



2013-2014 Annual Report

Mississippi Teacher Fellowship Program 2013-2014 Annual Report

For information regarding the Mississippi Teacher Fellowship Program or to receive additional copies of this report, contact:

Mississippi Teacher Fellowship Program
School of Education, Guyton Hall Annex
P. O. Box 1848
University of Mississippi
University, MS 38677-1848

1-888-611-5160
mtfp@olemiss.edu
<http://www.mtfp.net>

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The

Mississippi Teacher Fellowship Program (MTFP)

Overview

In 1998 the Mississippi Legislature passed House Bill 609, which addresses the critical teacher shortage in state, with Section 13 of this bill providing for the University Assisted Teacher Recruitment and Retention Program. As a result of Section 13 of House Bill 609, the Mississippi Teacher Fellowship Program (MTFP) is designed as an innovative partnership among Alcorn State University, Delta State University, Mississippi Valley State University, and the University of Mississippi. The MTFP Program Office is housed in the School of Education at the University of Mississippi.

Mission

The purpose of the MTFP is to attract qualified teachers to the critical teacher shortage areas of Mississippi. The MTFP addresses teacher shortage, emphasizing graduate education programs, through the use of financial incentives for the recruitment of teachers nationally, while integrating the use of technology as a key component in the induction and retention of new teachers in shortage districts. The MTFP represents a partnership of four major public institutions of higher learning in Mississippi, with all other remaining institutions, both private and public, affiliating with the program (see Appendix A).

Recruitment, Retention & Induction

July 2013 to June 2014

1. In recruiting the class of 2013, superintendents and principals representing Mississippi's forty-eight (48) critical shortage districts were mailed MTFP information packets, including application materials to be distributed to new hires in their district/school. Posters were also included in the packets to be used for display on bulletin boards.
2. Deans of the Schools of Education for each institution of higher learning in Mississippi were mailed information packets and application materials to be distributed to interested graduates of their institution.
3. On-site recruitment trips were made to eleven (11) Mississippi institutions of higher learning campuses offering graduate programs in education. Representatives from the MTFP Program office attended student teacher seminars to recruit upcoming graduates.
4. The 2013 Fellows received posters and applications for distribution within their district to recruit future Fellows.
5. The MTFP worked in conjunction with the Mississippi Teacher Center for out-of-state recruitment purposes. Recruiters from the Mississippi Teacher Center attended select job fairs across the nation, in which information regarding the MTFP program was distributed.
6. Post cards were mailed to former applicants to remind them to reactivate or update their files for consideration for the 2013-2014 program year. Additionally, as the deadline for applications approached, post cards were mailed to persons who had started the application process, yet their files were incomplete.
7. The MTFP toll-free number (1-888-611-5160) encourages interested applicants to inquire about the program free of charge. Additionally, MTFP Fellows continue to use the toll-free number to call in for support or

assistance as needed.

8. The MTFP home page is a key recruitment tool in distributing program information internationally, including a computer generated application form for completion and downloading and other pertinent resource links.

9. Orientation for the 2013 Fellows was held in July 2013 at the University of Mississippi-Oxford. Orientation is a one-day event that serves as a means for Fellows to meet in person the other MTFP participants, program staff, and their chat facilitators. Fellows are given a MTFP Handbook, covering all policies and procedures for their participation in the program. Additionally, all Fellows participated in technology training practicing all skills relating to the online communication that MTFP offers. Fellows received a MTFP t-shirt, tote bag, and representatives from the Mississippi Department of Education Teacher Center and the Mississippi Institutions of Higher Learning were in attendance.

10. The MTFP home page provides Fellows with Internet links of educational resources. Fellows may focus on specific content area needs through the Educational Links site which connects them to www.education-world.com. The general Links site on the homepage connects Fellows with an expansive list of Mississippi educational resources including services within the Mississippi Department of Education and each Mississippi Institution of Higher Learning. The MTFP homepage utilizes a direct link to Blackboard where participants associated with the MTFP Program may send electronic mailing to other participants and communicate through chats, discussion boards, etc.

