

**Discussion of the 7<sup>th</sup> Year Report from  
California State University San Bernardino  
March 2019**

**Overview**

This report provides for Committee discussion of the 7<sup>th</sup> year report of California State University San Bernardino (CSUSB).

**Staff Recommendation**

There is no action required on this item. The Commission may accept the 7<sup>th</sup> year report.

**Background**

An accreditation visit for the California State University San Bernardino took place on April 22-25, 2018. The accreditation status granted to CSUSB by the COA was **Accreditation** with a 7<sup>th</sup> Year Report. In particular, the 7<sup>th</sup> year report was to provide an update on those standards which were met with concerns. The full report is available here: [CSUSB Accreditation Report 2018](#)

CSUSB provided the 7<sup>th</sup> year report to staff on March 1, 2019. Staff has reviewed this report and provided it in its entirety as an attachment to this agenda item.

To summarize, the standards found less than fully met and the team rationale for each of these findings is included in the table below.

<b>Standard</b>	<b>Finding</b>	<b>2018 Team Rationale</b>
<b>Common Standard 1: Institutional Infrastructure</b>	Met with Concerns	The rationale for this finding rests with a lack of a “research-based vision of teaching and learning that fosters coherence among, and is clearly represented, in all educator preparation programs.” The current College of Education Mission Statement was written in 2008. Since that time, many changes in programs, faculty and the community have occurred. College of Education cabinet affirmed the Mission Statement at a retreat in 2016.
<b>Common Standard 2: Candidate Recruitment and Support</b>	Met with Concerns	The College implements coordinated processes of admissions, support, and monitoring, across its many educator preparation programs that are well-aligned to Common Standard 2. In order to fully meet the standard, the unit should

		<p>work with more focus and purpose on the recruitment of diverse and currently under-represented candidates into its programs. Interviews with administration, staff and faculty indicated that their preparation for the visit noted this as an area of need. This is a new area of need as in the past, the undergraduate population and surrounding area provided the diversity of the candidate pool needed without effort. However, since the recession of several years ago as well as the time of teachers receiving “pink slips” in the surrounding areas, the pool of candidates decreased as did the diversity.</p>
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**Summary of the California State University San Bernardino Report**

The areas of concern within Common Standard 1 and Common Standard 2 were recognized by the unit leadership who confirmed an awareness of the need to address these issues. CSUSB had already begun discussions but had not implemented their ideas prior to the 2018 site visit. The discussions, committee work, supportive grants funded along with collegial consensus resulted in a report that addresses the concerns. Below is a summary of a portion of the work. The full seventh year report with links to evidence is available as an attachment to this document.

Standard 1: Institutional Infrastructure

The work of the CSUSB faculty, staff, and community has focused on the need for a “research-based vision of teaching and learning that fosters coherence among, and is clearly represented, in all educator preparation programs.” The plethora of documented meetings, workshops, retreats, input from community stakeholders, leadership, faculty, and staff resulted in a foundation for the vision and mission statements based on the following research: Social Justice Theory (Rawls, 1996), a Collaboration and Community Engagement Model (Bronfenbrenner, 1979; Driscoll, 2010), and a Service Mindset (Steiner, 2013). The first College faculty and staff meeting in the 2019-20 academic year will continue with the affirmation and/or revision of the mission and vision. The revised newly adopted vision and mission statements are available in the full seventh year report.

Standard 2: Candidate Recruitment and Support

Previously the diversity of candidates in the CSUSB College of Education has been automatic and required minimal effort. The planning for and implementation of a focus on purposeful recruitment of diverse and currently underrepresented candidates began across the unit immediately after the site visit. The unit-wide strategies include college-wide strategic and program planning, resource allocation and support, community and school district partnerships, monitoring data for enrollment diversity, CSUSB campus collaboration, and comprehensive

plans and associated strategies. Inclusion of a Celebration of Teaching Website and the Latino Education and Advocacy Days (LEAD) Summit have been implemented focused specifically on recruitment and retention of diverse and underrepresented teacher candidates. Various grants provided resources which were allocated to ensure that the purposeful focus on diversity and under-represented candidates continues in the future.

After review of the submitted documentation which responded to the standards that were met with concern staff recommends acceptance of the CSUSB seventh year report.

CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO  
COLLEGE OF EDUCATION  
Seventh-year Report Submitted to the California Commission on Teacher Credentialing Committee on  
Accreditation  
Submitted for the March 2019 COA Meeting

March 1, 2019

To the CTC Committee On Accreditation:

This document serves as our Seventh-year Report for Standard One Met with Concerns and Standard Two Met with Concerns.

Please use these links to jump to each Standard.

[Standard One Met with Concerns](#)

[Standard Two Met with Concerns](#)

The documents contains links to supporting materials and evidence to aid in your review.

If you have any questions or need further information, please do not hesitate to contact me.

We look forward to meeting with you on March 14, 2019 at the next COA meeting.

Sincerely,

Marita L Mahoney, Ph.D.

CSUSB College of Education Director Office of Assessment & Research

[mmahoney@csusb.edu](mailto:mmahoney@csusb.edu)

(909) 537-3621

### **Standard One**

*Met with Concern: The rationale for this finding rests with a lack of a “research-based vision of teaching and learning that fosters coherence among, and is clearly represented, in all educator preparation programs.” The current College of Education Mission Statement was written in 2008. Since that time, many changes in programs, faculty, and the community have occurred. College of Education cabinet affirmed the Mission Statement at a retreat in 2016.*

### **Unit Response:**

#### **Rationale:**

From May 2018 through February 2019, the unit revisited and revised its Mission statement. This interactive and developmental process included faculty, staff, candidates, and campus and community stakeholders at unit meetings, department meetings, program meetings, and workshops with the unit and community stakeholders. At the August 2018 College of Education Leadership Retreat, the Interim Dean provided direction to guide the COE Vision and Mission discussions. This direction included three questions to be considered in all Vision and Mission discussions: 1) What is the purpose of education?; 2) Where do we want to be in five to ten years as a college?; and 3) How do we focus on all candidates and students? These questions anchored all Vision and Mission input/feedback sessions.

The research base for our Vision and Mission was reaffirmed at the August 2018 COE Leadership Retreat. In addition to the three questions directed by the Interim Dean noted above, our [Core Beliefs and Conceptual Framework](#) provided the foundations for the Vision and Mission statement discussions. These discussions were based in the research of Social Justice Theory (Rawls, 1996), a Collaboration & Community Engagement Model (Bronfenbrenner, 1979; Driscoll, 2010), and a Service Mindset (Steiner, 2013). From these models, we focused on candidates and students. In addition, the COE Dean’s Cabinet suggested our discussions be framed within disciplinary theories, for inspiration from our educational foundations and what it means in today’s higher education. [Examples of Vision and Mission statements](#) were shared with all groups to provide a statement format.

#### **Process:**

The drafts of the Vision and Mission statements were reviewed and edited following each input/feedback session ([see Table on pages 4, 5, and 6](#)) by the College of Education Dean’s Leadership Cabinet and/or the Unit Assessment Committee. The revised versions of the Vision and Mission statements were then brought back to the College of Education and community stakeholders. This process was continued (input -> feedback -> revision) until the unit adopted a new VISION and MISSION statement at the Dean’s Cabinet meeting on 02/05/2019.

#### **Result:**

Based on the input from all in the unit, the following Vision and Mission statements were adopted in February 2019:

**VISION STATEMENT:** *To be the premier provider of educational leaders and human service professionals.* (NOTE: the Vision statement will be reviewed again by the COE Dean’s Cabinet on 03/05/2019 due to specific requests).

**MISSION STATEMENT:** *Through compassion and collegiality, we are committed to inspire students and serve our communities.*

The newly adopted Vision and Mission statements will be revisited at the first College Faculty & Staff Meeting in the 2019-20 Academic Year for affirmation or revision. By the start of the 2019-2020 AY, Program coordinators will align the Vision and Mission statements in their curriculum, and into their work with candidates and school districts.

The Vision/Mission input/workshops/feedback events included:

<b>Event</b>	<b>Members</b>	<b>Dates/Information</b>
College of Education Dean's Leadership Retreat	Dean, Associate Dean, Department Chairs, Office of Assessment & Research, Office of Curriculum & Archives, Students Services Administration	August 2018 <a href="#">Agenda</a>  <a href="#">The Dean directed all Vision &amp; Mission to be anchored in the following 3 questions:</a> <ol style="list-style-type: none"> <li>1. <a href="#">What is the purpose of education?</a></li> <li>2. <a href="#">Where do we want to be in five to ten years as a college?</a></li> <li>3. How do we focus on all candidates and students?</li> </ol> <a href="#">Vision/Mission Notes from Leadership Retreat</a>
Dean's Cabinet	Dean, Associate Dean, Department Chairs, Dean's Fellows, Office of Assessment & Research, Office of Curriculum & Archives, Students Services Administration	<a href="#">September 18 2018 Agenda</a> October 2018 <a href="#">November 6 2018 Agenda</a> <a href="#">December 4 2018 Agenda</a> <a href="#">February 5 2019 Agenda</a>
Unit Assessment Committee	Dean, Department Chairs, Faculty, Staff	<a href="#">September 18 2018 Agenda</a> <a href="#">October 16 2018 Agenda</a> <a href="#">November 20 2018 Agenda</a> <a href="#">December 18 2018 Agenda</a> <a href="#">January 15 2019 Agenda</a>
Program Improvement & Effectiveness (PIE) Meeting/Workshop	Dean, Department Chairs, Program Coordinators, Faculty, Staff	December 2018 January 2019
Department Meetings	Department Chairs, Faculty	October 2018 November 2018  <a href="#">Teacher Education &amp; Foundations Input/Feedback</a>  <a href="#">Special Education, Rehabilitation, &amp; Counseling Input/Feedback</a>  <a href="#">Educational Leadership &amp; Technology Input/Feedback</a>
Unit Student Services	Dean, Staff	October 2018

		<a href="#">Student Services Staff Feedback (please select tab: Oct26 2018)</a>
Unit Faculty Meeting	Dean, Faculty	October 2018 <a href="#">Faculty Meeting Input/Feedback (please select tab: COE Faculty Oct23 2018)</a>
Teacher Education District Partnership Meeting	Dean, Office of Assessment & Research, Representatives from 12 Partnership School Districts	October 2018 <a href="#">District Partners Feedback</a> (please select tab: District Oct25 2018)
Candidates (credential, MA/MS, PPS, EdD)	Dean, Staff	November 2018 <a href="#">Candidate Input/Feedback (please select tabs: EdD Oct23 2018, EELB 315 Oct23 2018, EDS PPS Oct24 2018)</a>
<a href="#">Unit Vision/Mission Mini-retreat</a>	Dean, Department Chairs, Program Coordinators, Faculty, Staff, CSUSB Community Members	November 2018 <a href="#">Mini-retreat Discussion Workshop Framework</a>  <a href="#">Feedback/Input Received Prior to Mini-retreat</a>  <a href="#">Examples of Vision and Mission Statements from Other Colleges of Education</a>  <a href="#">Mini-retreat Feedback</a>
<a href="#">Unit Vision/Mission Mini-retreat Online Feedback Survey</a>	Dean, Department Chairs, Program Coordinators, Faculty, Staff, CSUSB Community Members	November/December 2018 <a href="#">Survey Summary Results 12/2018</a>
Unit Dean's Office Staff, Department Staff, Individual Feedback	Dean, Staff	October, November, & December 2018 <a href="#">Department Staff Feedback (please select tabs: Individual Feedback, Dean's Office Office19, 2018, Nov2 2018, and Miscellaneous)</a>
<a href="#">College of Education Community Engagement Event</a>	Dean's Cabinet, Unit Assessment Committee, External Community Stakeholders	December 2018 <a href="#">Agenda</a>  <a href="#">Vision Drafts for Feedback</a>  <a href="#">Mission Drafts for Feedback</a>



		<a href="#">Community Engagement Feedback Summary</a>
Unit Faculty & Staff Meeting	All College of Education Members	Fall 2018 January 2019
<a href="#">Faculty &amp; Staff Meeting Online Feedback Survey</a>	Dean, Department Chairs, Program Coordinators, Faculty, Staff, CSUSB Community Members	January 2019 <a href="#">Survey Summary Results 01/2019</a>

## **Standard Two**

**Met with Concern:** *In order to fully meet the standard, the unit should work with more focus and purpose on the recruitment of diverse and currently under-represented candidates into its programs.*

### **Unit Response:**

#### **Rationale:**

The unit fosters a growth-mindset to recruit, admit, and retain diverse and under-represented candidates. The unit ensures each program has plans and resources to recruit, admit, and retain diverse and under-represented candidates.

#### **Process & Strategies:**

The unit-wide strategies include college-wide strategic and program planning, resource allocation and support, community and school district partnerships, and CSUSB campus collaboration. Updates and feedback were provided to the unit monthly via the COE Dean's Cabinet, Unit Assessment Committee, and Faculty/Staff Meetings. Monthly updates and feedback were also provided at the Department Meetings and Program Meetings. We continue to expand the lines of communication within the unit, to support successful purposeful recruitment activities at the unit level, to share successful activities across programs, and to avoid duplication of efforts by pooling resources (including people, funds, etc.).

Activities were designed to include the unit, all College of Education programs, the CSUSB campus community, and community stakeholders in our service region.

#### **Activities:**

Activities, projects, resources, and evidence which support purposeful recruitment activities are listed in the following two tables:

1. [Unit Activities and Resources for Purposeful Recruitment](#)
2. [Program Recruitment Activities](#)

The unit will continue to monitor its data for enrollment diversity by reporting candidate demographics on a quarterly basis and comparing to the demographics of CSUSB and our service region.

#### **Current CSUSB Diversity Information**

The programs in the College of Education reflect the diversity of our region and campus.

[Demographics by Academic Plan](#) (credential programs are highlighted in yellow) for Fall 2018.

College of Education Department Enrollment Demographics by Ethnicity (Fall 2014 to Fall 2018)

[Teacher Education and Foundations Department](#)

[Special Education, Rehabilitation, & Counseling Department](#)

[Educational Leadership & Technology Department](#)

**UNIT ACTIVITIES FOR PURPOSEFUL RECRUITMENT:**

Event	Members	Dates/Information
<p>Celebration of Teaching (to recruit diverse candidates and prepare a diverse teacher workforce)</p>	<p>All College of Education Members, including Student and Community Stakeholders</p>	<p>April 25, 2019</p> <p>Modeled after a similar event at Sacramento State University (see <a href="https://www2.calstate.edu/educorps">https://www2.calstate.edu/educorps</a>)</p> <p><a href="#">CSUSB COE Celebration of Teaching Website</a></p> <p>We are soliciting nominations for Future Teachers to increase diversity in our applicants, candidates, and a future teacher workforce to be invited:  <a href="#">Nominate a Teacher</a>  <a href="#">Nominate a Teacher – Final Reminder</a>  <a href="#">Celebration of Teaching Postcard</a></p> <p>Event Planning Meeting Minutes show how unit faculty and staff are intentionally reaching out to diverse candidates:  <a href="#">January 2019 minutes</a>  <a href="#">February 2019 minutes</a></p>
<p>College of Education Open House Celebration (to recruit diverse candidates and prepare a diverse teacher workforce)</p>	<p>All College of Education Members, including Student and Community Stakeholders</p>	<p>April 25, 2019</p> <p>This event will follow on the same day as the above Celebration of Teaching Event. Participants will be invited to the College of Education Open House. As part of the COE Open House, we will host a panel presentation from diverse and under-represented teachers from our service region to increase recruitment and retention of diverse candidates and future teachers.</p> <p><a href="#">COE Open House Invitation Draft</a></p> <p><a href="#">CSUSB COE Open House Celebration Website</a> (note: under construction as of 02/28/2019)</p>

<p><a href="#">CSU EduCorps Workshop</a> (to recruit diverse candidates and teacher workforce)</p>	<p>College of Education Recruiters/Admissions Advisors</p>	<p>April 5, 2019 CSU Chancellor’s Office Long Beach</p> <p>To include a presentation by diverse and under-represented candidates (include people of color, people with STEM backgrounds, interest in special education, and interest in bilingual classrooms) and recently credentialed recipients.</p>
<p><a href="#">Carlston Family Foundation</a> Teachers of the Year Workshop at College of Education (to discuss ways to work together to inspire and retain diverse student teachers)</p>	<p>Dean, Teacher Education Foundations Department Chair, Multiple Subject Faculty, Recruiters/Admissions Advisors</p>	<p>February 14, 2019 Two winners who are currently teachers in our service region.</p> <p><a href="#">Acquillahs Muteti</a> (from Kucera Middle School in Rialto) the 2009 Teacher of the Year</p> <p><a href="#">Nicole Robinson</a> (from AB Miller High School in Fontana, and a CSUSB alum) the 2017 Teacher of the Year</p>
<p>2018-2019 AY College of Education Mini-grants</p>	<p>Awarded to Faculty, COE Office of Assessment and Research, and COE Office of Curriculum and Archives.</p>	<p>2018-2019 AY</p> <p>The COE awarded <a href="#">\$226,491 in Mini-grant funds</a> to faculty and staff to support activities that support intentional recruitment, admission, and retention of diverse candidates.</p> <p>Activities will reach potential applicants, candidates, and faculty and staff, while improving services and opportunities offered to candidates.</p>
<p>Latino Education &amp; Advocacy Days (LEAD) Summit</p> <p><a href="#">LEAD Summit X March 28, 2019</a></p> <p><a href="#">LEAD Week March 25 through March 30, 2019</a></p>	<p>College of Education, CSUSB. The Executive Director of LEAD is a faculty member in our Teacher Education &amp; Foundations Department.</p>	<p>March 2019 will be the 10<sup>th</sup> Anniversary of this Summit.</p> <p>The LEAD Organization at CSUSB houses national and international projects to promote and retain Latinos in education as students, candidates, and teachers.</p> <p><a href="#">LEAD Home Page</a> <a href="#">LEAD About Us</a> <a href="#">LEAD Networks</a></p>

		<a href="#">LEAD Action</a> <a href="#">LEAD Events</a>  <a href="#">LEAD Annual Report 2018</a>
Sanford Inspire Grant (to prepare and retain a diverse teacher workforce)	Teacher Education Department Chair & Faculty, and Development Director	Dr. Kathy Howard (Department Chair), Ms. Yvonne Salmon (Development Director) and Dr. Jacqueline Hughes (Faculty) were awarded a grant of \$212,000 grant from Sanford Programs, Sanford Inspire Program to provide professional learning opportunities to current teachers who serve as our Resident Teachers, University Supervisors, credential alumni who are current teachers and current teacher candidates in our teacher preparation programs. These will include not only professional development workshops for these stakeholders, but also ongoing online professional learning communities for participants to deepen their implementation of their learning, and ‘train-the-trainer’ opportunities for some participants to disseminate what they have learned in their schools and districts.
New Generation of Educators Initiative Grant (to prepare candidates, faculty, and university supervisors to work with English Learners across the curriculum)	Teacher of Education Department Chair & Faculty	Dr. Kathy Howard (Department Chair) and Dr. Jacqueline Hughes (Faculty) were awarded a New Generation of Educators Initiative grant in the amount of \$15,000 from the CSU Chancellor’s office. The purpose of the grant will be to engage in self-study with the aim of enhancing partnership and collaboration with school districts in our teacher education programs. As a result of the program, specific professional learning needs of our program faculty, our University Supervisors, and our resident teachers will be identified with a plan to address

		<p>these professional learning needs. The project is focused on providing high-quality teacher preparation in the area of working with English Learners across the curriculum. By enhancing this component of our program, we hope the curriculum will better reflect a culturally responsive stance that will be appealing to candidates of diverse backgrounds.</p>
<p>Program Coordination Retreat</p>	<p>Deans, Department Chairs, Program Coordinators, Office of Assessment &amp; Research, Office of Curriculum &amp; Archives, COE Student Services</p>	<p>February 8, 2019</p> <p>This retreat included a focus on <a href="#">purposeful recruitment</a> of diverse candidates.</p> <p>During the Winter 2019 quarter, each program coordinator is to work with their department chair to develop a two-page growth plan.</p>
<p>Outreach &amp; Awareness Campaign (to foster collaboration and partnerships to ensure recruitment and admission of diverse candidates, and to ensure a future diverse teacher workforce)</p>	<p>Dean, Multiple Subject Faculty, Office of Assessment &amp; Research, COE Recruiters/Admissions Advisors</p>	<p>Fall 2018 – Ongoing</p> <p>The Dean has met/will meet with the Superintendents, Administrators, and HR Directors of each of the following school districts and local schools to discuss candidate recruitment, retention, and student teaching placements:</p> <ul style="list-style-type: none"> <li>• Desert Sands USD, Coachella Valley USD, &amp; Palm Springs USD on 12/07/18</li> <li>• San Bernardino County Superintendent of Schools on 12/10/18</li> <li>• Redlands USD on 12/13/18</li> <li>• University of Redlands on 12/19/18</li> <li>• Crafton Hills College on 02/13/19</li> <li>• Rialto USD &amp; Chaffey College on 02/21/19</li> <li>• San Bernardino City USD on 03/06/19</li> <li>• Colton Joint USD on 03/07/19</li> <li>• Morongo USD on 03/08/19</li> </ul>

		<p>On January 30, 2019 the COE representatives met with the Interim Vice President for Student Affairs to increase awareness of Teaching Credential Programs in undergraduate programs. The COE representatives were invited to the next division meeting of Student Affairs to open admission pathways between undergraduate programs and the Teaching Credential programs.</p> <p>Meetings with the diverse campus student networks and organizations to talk about the Teaching Credential Programs. <a href="#">Outreach and Awareness Campaign</a></p>
Liberal Studies Student Ambassador	Dean, Multiple Subject Program Coordinators, Liberal Studies Program Coordinators, Students	<p>Fall 2018 – Ongoing</p> <p>The COE hired a minority Liberal Studies Student Ambassador to identify highly qualified diverse candidates for the Multiple Subject Program.</p>
Activities of the COE Recruiters Focused on Purposeful Recruitment of Diverse Candidates	COE Recruiters/Admissions Advisors	<p>Fall 2018 – Ongoing</p> <p><a href="#">Purposeful Recruitment Activities</a></p>
Quarter-to-Semester Advising Grant	Dean’s Cabinet, COE Unit Assessment Committee	<p>2018-2020</p> <p>CSUSB awarded the College of Education \$140,000 to develop advising systems for candidates as we transition from a quarter system to a semester system in Fall 2020. This will assist in candidate retention and on-time program completion despite the transition.</p>
Updated Recruitment Flyer	Faculty, Recruiters/Admissions Advisors	<p>Fall 2018 - Ongoing</p> <p><a href="#">College of Education Recruitment Flyer (draft 02/25/2019)</a></p>

Purposeful Recruitment Video	CSUSB Strategic Communications, All COE Members	Winter 2019 - Ongoing  <a href="#">College of Education Produces Outstanding, Innovative Educators Video</a>
Faculty Job Posting Announcements	Dean, CSUSB Provost	Fall 2018  To ensure we recruit faculty who are represent diverse and under-represented groups and/or who will support, mentor, and promote recruitment, admission, and retention of diverse candidates, all College of Education faculty job posting announcements include: <ol style="list-style-type: none"> <li>1. A statement encouraging applications from individuals with experience in ethnically diverse settings and/or who demonstrate a commitment to recruiting, mentoring and supporting a diverse student population.</li> <li>2. A Diversity Statement</li> </ol> <a href="#">General Education Faculty Posting</a>  <a href="#">Reading Literacy Faculty Posting</a>  <a href="#">Educational Administration/Educational Leadership Faculty Posting</a>

**PROGRAM RECRUITMENT ACTIVITIES:**

Event	Members	Dates/Information
Program Information Sessions	Program Coordinators, Program Faculty, Recruiters/Admissions Advisors	Fall 2018 – Ongoing  Information sessions are held on the San Bernardino campus, the Palm Desert Campus, and numerous school districts including: Moreno Valley, Rialto, Fontana, and San Bernardino. These districts were selected due to the diversity of their students and teachers.



		<a href="#">Local Student Diversity Information</a> <a href="#">Local Teacher Diversity Information</a>
Program Purposeful Recruitment Activities		<p>Fall 2018 – Ongoing</p> <p>These activities include:</p> <ul style="list-style-type: none"> <li>• Program Meetings</li> <li>• Orientation Sessions for Recruits/Applicants</li> <li>• CSU Workshops &amp; Professional Development on Recruiting &amp; Retaining a Diverse Teacher Workforce</li> <li>• Job Fairs</li> <li>• School District Partner Meetings</li> <li>• Program Advisory Board Meetings</li> </ul> <p><a href="#">See Single Subjects CTC Standard 2 Activities.</a></p> <p><a href="#">See Multiple Subject CTC Standard 2 Activities.</a></p> <p><a href="#">Administrative Services Recruitment Activities</a></p> <p><a href="#">School Counseling Purposeful Recruitment</a></p> <p><a href="#">School Psychology Purposeful Recruitment</a></p>
Program Newsletters	Program Coordinators, Program Faculty	<p>Alumni Highlights provide potential candidates with program information and the diversity of our alumni:</p> <p><a href="#">Adapted Physical Education Added Authorization Newsletter</a></p> <p><a href="#">Adapted Physical Education Added Authorization Description</a></p> <p><a href="#">Administrative Services Newsletter Fall 2018</a></p>