

Newberry College Institutional Report

Standard 6

G. Standard 6. The unit has the leadership, authority, budget, personnel, facilities, and resources, including information technology resources, for the preparation of candidates to meet professional, state, and institutional standards.

G.1. How does the unit's governance system and resources contribute to adequately preparing candidates to meet professional, state, and institutional standards?

The Chair of the Department of Education (DOE) is designated by the Vice President for Academic Affairs (VPAA) as the Director of the Teacher Education Program (TEP) at Newberry College. The Director of the TEP has overall responsibility for the Unit and chairs the Teacher Education Committee (TEC) and the team for the Continuous Improvement in Teacher Education (CITE). The Chair of the Department of Education/Director of the Teacher Education Program is supported in leading and serving the Unit by other administrators and offices of the College including the Executive Director of Institutional Effectiveness, the Administrative and Research Assistant for Institutional Effectiveness, the VPAA, and the two Associate Deans for Academic Affairs. In addition there is support within the DOE from the part-time Coordinator of Clinical Experiences, a position which was created in August 2010, and a full-time administrative specialist working directly with the Chair.

In brief, the governance structure includes:

- Departmental Faculty. Possible changes in the TEP are discussed first at the departmental level. The DOE faculty meet twice a month for an extended period of time. Other departments which house teacher education degrees meet regularly as well. When a department wants to propose a change, it is introduced to CITE for discussion and approval. Minutes of all Education Department meetings are available upon request.

- Team for the Continuous Improvement in Teacher Education (CITE). This group is representative of the majors in the TEP and involves the entire professional education unit faculty. CITE meets monthly to discuss internal and external data in teacher education and to strive toward continuous improvement. This group discusses proposals and ideas for program changes. CITE is not a governing group; rather, it is a representative committee working for the improvement of teacher preparation at Newberry College. Minutes of all CITE meetings are available upon request.

- Teacher Education Committee (TEC). This group is the governing body for the TEP, appointed by the EVPAA, and handles the official approval of course and program changes within the TEP. The membership of TEC is representative of all majors in teacher education and contains a student member and members from the P-12 partner schools. Once a change is approved by TEC, College governance procedures require approval from the Office of Institutional Effectiveness, Faculty Council, and the Faculty. TEC also serves as the advisory board for the Teaching Fellows Program which currently has 24 teacher candidates. Minutes of all TEC meetings are available upon request.

The TEP governance structure serves the Unit by promoting data sharing, collegial discussions, and decision-making among all stakeholders of the unit. These committees are critical to coordinating the effort at Newberry College for the professional preparation of teachers and the efficient use of resources.

Information and resources for students abound on the Newberry College website, in LiveText, in the Wolf Den (College's Content Management System), and through numerous support offices across campus. All initial certification candidates are served and advised through the department of their major. Technology support through the Office of Information Technology (OIT) is strong. All candidates own a laptop computer which is supported by OIT. Candidates have access to free printing capabilities in all buildings on campus. Classrooms in the DOE are equipped with interactive whiteboards, document cameras, and other technologies. Video cameras are available for recording instruction by both candidates and faculty. Faculty model the integration of technology into teaching as well as expect students to implement technology in their projects and lessons. Each candidate who successfully completes the program leaves with certification from the INTEL Teach to the Future Essentials Course. In the Spring of 2011, in partnership with the Institute for Evidence Based Decision Making in Education (EDIE), the DOE installed a state-of-the-art LearnLab to promote student engagement. Candidates also have access to multitudes of educational resources through their extensive work in schools and districts. Library resources include numerous online databases for candidate use.

The needs of education candidates and programs continue to be met at Newberry College. The program has grown from 59 teacher candidates in Fall 2006 to 321 teacher candidates in Fall 2011. In February 2011, the College administration granted a new faculty line to support this growth.

Newberry College has not suffered through the economic down turn as have most of its peer institutions. In fact, Newberry College experienced record enrollment in 2009-2010 and 2010-2011. The numbers in the TEP have grown dramatically due to targeted recruitment. Newberry College's overall enrollment has grown from 832 FTE in 2006-2007 to 1117 FTE in 2010-2011. Much of the college's recent growth has been in teacher preparation majors. In addition to increases in the College budget for teacher education and accreditation, the DOE has secured over \$1.8 million in grants and external donations since 2008. The DOE believes that it will continue to experience equity in the budgeting process and that mission-critical services and support will remain intact.

