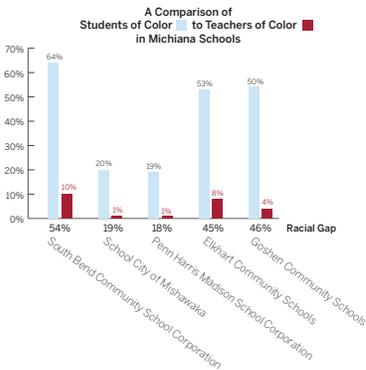


THE CRISIS IN INDIANA AND THE MICHIANA COMMUNITY

The national crisis is reflected in Indiana's public schools and particularly in the communities served by Indiana University South Bend. State wide, for every teacher of color in Indiana's public schools, there are 100 students of color. For each Hispanic teacher, there are 175 Hispanic students. Students of color in several of Michiana's public schools are now the majority, while teacher diversity is far too low.



The School of Education at IU South Bend, which trains approximately 70% of Michiana's educators, suffers from low numbers of diverse candidates as well. Currently, only 5% of our candidates are African American, 7% are Hispanic, and 3% are multi-racial. Overall, 83% of teacher candidates are white and mostly female. **If this trend continues, the shortage of teachers of color—particularly male teachers of color in area schools will become even more acute.**



MISSION

The School of Education prepares individuals to be collaborative leaders and advocates for their professions. We promote education, counseling, and leadership as creative endeavors informed by research. In our initial programs, teacher candidates become analytical, competent, ethical, and reflective professionals who promote culturally-responsive practices in a pluralistic society. In our advanced programs, candidates are transformed from practitioners into key decision makers, researchers, and partners in school and community settings.

Dr. Marvin Lynn, Dean

FOR MORE INFORMATION

on giving, please contact:

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SCHOOL OF EDUCATION

INDIANA UNIVERSITY
SOUTH BEND

A scholarship program to recruit teachers of color



IU South Bend
School of Education



AMERICA'S DIVERSITY CRISIS IN EDUCATION

Diversity in America's schools has reached a point of crisis. Nearly half of students in America's schools are Black, Hispanic or Native American and less than 15% of the nation's teachers are persons of color. In addition, the overwhelming majority of teachers in America are female. **Less than 5% of the nation's teachers are African American, Hispanic or Native American males.**

Conversely, students of color, particularly African American and Hispanic male children, are overrepresented in Special Education and have the lowest performance on standardized tests. This leads to higher dropout rates for these groups. This problem can be attributed, in part, to the limited presence of teachers of color, especially males, in America's classrooms. Research shows, increasing diversity in the teaching force can significantly improve learning outcomes for students of color. Teachers of color who hail from the same communities as their students are more likely to act as advocates and mentors for diverse students. In addition, they can model and foster effective communication and relationship building practices with diverse students and their families.

There must be a major effort to recruit more teachers of color, specifically African American and Hispanic teachers, if we are going to advance the achievement of students of color – particularly in high-need schools.





"Becoming a teacher is a great opportunity to improve our community and society. As a teacher, one has the opportunity to influence and cultivate young minds. The School of Education at IU South Bend has given me the leadership and educational background to be a great teacher.

Aaron Lucas Turner, Elementary Education (2016)



Teaching is more than a great profession. We have the privilege of working with our community's youth, to make a difference in their lives so that they can make a change. My experience in the School of Education at IU South Bend has definitely helped me grow as a person and as a future teacher. I have met extraordinary individuals, both peers and professors, who have influenced me.

Maria Garcilazo, Elementary Education (2015)

OUR SOLUTION

The IU South Bend School of Education has explored the field of education nationally for innovative practices that can help us respond to this crisis and begin to reverse the lack of diversity in the teaching force. This year, IU South Bend will implement a new diversity-focused scholarship which adopts many of these best practices to help recruit, train, employ, and retain more teachers of color in our community schools.

We ask for your help today in establishing the IU South Bend Underrepresented Teacher Scholarship.

Over half of all IU South Bend students come from low-income families and are eligible for financial aid. Still, for many of these students, financial aid programs are inadequate to meet the full cost of attendance. In order to attract and recruit more underrepresented students, and to enable promising, qualified students to study full-time and graduate within four to six years, we must first address student financial need while building a strong core of highly qualified diverse teacher candidates. Renewable scholarships from the IU South Bend Underrepresented Teacher Scholarship will help more deserving students to study full-time and persist toward on-time graduation. Our goal is to develop a pool of talented and diverse teachers who will graduate from IU South Bend with minimal student debt and enter the teaching profession.

In addition to undergraduate tuition assistance from this new scholarship fund, the School of Education will also provide mentoring, academic enrichment, induction support and training in preparation for the classroom. A team of advisors and peer mentors will work with each scholarship recipient to help ensure their continued academic success, as well as address issues of financial counseling and life skills.

"Districts across the country, more specifically urban districts, are having difficulty finding minority teachers. It's critical that the diversity within the teaching population more closely match our student population."

– Dr. Carole Schmidt, Superintendent,
South Bend Community School Corporation

SCHOLARSHIP CRITERIA

- Candidates for this scholarship program will be required to have a minimum 2.5 GPA on a 4.0 scale.
- Recipients may come from a range of communities we serve.
- Scholarships will be renewable as long as the students continue to meet the criteria of 2.5 GPA and maintain full-time status.
- Students will be required to have a professed commitment to teaching in public schools in St. Joseph and Elkhart Counties.
- The fund will have a preference for African American, Hispanic, or Native American students who are male.
- The number, amounts, and recipients of scholarship funds will be determined by the School of Education Scholarship Committee in cooperation with the Office of Financial Aid and The Scholarships Committee at IU South Bend.

Our goal is to prepare and graduate five students of color per year. We will work closely with partner school districts to ensure that these young men and women are employed in St. Joseph and Elkhart County schools. Schools in these counties serve a number of high need students.

It is our belief that this program will transform our community for generations to come.

Thank you for your support.