited to come and share information about their programs and to share in the discussion of strategies to encourage younger students to consider education as a career path.

- Dec. 7 Danny Bland spoke to Lowes Grove (Durham) Middle School AVID students about the Teaching Fellows Scholarship Program and about making the right decisions to put themselves in position to attend college. The Lowes Grove AVID program has over 120 student participants and is lead by a Teaching Fellows Alumna from NC Central University.
- Dec. 12 Danny Bland attended a College Access Planning Committee meeting.
- Dec. 14 Danny Bland participated in the North Johnston Middle School Career Day Program. Danny shared information with nine groups of eighth grade students ranging in size from 8 to 15. The groups were divided such that one half of the eighth grade class participated in Danny's session while the other half attended a similar session conducted by the NC State University Teaching Fellows Director. The goal was to allow all of the 8th graders at North Johnston to hear about the Teaching Fellows opportunity.
- Jan. 16 Danny Bland attended the final College Access Planning Committee meeting for 2007-08.
- Jan. 31 New Hanover County Schools held a Chat Night session at the Spencer Building in downtown Wilmington. Thirteen students and their parents attended. Two UNC Wilmington Teaching Fellows assisted Danny Bland with the presentation.
- Feb. 4-8 Danny Bland participated in the 2008 North Carolina College Access Conference in Greensboro. The Teaching Fellows Program supplied 400 brochures for the conference packets, and maintained a display table in the "Gallery Walk" area of the Conference Center. The conference had almost 350 participants and Ron Clark, ECU Teaching Fellows Alumnus was the keynote speaker for the closing session.
- Feb. 12 Danny Bland met with the Craven County Schools Project Teach Liaison and the Associate Superintendent for Human Resources in New Bern.
- Feb. 13 Danny Bland met with the Nash-Rocky Mount Schools Project Teach Liaison in Nashville.
- Feb. 14 Danny Bland met with the Asheboro City Schools Project Teach Liaison in Asheboro.
- Feb. 29 Danny Bland made a presentation to FTA and Teacher Cadet students at the annual conference in Raleigh.
- Mar. 4 Danny Bland participated in the OPEN Net Forum on recruitment and retention strategies for educators.

Mar. 6 Danny Bland spoke with Southern Vance High School juniors interested in teaching. Attendance: 22

Mar. 31 – Danny Bland will participate in the statewide Raising Achievement and
Apr. 2 Closing Gaps Conference in Greensboro. The Teaching Fellows Staff
will provide the NC Department of Public Instruction staff with 3700
flyers promoting the Teaching Fellows for inclusion in the conference
packets.



"The Sports Flash" Radio Network North Carolina & South Carolina Affiliates

North Carolina

WBHN-AM	Bryson City	Oldies
WGNC-AM	Gastonia	Oldies
WOHS-AM	Shelby	Oldies
WLHC-FM	Sanford	Oldies
WEEB-AM	Southern Pines	News/Talk
WJRM-AM	Troy	Religious Talk
WLXN-AM	Lexington	News/Talk
WLON-AM	Lincolnton	News/Talk
WCSL-AM	Cherryville	News/Talk
WCOK-AM	Sparta	Country
WTXY-AM	Whiteville	News/Talk
WADA-AM	Shelby	Country
WKMT-AM	Kings Mountain	News/Talk
WGHF-AM	Greenville	News/Talk/Sports
WDLX-AM	Washington	News/Talk/Sports
WKXU-FM	Louisburg	Country
WYRN-AM	Louisburg	Country
WELS-FM	Kinston	Gospel
WKRK-AM	Murphy	Country
WTKF-FM	Morehead City	Talk
WJNC-AM	Jacksonville	Talk
WCIE-AM	Fayetteville	Sports
WZNN-AM	Asheville	News/Talk/Sports
WLTT-FM	Wilmington	News/Talk
WWTB-FM	Wilmington	News/Talk
WJSG-FM	Rockingham	Christian
WWWC-AM	North Wilkesboro	Gospel
WLNC-AM	Laurinburg	News/Talk
WRSC-AM	Fair Bluff	Gospel
WSAT-AM	Salisbury	Nostalgia

***"The Sports Flash" Radio Network - Your teams. Your scores.
Mike Sinnott - 517-927-4570 - TheSportsFlash@aol.com - www.TheSportsFlash.com***



Teaching Fellows "Billboard Blitz"

Overview – Billboard Blitz

"The Sports Flash" (TSF) Radio Network deliver an audience of 1.7-million listeners on 131 network affiliates, including more than 490,000 listeners on 31 network affiliates in North Carolina.