11. E-mail communication continues to be a means of keeping in touch with Fellows both among their cohort group and with the MTFP Program Office. Each Fellow is required to have an Internet provider and e-mail address. The MTFP program office sends by email the MTFP Daily News as a means of keeping in contact with first-year Fellows and updating them on programmatic issues as well as highlights of success stories of Fellows.

12. Chat rooms continue to be a retention tool utilized through the MTFP webpage by content area. Faculty chat coordinators, who are experts in their content area, are paid to facilitate the chat sessions and offer

guidance and suggestions to the Fellows. Each first-year Fellow is required to participate in chat room sessions twice-a-month to share professional development ideas with their peer Fellows. These chat rooms are comprised of Fellows who teach similar grades or subjects the online format allows Fellows to discuss common problems, share successes in teaching strategies, and recommend effective changes. The MTFP program office staff monitors attendance and participation in this required retention component.

13. Town Meeting Discussion Boards took place for second-year fellows. The format allowed Fellows to research a topic online and post that research/article link on the MTFP Discussion Board for review. This medium allows all Fellows to share pertinent research and continue their professional development. Topics researched included: Illiteracy: The Downfall of American Society; Academics in Preschool; Class Size; Accountability for Educators; Performance Based Pay for Teachers; Governor Bryant Signs Education Reform Bill into Law.

14. To further develop cohort *esprit de corps* among Fellows, t-shirts are used to visibly show support of the MTFP. Tote bags with the MTFP emblems are issued to Fellows and Mentors. Additionally, birthday greetings and season's greetings are sent out to Fellows. Good news is shared in the daily/weekly email correspondence with Fellows.

Placement & Profile

August 2013 to June 2014

For the 2013-14 MTFP program year ...

The MTFP program office received approximately one hundred five (105) completed applications for fifty (50) available slots for the 2013 cohort.

Fifty (50) new Fellows were selected for the MTFP 2013 cohort (see Appendix C for a list of Fellows: 2011 through 2013).

- At the end of the fiscal year, one hundred forty-six (146) Fellows (total) remained in thirty-eight (38) different geographical shortage districts (see Appendix D).
 - Eleven (11) out of twelve (12) eligible institutions of higher learning in Mississippi offering graduate programs in education enrolled Fellows in Master of Education or Educational Specialist degree programs (see Appendix E).
 - One hundred three (103) Fellows enrolled in Master of Education degree programs and forty-three (43) Fellows enrolled in Educational Specialist degree programs.
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Evaluation & Attrition

August 2013 to May 2014

Overview

Based on a Likert Scale questionnaire (1 to 5 scale, with 5 representing the highest level of satisfaction), Fellows evaluated their level of satisfaction with the MTFP Orientation (see Appendix F for sample questionnaire).

MTFP Event

- July 2013 Orientation

Overall Score

4.81

Notes: The lowest scored category was "Computer/Technology sessions were informative" with a combined score of 4.68 (up from the previous year of 4.34). The highest scored category was "My questions and concerns were addressed" with a combined score of 4.89.

Attrition

Fifty (50) Fellows were accepted into the MTFP for the 2013 cohort, with the program year beginning in August 2013. The 2011, 2012 and 2013 cohort groups of Fellows represent one hundred forty-six (146) teachers total after accounting for attrition as follows:

At the conclusion of the academic year in May 2014, a total of three (3) Fellows were identified as withdrawn from the program as follows: One (1) 2011 Fellow withdrew due to personal reasons. One (1) 2012 Fellow was dismissed for failure to meet program requirements. One (1) 2013 was dismissed from the program due to poor academic standing in her graduate degree program.

Recommendations

2013-2014 Program Year

Recommendations for the 2013-2014 program year were successfully completed or addressed as follows:

1. Re-evaluate the computer technology training session to better meet needs of participants.
2. Enhance recruitment and communication by looking at means of social media and partnering with MDE's "Teacher Talk".
3. Evaluate the cost/possibility of purchasing Ipads for the incoming participants as a recruitment/retention component of the program.

