



Case Study: Midamerica Nazarene University

AACTE Network Improvement Community Black and Hispanic/Latino Male Initiative

“Our aim is to support the collective efforts of recruiting men of color in the teaching field. MNU recognizes its need to outreach to diverse populations and ensure our programming is affordable, relevant, inclusive, and emphasizes relationship building.”

REASON FOR JOINING THE NIC

- The Olathe School District student demographics include 6.94% African American and 13.36% Hispanic.
- An urban district with whom MNU works closely has a student population of 35.05% African American and 44.39% Hispanic.
- The School of Education has a strong partnership in southwestern Kansas, a rural area heavily populated with Hispanic/Latino families. These school district’s Hispanic populations range from 4.94% to 66.04%.
- The demographic makeup of the teaching force in the school districts in our area does not look like many of the populations we serve.
- MNU’s School of Education graduates approximately 30 undergraduate candidates each year. Of those undergraduate candidates, there are less than 5% men of color graduating.

NEW INITIATIVES RESULTING FROM PARTICIPATION IN THE NIC

- We created FORCE—Forging Opportunities and Recruiting for Careers in Education:
 - FORCE introduces talented minority males to prospective employers in the field of education.
 - Prospective employers partner with MNU School of Education to provide placement sites and mentors for select identified teacher hopefuls.

- Those “drafted” by a given school or district complete all field and clinical experiences in that school or district.
- These teacher candidates are tracked throughout their program and as they succeed in their student teaching experience, they are eligible for an interview in the mentoring district or school.
- To facilitate this introduction, MNU provides early support to minority males showing an interest in or aptitude for teaching. This support includes college preparation support in the form of information nights for parents and students, academic counseling through a high school teaching career pathway, and help in finding funding to attend MNU.

DISCOVERIES

- Located in a predominately white community, the School of Education has fewer students of color to recruit from within the community and the institution.
- FORCE students’ greatest concern is finance.
- Our FORCE students are athletes. Their academic and practice schedules make it difficult to find time to meet consistently.

OUTCOMES

- During the 2016-17 school year, we recruited five FORCE students.