Radio "Billboard" Advertising

We open and close each of our daily "Sports Flash" reports with an advertising message. These 10-15 second advertising messages have been effective in generating mortgage leads for Quicken Loans and increasing web traffic for the U.S. Army. This is an effective method of advertising that wraps your advertising message around content that the listener wants to hear.

Billboard Copy

Opening

The North Carolina Teaching Fellows Program presents "The Sports Flash" on (name of station)

Closing

(a) The North Carolina Teaching Fellows Program awards \$26,000 scholarships to 500 of the state's best and brightest graduating high school seniors. Applications are now available online through October 19th at Teaching Fellows – dot – org. That's Teaching Fellows – dot – org for the North Carolina Teaching Fellows Program.

(b) Now through October 19th, the North Carolina Teaching Fellows Program offers a premier opportunity for high school seniors who want to learn to teach. Five hundred of the state's best and brightest will earn a \$26,000 scholarship. Download your application now online at Teaching Fellows – dot – org. That's Teaching Fellows – dot – org.

(c) Five-hundred, \$26,000 scholarships will be awarded to the state's best and brightest graduating high school seniors by the North Carolina Teaching Fellows Program. Now through October 19th, download your application at Teaching Fellows – dot – org. That's Teaching Fellows – dot – org.

Radio advertising creates a more powerful advertising campaign

The Radio Ad Effectiveness Lab (RadioAdLab.org) found that a combined radio-television or a combined radio-newspaper buy is more powerful than using just TV or newspaper only. This "Billboard Blitz" campaign is an opportunity for you to affordably raise awareness of this event.

Affordable, effective radio advertising

Too many organizations have a misconception that radio advertising is too expensive, but not with our radio network. For businesses with limited budgets, TSF Radio Network offers the "Billboard Blitz" campaign as a method of affordably delivering your message to our network audience. Our "Billboard Blitz" promotion is designed to make radio advertising as affordable as newspaper advertising.

Week	Billboards	Rate	Investment
September 2007	200		
October 2007	200		
Total Campaign	400		

"The Sports Flash" Radio Network - Your teams. Your scores.

Mike Sinnott - 517-927-4570 - TheSportsFlash@aol.com - www.TheSportsFlash.com

Project Teach School Systems with Status of Applicants

School System	2006-07 Applicants	2007-08 Applicants	2007-08 Interviewed	2007-08 Finalists	2007-08 Recipients
Asheboro City Schools	0	1	0	0	0
Asheville City Schools	0	1	0	0	0
Brunswick County Schools	4	6	6	3	2
Craven County Schools	1	5	4	2	2
Durham Public Schools	13	18	14	7	5
Greene County Schools	2	4	2	0	0
Guilford County Schools	23	43	26	14	8
Hoke County Schools	4	6	4	2	2
Johnston County Schools	4	6	4	3	2
Lee County Schools	0	4	3	2	0
Moore County Schools	2	4	4	3	3
Nash-Rocky Mount Schools	10	6	4	3	2
New Hanover County Schools	6	5	2	1	1
Onslow County Schools	8	11	6	6	3
Pamlico County Schools	0	0	0	0	0
Pitt County Schools	8	11	9	3	2
Randolph County Schools	1	0	0	0	0
Scotland County Schools	2	1	0	0	0
Vance County Schools	4	2	2	0	0
Warren County Schools	1	3	3	1	1
Wilson County Schools	5	8	6	5	1
Totals	98	145	99	55	34

Note: Greene, Johnston, Warren, and Vance Counties were the last systems to begin Project Teach efforts. None of the four held spring activities because of the late start.

Section 7

Update on Campus Expansion

Status of New Campuses In 2007-2008 and 2008-2009

The Teaching Fellows Commission met on March 13, 2007, to select the 500 Teaching Fellows recipients and to designate 150 alternates for the 2007-2008 academic year. The Commission had decreased the maximum cohort number from 60 to 45 due to expansion of the four new campuses Campbell University, Elizabeth City State University, Lenoir-Rhyne College, Queens University of Charlotte. The staff awarded to alternates through December 31, 2007.

The Teaching Fellows Commission's policy (45.4) requires that the new campuses (Campbell University, Elizabeth City State University, Lenoir-Rhyne College, and Queens University of Charlotte) have a beginning freshman class of 15 students. No campus may have more than 45 Fellows in a cohort.

At its March 13, 2007 meeting, the Commission voted to permit new campuses that had at least 12 Fellows to begin the 2007-08 year with the understanding that each campus must achieve a minimum of 15 Fellows for 2008-09 to remain in the Program. This was in line with prevailing practice of past expansions.

In addition, the Commission voted to permit a campus that did not have at least 12 Fellows to remain in the Teaching Fellows Program and have school year 2007-08 to recruit a minimum cohort of 15 Fellows for 2008-09. Campbell University and Lenoir-Rhyne each met the criteria and were permitted to begin school year 2007-08. Elizabeth City State University and Queens University did not recruit the minimum number of Teaching Fellows and were not permitted to begin school year 2007-08.