Recommendations for the 2014-2015 program year are:

1. Implement a "Spotlight" feature on MTFP website highlighting a Fellow with a blurb regarding any recognition of / or exciting things going on in their classroom.
2. Continue communications with schools that house MTFP Fellows including more promotional materials for MTFP.
3. Create a PowerPoint or video of computer training session to utilize during MTFP Orientation in addition to posting information on website for Fellows.

APPENDICES

Appendix A:
Mississippi Teacher Fellowship Program
Partner Graduate Institutions

MTFP Partner Graduate Institutions

Alcorn State University	Dr. Robert Carr, Dean School of Education and Psychology	(601) 877-6141
Belhaven University	Dr. David Hand, Dean Department of Education	(601) 968-8703
Blue Mountain College	Dr. Jenetta Waddell, Dean Department of Education	(662) 685-4771 Ext. 240
Delta State University	Dr. Leslie Griffin, Dean College of Education	(662) 846-4400
Jackson State University	Dr. Daniel Watkins, Dean College of Education	(601) 979-2433
Mississippi College	Dr. Don W. Locke, Dean School of Education	(601) 925-3250
Mississippi State University	Dr. Richard Blackburn, Dean College of Education	(662) 325-3717
Mississippi University for Women	Dr. Sue Jolly-Smith, Dean Division of Education & Human Sciences	(662) 329-7175
Mississippi Valley State University	Dr. Mary Jennings, Chair College of Education	(662) 254-8374
University of Mississippi	Dr. David Rock, Dean School of Education	(662) 915-7063
University of Southern Mississippi	Dr. Ann P. Blackwell, Dean College of Education and Psychology	(601) 266-4568
William Carey University	Dr. Ben Burnett, Dean School of Education and Psychology	(601) 318-6189

** Millsap College, Rust College, and Tougaloo College do not offer a Master of Education or Educational Specialist degree, however, they serve as recruiters for the MTFP and have information materials for interested applicants.

Appendix B:

Mississippi Institutions of Higher Learning
& K-12 School District On-Site Recruitment
Trips/ Information Distribution

MTFP On-Site Recruitment Trips (2013-2014)

	Fall 2013	Spring 2014
Alcorn State University	N/A	April
Belhaven University	September	N/A
Blue Mountain College	October	March
Delta State University	December	February
Jackson State University	December	May
Mississippi College	August	March
Mississippi State University	October	April
MSU at Meridian	November	February
Mississippi University for Women	November	February
Mississippi Valley State University	October	May
University of Mississippi	October	March
University of Southern Mississippi	October	March
William Carey University	Information and applications mailed to Coordinator at WCU (due to time/date of student seminar)	

Note: All IHLs listed above are contacted by the MTFP Program Office to schedule dates for recruitment on their campus. Additionally, MTFP applications and posters were sent to all 2013 MTFP Fellows for distribution in their schools.

Appendix C:
Mississippi Teacher Fellowship Program
2011, 2012 & 2013 Fellows

Last Name	First Name	District	Graduate School	Degree Program
Adams	Tiffany	Yazoo City	DSU	M of Elem Educ
Allhands	Rachel	Clarksdale	DSU	M of SPED
Austin	Deanne	Yazoo City	JSU	M of Elem Educ
Austin	Patsy	Greenville	DSU	M of Education
Bays	Wilma	Coahoma	DSU	M of Counseling
Beck	Andrea	Indianola	DSU	M of SPED
Bell	Sue	Coahoma	DSU	M of SPED
Braddock	Shemekia	Canton	Belhaven	MAT
Brannon	Heather	Greene	USM	M of Educational Admin
Brooks	Denise	Clarksdale	MVSU	M of Science
Brumfield	Theresa	South Pike	USM	M of Counseling
Butler-Lewis	Brittany	Marshall	DSU	Ed. Specialist
Causley	Jemica	West Bolivar	MSU	M of Biological Sciences
Cowart	Virginia	Natchez-Adams	MC	M of Science
Darby	Kaitland	Tunica	DSU	M of Elem Educ
Davis	Shawnese	Jefferson	Belhaven	Masters
Downs	Marsha	Leland	DSU	Masters
Dunbar	Bernita	Natchez-Adams	DSU	Educational Specialist
Grissom	Kellie	Clarksdale	DSU	M of Elem Educ
Harris	Jamieka	Tunica	DSU	Educational Specialist Degree
Hodges	Haley	Indianola	DSU	M of Elem Educ
Holcomb	Ina	Greene	WCU	M of Elem Educ
Howard	Tara	Durant	DSU	M of Elem Educ
Johnson	Connie	Mound Bayou	DSU	Educational Admin. Specialist
Johnson	Tommisha	Holmes	Belhaven	M of Elem Edu
Jones	Chazell	Natchez-Adams	ASU	M of Elem Educ
Lucas	LaDarren	South Delta	MVSU	M of Science
Ludlam	Darrington	East Sunflower	DSU	M of Elem Edu
Martin	Toni	Natchez-Adams	ASU	M of Science-Elem Education
Parks	Katrina	Greenville	DSU	Educational Specialist