G.2b Continuous Improvement

- **Briefly summarize the most significant changes related to Standard 6 that have led to continuous improvement. (If no significant changes related to this standard have occurred since the previous visit, indicate "None" in this section.)**

Evidence indicates that Newberry College is making continuous improvement toward the Target level with regard to the unit's budget and resources.

The primary changes related to Standard 6 have been in the areas of budget and technology. In 2006, the entire budget for the Department of Education, excluding salaries, was \$5,273. In 2010-2011, the DOE base budget, excluding salaries, was \$25,400. The budget has increased yearly since 2006. In addition the budget for NCATE/Continuous Improvement has increased from \$4,275 in 2006-2007 to \$16,800 in 2010-2011. The college also has held steady in its support of the South Carolina Teaching Fellows Program by providing a part-time campus director and a budget of \$18,000 in 2010-2011. In total, the college provided budgeted money of \$60,200 for the 2010-2011 academic year excluding salaries and fringe benefits for faculty and staff. Newberry College removed one Area for Improvement from the previous visit by funding a position for a full time Administrative Specialist for the DOE in 2008-2009. These budget increases demonstrate a substantial improvement over the financial state of the department since the last NCATE report and visit.

In addition to increases in college budget lines, the DOE has been active in pursuing grants and private donations. The department is currently implementing over \$1.8 million in grants and \$97,371 in private donations. Newberry College is the recipient of an Improving Teacher Quality grant, a Robert C. Noyce grant to recruit and prepare Math and Science teachers, and a South Carolina Center of Excellence grant. While these grants do not all go directly toward the TEP, much of the money does help improve our ability to adequately prepare candidates to meet professional, state, and institutional standards. With these grants, the college has been able to hire one new faculty member, one new staff member working solely on public school projects and partnerships, and a half time Master Teacher/Adjunct instructor. Furthermore, the private donations have dramatically impacted the quality of our facilities and program by allowing us to renovate classrooms, offices, and conference room spaces.

Technology resources have dramatically improved over the past five years. All candidates own a laptop computer which is supported by OIT. Classrooms in the DOE are equipped with interactive whiteboards and document cameras. Faculty model the integration of technology in their teaching. Beginning in Fall 2006, each candidate who has successfully completed the program leaves with certification from the INTEL Teach to the Future Essentials Course. In the Spring of 2011, in partnership with the Institute for Evidence Based Decision Making in Education (EDIE) the DOE installed a state-of-the-art Steelcase LearnLab to promote student engagement. Candidates now participate in Twitter conferences, use cell phones to text responses during class discussions, use clicker systems, use both LiveText and the Wolf Den to submit course work, learn how to create webquests and Wiki's, and use other technologies (FLIP

cameras, iPods) to teach P-12 students. Candidates also have access to a diversity and plurality of educational resources through their extensive work in schools and districts.

Changes to Governance Structure:

-CITE replaced the former Teacher Education Advancement Team (TEAT). This change in name reflects intentional alignment with mission of this committee.

- At the request of the President, the committee structure for TEC was changed to reduce the number of members. This change was made in an effort to reduce the workload for the faculty in a small college and to help committees function more effectively.

Changes to P-12 Components:

Newberry College public school partnership structure has been in transition since the steady growth in the TEP beginning in 2007 and the subsequent increase in the number of partner schools. TEP faculty determined that the most important change that could be made to improve the overall structure was to create a position for a Coordinator of Clinical Experiences. Newberry College approved and funded this position in August 2011 as a half time position with plans to move it to a full time position as the expected growth continues. This position provides a liaison between the college and the public schools.

The initiation of new undergraduate programs in Early Childhood Education, Middle Level Education, and Chemistry, along with a heavy focus on recruiting students to all programs and especially to secondary majors, brought significant changes to the Teacher Education Program. The TEP grew from 59 candidates in Fall 2006 to over 321 in Fall 2010.