For school year 2008-09, Queens University has recruited 20 Teaching Fellows out of the 528 recipients and will begin school year 2008-09 as a Teaching Fellows campus. Unfortunately, Elizabeth City State recruited only 3 Teaching Fellows and therefore cannot participate as a Teaching Fellows campus.

Section 8

Commission & Staff

NC TEACHING FELLOWS COMMISSION MEMBERS

February 2008

Name	Address	City, State, Zip	Telephone	Fax #'s and Email	Appointment	Current Term of Office
Mr. John Denning	902 Teague Pl.	Durham, NC 27707	(919) 402-8089 (h) (919) 933-8082 (w) (919) 819-6332 (cell)	(919) 442-0018 jdenning@allkindsofminds.org	Lt. Governor	Serves at the Pleasure of the Lt. Governor
Dr. Thomas Dowell	P.O. Box 1595 (mail) 237 Airy Ln.	Cullowhee, NC 28723 Sylva, NC 28779	(828) 586-5040 (h)	dowtd@hotmail.com	Speaker/Governor	07/01/2007 - 06/30/2011
Mr. Franz Holscher	545 Owens Drive	Gastonia, NC 28054	(704) 865-2152 (h)	(704) 861-0140 fhmia@msn.com	Pres. Pro Tem/Governor	07/01/2004-6/30/2008
Mrs. Colleen Lanier	1610 Red Copper Circle	Winston-Salem, NC 27106	(336) 924-3236 (h) (336) 413-1053 (cell)	(336) 924-3236 colleenlanier@bellsouth.net	Pres. Pro Tem	07/01/2007 - 06/30/2011
Ms. Stephanie Lemon	1202 Pepper Hill Rd.	Greensboro, NC 27407	(336) 287-0362 (h) (336) 362-5654 (w)	js1723@yahoo.com	Speaker/Governor	07/01/2005-6/30/2009
Mrs. Linda Little	200 Creekview Rd.	New Bern, NC 28562	(252) 514-2123 (h) (252) 514-6688 (w) (252) 671-9426 (cell)	(252) 514-6654 clittle4@suddenlink.net	Governor	07/01/2004-6/30/2008
Mr. Demond McKenzie	2800 White Rail Dr.	Fuquay Varina, NC 27526	(919) 552-8815 (h) (919) 277-3776 (w) (919) 749-8986 (cell)	dmckenzie@newschoolsproject.org	Governor	07/01/2005-6/30/2009
Ms. Evelyn "Ebbie" Monroe	525 Hardee Branch Rd.	West End, NC 27376	(910) 295-5710 (h)	jandemonroe@embarqmail.com	State Board of Ed.	Serves at the Pleasure of SBE Chair
Dr. Jane Norwood	7026 Ballenthyne Ct.	Charlotte, NC 28210-1858	(704) 554-9893 (h) (704) 554-9894 (w) (704) 533-3104 (cell)	(704) 554-9895 norwooj@bellsouth.net	Pres. Pro Tem	07/01/2005-6/30/2009 (full ten 07/01/2007-6/30/2009
Mr. Roby Shore	First Citizens Bank POB 5004 (w) 5306 Woodridge Drive (h)	Monroe, NC 28111-5004 Monroe, NC 28110	(704) 283-4527 (h) (704) 282-4030 (w) Secretary: Donna (704)-219-8840 (cell)	(704) 282-4058 robby.shore@firstcitizens.com shorerf@aol.com (h)	Governor	06/30/2006 - 07/01/2010
Mr. Vernon Thompson	295 W. Church St.	Mocksville, NC 27028	336-751-5680 (h)	mamamo@yaditel.net	Speaker	07/01/2004-06/30/2008



Organizational Chart for the NC Teaching Fellows Program
*All staff are employees of the Public School Forum. All except Hanford, Ancelet,
Jordan, and Norris are assigned full-time to the Teaching Fellows Program.
Part-time Help work only as needed for special projects.*

Jo Ann Norris Associate Executive Director, Public School Forum
Administrator, NC Teaching Fellows Program

Gladys Graves
Director
NC Teaching Fellows Program

Danny Bland
Director
Teacher Recruitment

Melissa Churchwell
Coordinator of Special Programs
NC Teaching Fellows Program

Lara Nowell
Coordinator of Information Services
NC Teaching Fellows Program

Lynne Stewart
Program Officer
NC Teaching Fellows Program

Holly King
Administrative Assistant
NC Teaching Fellows Program

Nita Hanford
Business Manager
Public School Forum

Claire Ancelet
Receptionist
Public School Forum