Last Name	First Name	District	Graduate School	Degree Program
Ricks	Margaret	Tate County	UM	M of C&I
Ross	Mandy	East Tallahatchie	UM	Masters
Russell	Miriam	West Jasper	WCU	M of Educ-Gifted
Rybolt	Jennifer	Clarksdale	DSU	M of Elem Educ
Slay	Frank	West Jasper	WCU	M of Biological Science
Smith	Beatrice	Holmes	Belhaven	MAT Program
Snell	Angela	Canton	JSU	Guidance & Counseling Special
Strawn	Ashley	North Panola	UM	M of C&I
Sweazy	Larry	Wilkinson	ASU	M of Science
Thaddies	Stephanie	Tunica	DSU	M of Elem Educ
Thompson	Tijuana	Yazoo City	MC	M of Elem Educ
Utroska	Lauren	Holmes	DSU	M of Elem Educ
Washington	Jacqueline	Wilkinson	ASU	Educational Specialist
Welch	ShaRhonda	Natchez-Adams	USM	Educational Specialist
Wells	Eddie	Claiborne	JSU	Educational Specialist
White	Aaron	Greenville	DSU	M of Educ - Social Studies
Wicks- Reinhar	Erin	Leland	DSU	Educational Specialist Leaders
Williams	Jacqueline	Hazlehurst	MC	Specialist Ed. Leadership

2012 MTFP FELLOWS

Last Name	First Name	District	Graduate School	Degree Program
Andrews	Casey	Cleveland	DSU	ED Specialist
Attaluri	Venkata	Indianola	DSU	Masters
Bolton	Shelethia	Canton	Ms College	Masters/Ed Leadership
Bounds	Brittany	Yazoo County	DSU	Masters
Bowman	Erika	Natchez-Adams	ASU	ED Specialist
Brooks (Burns)	Angela	Quitman Co	DSU	Specialist
Brownlee	Ebone	Leflore	DSU	Ed Specialist
Carter	John	Tunica	UM	C & I
Dixon	Quiton	Greenville	DSU	Ed Leadership
Drennan	Lacey	West Jasper	USM	Counseling
Eyster	Warren	Tunica	UM	Ed Leadership
Fisher	Jason	East Jasper	USM	Ed Specialist
Gray	Tonya	Marshall	Blue Mt.	Master/Literacy & Reading
Hamilton	Kathleen	Marshall	UM	Masters Elem Ed
Hamilton	Adam	Marshall	UM	Masters Elem Ed
Harrison	Keisha	East Tallahatchie	UM	Masters C&I
Havard	Linda	Greene County	William Carey	Secondary ED
Head	Jana	Holmes	UM	Masters/Ed Literacy
Henderson	Katina	Yazoo City	MS College	Counseling
Henington	Jennifer	Greene County	William Carey	Masters/Art
Herrington	Shere	Jefferson County	ASU	Ed Specialist
Hoskins	Alfreda	South Delta	DSU	ED Specialist
Howard	Sylvia	Coahoma	DSU	Masters
Hynes, Sr.	Michael	Greenville	DSU	Masters
Jennings	Brandon	West Jasper	William Carey	Secondary ED
Jennings	Kayla	West Jasper	William Carey	Secondary ED
Johnson	Lois	Noxubee County	DSU	EDS
Jones	Maggie	Leland	JSU	Master
Jones	Alexis	Humphreys	USM	Master/Science
Jones-Virgil	Petrice	Noxubee County	DSU	Masters ED
Katta	Kiran Kumar	Indianola	DSU	Specialist
Keith	Mellody	Holmes	JSU	Ed Specialist

