Recruitment of Under-represented Students into the Initial Administrative Licensure (IAL) Program

Educational Leadership and Policy
Graduate School of Education
Portland State University

Project Coordinated by Deborah Peterson, Assistant Professor
dpeterso@pdx.edu

May, 2012

Photo by Kat Nyberg
“The School of Education challenges itself and others to meet the lifelong educational needs of diverse urban communities.”

“We develop programs to promote social justice, especially for groups that have been historically disenfranchised.”

~PSU Graduate School of Education
Question:

Will intentional outreach to under-represented populations increase applications from under-represented populations to the IAL program?
Data Collection Methods

1. TK-20
   • Identify the number/% of IAL students by race/ethnicity who
     • self-refer themselves to the IAL program
     • admitted

1. Solicit IAL referrals for under-represented populations
   • practitioners
   • BTP program faculty
   • advocacy organizations

2. Create IAL Data Base of Under-represented populations
   • Name, school, how referred, contact date, outcome

4. Personal Outreach to prospective under-represented populations
   • phone calls
   • emails
   • personal meetings
HISTORICAL DATA- IAL APPLICANTS
COMPARING HISTORICAL DATA WITH YEAR TO DATE DATA

2002-2011 APPLIED  2002-2011 ENROLLED  MAY 2012
Analysis/Conclusions

1. We are still collecting and analyzing data
2. Preliminary results show that we have a 50% increase in applicants of color for 2012 over the previous 10 years 2002-2011
3. We cannot determine a causal relationship.
4. Additional study and data collection is required
Next Steps based on the Data

1. We will continue intentional outreach to under-represented populations.
2. We will develop a data base so that we track every inquiry regarding the IAL program.
3. We will intentionally reach out to historically under-represented populations in a culturally responsive manner.
4. We will continue our personal commitment to social justice through education and PSU’s and the GSE’s commitment to equity and diversity through our coordinated outreach efforts.