King	Ashley	Jefferson County	ASU	ED Specialist
Mack	Courtney	Tunica	DSU	Masters
Maranto	Amy	Western Line	DSU	Masters
McGee	Ashley	Canton	MS College	Ed Leadership
McKennon	Kelsey	Cleveland	DSU	Masters
Newman	Cynthia	Carroll County	DSU	ED Literacy
Prowell	Brittany	Carroll County	DSU	Master
Pryor	Jacob	East Tallahatchie	UM	Ed Leadership
Smith	Danyata	Leflore	ASU	ED Specialist
Smith	Naomi	Tunica	MVSU	Masters/Art
Taylor	Andrea	Marshall	Blue Mt.	Masters
Taylor	Alycia	Holly Springs	UM	Literacy Ed
Trotter	Candace	Yazoo City	DSU	Master Elem Ed
Turner	Jennifer	Greene County	WCU	Mild/Mod Disabilities
West	Jennifer	Tate County	DSU	Masters
Willis	Scarlett	East Tallahatchie	USM	Masters / ED Leadership
Wilson	LaMarlon	Greenville	DSU	ED Specialist

2013 MTFP FELLOWS

Last Name	First Name	District	Graduate	Graduate Sch
Allgood	Erik	Coahoma County	Masters	MVSU
Bates	Cecelia	Tunica County	Masters	WC
Belcher	Tulawna	Leflore County	Masters	JSU
Blalock	De'Onna	Leflore County	Masters	UM .
Brooks	Angela	Adams County	Specialist	DSU
Coleman	DeShenia	Holmes County	Masters	Belhaven
Coleman-Dancer	Cathy	Bolivar County	Specialist	DSU
Crawford	NaTargia	Washington County	Specialist	DSU
Davis-Brown	Della	Pike County	Specialist	DSU
Dowdy	Santricia	Marshall County	Masters	UM .
Easterbrook	Betsy	Washington County	Masters	WC
Fields	Jocelyn	Bolivar County	Specialist	JSU
Flanigan	Kisha	Holmes County	Specialist	MC
Foster	Sherry	Carroll County	Ed Leaders	UM .
Harris	Laterior	Coahoma County	Masters	DSU
Hays	Angela	Sunflower County	Masters	DSU
Hentz	Patrick	Quitmon County	Masters	MVSU
Hubbard	Tresandria	Copiah County	Masters	MC
Janous	Whitney	Washington County	Masters	DSU
Johnson	Tameka	South Delta County	Masters	MC
Johnson	Maurice	Sunflower County	Specialist	DSU
Kelly	Reid	Carroll County	Masters	Belhaven
Kelly	Angelisa	Washington County	Masters	DSU
Kinds	Kadijah	Canton	Masters	DSU
Lewis	Leslie	Marshall County	Masters	BMC
Maugh	Celeste	Tunica County	Masters	WC
Moore	Kizzie	Noxubee County	Specialist	DSU
Morgan	Charlotte	Panola County	Masters	DSU
Murphy	Mary	Panola County	Specialist	DSU
Nalamalapu	Anji	Sunflower County	Specialist	DSU

Nickson	Henry	Tunica County	Masters	DSU
Norwood	Edwin	Tunica County	Leadership	UM .
Pendleton	Rosalyn	Madison County	Masters	Belhaven
Rash	Chelsa	Cleveland County	Masters	DSU
Robinson	Brandi	Jasper County	Masters	WC
Rodgers	Latasha	Washington County	Specialist	DSU
Rowland	Molly	Adams County	Masters	MC
Rucker	Andrea	Yazoo County	Specialist	JSU
Sharma	Varsha	Washington County	Masters	Belhaven
Singh	Reena	Holmes County	Specialist	JSU
Smart	Daniel	Leflore County	Masters	MVSU
Sproles	Yolanda	Tallahatchie County	Masters	MVSU
Stephens	Tukiiya	Natchez-Adams County	Specialist	ASU
Trammell	Connie	Tate County	Masters	UM .
Wakham	Morgan	Tunica County	Masters	UM .
Washington	Ashley	Leflore County	Specialist	DSU
Watts	Monica	Copiah County	Specialist	MC
Wilson	Johnny	Copiah County	Ed Leaders	MC
Wyatt	Carolyn	Jefferson County	Specialist	ASU

Appendix D:

Representation in Shortage Districts

Mississippi Teacher Fellowship Program

District Representation - All Fellows (2013-14)

<u>Shortage Districts Represented</u>	<u># of MTFP</u>
Fellows	
Canton Separate.....	5
Carroll County	4
Claiborne County.....	1
Clarksdale Separate	4
Cleveland	3
Coahoma.....	5
Copiah County.....	3
Durant	1
East Jasper	2
East Tallahatchie.....	5
Greene County	6
Greenville Separate.....	8
Hazelhurst	1
Holly Springs Separate	1
Holmes County.....	8
Humphreys County	1
Indianola.....	4
Jefferson County.....	4
Leflore County	7
Leland Consolidated	4
Marshall County.....	6
Mound Bayou	1
Natchez-Adams	9
Bolivar	2
North Panola Consolidate	3
Noxubee County.....	3
Quitman.....	2

South Delta	3
South Pike.....	2
Sunflower County	4
Tate County.....	4
Tunica County	12
West Bolivar	1
Western Line	3
West Jasper Consolidated	5
Wilkinson County	2
Yazoo City Separate.....	5
Yazoo County / Holly Bluff	2
Total: 146	

Appendix E:

MTFP Graduate Enrollment in Mississippi
Institutions of Higher Learning

**Mississippi Teacher Fellowship Program
MTFP Graduate School Enrollment
2013-2014 Program Year**

All Fellows Represented

<u>Graduate Institution</u>	<u># of Fellows</u>
Alcorn State University	10
Belhaven University	8
Blue Mountain College	3
Delta State University	60
Jackson State University	9
Mississippi College	12
Mississippi State University	1
Mississippi University for Women	0
Mississippi Valley State University	7
University of Mississippi	17
University of Southern Mississippi	7
William Carey University	12

Total: 146

Note: DSU's enrollment is indicative of the full, online master's degree in elementary education cohort which began Fall 2011, boosting their numbers.

Appendix F:
Mississippi Teacher Fellowship Program
Evaluation Forms

MTFP Orientation 2013 Evaluation

Directions: Read each statement. Circle the number that most clearly matches your reaction to the statement.

Note: 1=**Strongly Disagree** 2=Disagree 3=Neutral 4=Agree 5=**Strongly Agree**

- | | | | | | | |
|----|--|---|---|---|---|---|
| 1. | The orientation was well organized and orderly.
Comment_____ | 1 | 2 | 3 | 4 | 5 |
| 2. | My questions and concerns about MTFP were
addressed during orientation.
Comment_____ | 1 | 2 | 3 | 4 | 5 |
| 3. | Time allotted for orientation sessions/activities
was appropriate.
Comment_____ | 1 | 2 | 3 | 4 | 5 |
| 4. | Computer/technology sessions were informative.
Comment_____ | 1 | 2 | 3 | 4 | 5 |
| 5. | Content area "chat room" lunch discussion was
beneficial.
Comment_____ | 1 | 2 | 3 | 4 | 5 |
| 6. | Meals provided were satisfactory.
Comment_____ | 1 | 2 | 3 | 4 | 5 |

CONTINUED ON BACK

Please describe any ideas for improvement or enhancement of the MTFP Orientation.

Which of the orientation session(s) would you consider **most useful**? Please explain.

MTFP Application Process

How did you hear about the MTFP Program?

Comments and Suggestions for Improving the Application Process: