

THE CENTER FOR RESEARCH ON EDUCATION,  
DIVERSITY AND EXCELLENCE

**2009 Conference Program**

# Improving Recruitment, Development & Retention Through Effective Pedagogy



**San Francisco, California**

**May, 28 & 29, 2009**

## About CREDE

The Center for Research on Education, Diversity & Excellence (CREDE) is focused on improving the education of students whose ability to reach their potential is challenged by language or cultural barriers, race, geographic location, or poverty. CREDE promotes research by university faculty and graduate students and provides educators with a range of tools to help them implement best practices in the classroom.

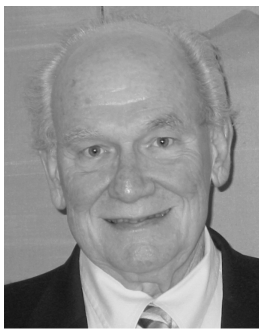
Research is promoted by

- Obtaining extramural research grants through the competitive struggle for federal, state and private research funds.
- Encouraging collaboration across disciplines and institutions.
- Disseminating research results through working papers, research briefs, and practitioner briefs.

CREDE's philosophy

- All children can learn.
- Children learn best when challenged by high standards.
- English proficiency is an attainable goal for all students.
- Bilingual proficiency is desirable for all students.
- Language and cultural diversity can be assets for teaching and learning.
- Teaching and learning must accommodate individuals.
- Schools can mitigate risk factors by teaching social and learning skills.
- Solutions to risk factors must be grounded in a valid general theory of developmental, teaching, and schooling processes.

## About Roland Tharp



Roland Tharp

Roland Tharp won the international Grawemeyer Award in 1993 (for most important ideas in education) for the book *Rousing Minds to Life*, based on work done while he was Principal Investigator of the Kamehameha Early Education Program (KEEP) in Honolulu for 20 years. Currently he is Director of the Center for Research on Education, Diversity & Excellence (known as CREDE) at the University of California, Berkeley, where he is also Research Professor and Senior Scientist, Graduate School of Education. In addition he is Professor, University of Greenland, where he is Principal Consultant on Greenland's current post-colonial national school reform program. He is also Emeritus Professor at the University of Hawaii, Manoa; and the University of California, Santa Cruz. His research and theory in the fields of human development, education, and cultural/linguistic diversity span publication dates of 40 years, and includes several books, hundreds of articles and chapters, as well as poetry and fiction. That lifetime achievement was recently celebrated in a festschrift, *Papers in Honor of Roland G. Tharp*. O'Donnell, C. R., & Yamauchi, L. A. (Eds.) (2005). *Culture and context in human behavior change: Theory, research, and applications*. NY: Peter Lang. He is finishing a new book proposing a unified theory of influence and change.

The Center for Research on Education, Diversity and Excellence  
**Improving Recruitment, Development & Retention Through Effective Pedagogy**  
 May 28 - 29, 2009  
 San Francisco J. W. Marriott

**Day One: Thursday, May 28, 2009**

<i>Time</i>	<i>Event</i>	<i>Location</i>
8:00-9:00 a.m.	<b>Registration &amp; Breakfast Buffet</b>	Foyer 2 <sup>nd</sup> Floor

**Morning Topic: Theory and Research**

<i>Time</i>	<i>Event</i>	<i>Location</i>
9:00-9:10 a.m.	<b>Welcome</b> Frank Worrell, Associate Dean for Academic Affairs Graduate School of Education, University of California, Berkeley	Metropolitan Ballroom 2 <sup>nd</sup> Floor
9:10-10:10 a.m.	<b>Overview</b> Roland Tharp, Founder & Director Center for Research in Education, Diversity & Excellence	
10:10-10:15 a.m.	<b>Announcements</b> Jim Burns, University of California, Berkeley	
10:15-10:30 a.m.	<b>Refreshment Break</b>	Foyer 2 <sup>nd</sup> Floor

**Research Reports**

<i>Time</i>	<i>Event</i>	<i>Location</i>
10:30-11:15 a.m.	<b>Evaluating the Effectiveness of the CREDE Coaching Model</b>	Metropolitan Ballroom 2 <sup>nd</sup> Floor



Annela Teemant



Serena Tyra

This session reports on coaching data outcomes across the three years of the Teacher Quality Recruitment Grant. Quantitative analysis of coaching outcomes across seven cycles of coaching will be presented. These outcomes will be coupled with focus group feedback from participating teachers. Stakeholders have been invited to respond to the findings and the impact of the coaching process on classroom, school, and university practices.

**Presenters:**

Annela Teemant – Indiana University  
 Purdue University Indianapolis  
 Serena Tyra – UC Berkeley

**Discussion Panelists:**

Rob Williams – Principal, Modesto  
 Unified School District  
 Maria Rocha – Bilingual Teacher,  
 Riverbank Elementary  
 Whitney Donnelly – CSU, Stanislaus

<i>Time</i>	<i>Event</i>	<i>Location</i>
11:15-12:00 p.m.	<b>Preparing Pre-Service Teachers to Integrate Inquiry Science with Language and Literacy Instruction for English Language Learners: An Experimental Study</b>	Metropolitan Ballroom 2 <sup>nd</sup> Floor



**Trish Stoddart**

This presentation describes the findings of a research and development project *Integrating Science and Diversity Education* funded by the Institute of Education Sciences that integrated the CREDE Five Standards for Effective Pedagogy (CFSEP) into pre-service elementary science education at California State University Stanislaus and San Francisco State University. Researchers conducted an experimental design study to analyze the impact of the CFSEP teacher education program on the developing beliefs and practice of novice teachers. The symposium presents the results of pre- and post-program comparisons of control and experimental group student teacher performance on a science content assessment and attitude surveys. The symposium also presents the results of classroom observations of student teacher science instruction during their student teaching practicum. The findings demonstrate that the CFSEP intervention significantly improved student teachers' confidence in teaching science and their knowledge of and ability to implement culturally and linguistically responsive pedagogy in their science instruction.

**Presenters:**

- Trish Stoddart – UC Santa Cruz
- Marco Bravo – Santa Clara University
- Jorge Solis – UC Berkeley
- Michael Stevens – CSU, Stanislaus
- Ramon Vega de Jesús – CSU, Stanislaus

12:00-1:00 p.m.	<b>Lunch</b>	Skyline Room 21 <sup>st</sup> Floor
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<b>Afternoon Topic: Professional Development Resources and Processes</b>
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<i>Time</i>	<i>Event</i>	<i>Location</i>
1:00-1:30 p.m.	<b>On-Line Course: NEA Panel Discussion of Experiences</b>	Metropolitan Ballroom 2 <sup>nd</sup> Floor

CREDE, in association with the National Education Association, has produced an on-line professional development course for elementary teachers of linguistically and culturally diverse students. Our panelists, in a variety of settings, have all had experience in using beta-releases of the course, which they will share with the audience and each other.

**Moderator:**

Roland Tharp, Founder & Director  
Center for Research in Education, Diversity & Excellence

**Presenters:**

- Linda James – National Education Association
- Kattie Motzfeldt – Greenland
- Pedro Portes – University of Georgia
- Lois Yamauchi – University of Hawaii

*Time*  
1:30-2:15 p.m.

*Event*

*Location*  
Metropolitan  
Ballroom  
2<sup>nd</sup> Floor

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**Coaching: Challenges & Opportunities**

Coaching and courses are the principle means by which professional development of teachers is assisted. Our panel today consists of experienced CREDE coaches, working in a variety of settings and programs. They will share both the challenges and opportunities that coaching affords.

**Presenters:**

Kattie Motzfeldt – Greenland  
Serena Tyra – UC Berkeley  
Lynn Vogt – University of Hawaii

2:15-2:45 p.m.

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**Coaching: Challenges and Opportunities:  
Panel Discussion by Coaches**

Coaches using CREDE's Five Standards for Effective Pedagogy share their perspectives on the challenges and opportunities that result from engaging teachers in various models of job-embedded coaching. Each presenter will share their coaching model, what challenges they have encountered, and pivotal stories from coaching that demonstrate the quality of teachers' opportunities for professional growth through coaching.

**Moderator:**

Annela Teemant

**Coaches:**

Kattie Motzfeldt – Greenland  
Serena Tyra – UC Berkeley  
Lynn Vogt – University of Hawaii  
Rheta Kuwahara – University of Hawaii

2:45-3:00 p.m.

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**Refreshment Break**

Foyer  
2<sup>nd</sup> Floor

3:00-3:30 p.m.

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***Teacher Recruitment and Retention:  
Then and Now***



Millie Murray-Ward

This session will demonstrate how CSU Stanislaus and the partner schools in the CREDE grant developed dialog and collaboration that impacted teacher recruitment, retention and quality. The session will involve a brief discussion of changes in the recruitment and admissions process at CSU Stanislaus. In addition, principals from the partner schools will share their views of the impact of grant activities on teacher recruitment, retention and quality in their schools and districts.

**Presenters:**

Mildred Murray-Ward – CSU Stanislaus  
Christopher Roe – CSU Stanislaus  
Jim Burns – UC Berkeley  
Adrienne Machado – Principal, Stockton, CA  
Rob Williams – Principal, Modesto, CA



Christopher Roe

3:30-3:45 p.m.

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**Viewing Excerpts of the Online  
Professional Development Courses**

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Metropolitan  
Ballroom  
2<sup>nd</sup> Floor

**Day Two: Friday, May 29, 2009**

<i>Time</i>	<i>Event</i>	<i>Location</i>
8:00-9:00 a.m.	<b>Registration &amp; Breakfast Buffet</b>	Foyer 2 <sup>nd</sup> Floor

**Morning Topic: Transforming Teacher Education**

<i>Time</i>	<i>Event</i>	<i>Location</i>
9:00-9:10 a.m.	<b>Welcome &amp; Introduction to Day Two</b> Roland Tharp, Founder & Director Center for Research in Education, Diversity & Excellence	Metropolitan Ballroom 2 <sup>nd</sup> Floor

9:10-10:15 a.m. **Connecting Dots from a Dean's Perspective**



Ric Hovda

Dr. Hovda will share from his experiences and insights related to transforming teacher education.

**Presenter:**

Ric Hovda, Dean & Professor  
College of Education, San Diego State University

10:15-10:30 a.m.	<b>Refreshment Break</b>	Foyer 2 <sup>nd</sup> Floor
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10:30-11:15 a.m.	<b>CREDE Principles Applied to the Re-invention of Teacher Preparation: From "Just in Case" to "Just in Time" Pedagogy</b>	Metropolitan Ballroom 2 <sup>nd</sup> Floor
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Martha Alberg

This presentation provides an overview of the application of CREDE principles at three levels: 1.) The University of Memphis teacher preparation classroom; 2.) Middle school classrooms in Memphis, TN through the Three R's Program; and 3.) The state of Tennessee through the Problem Based Learning component of the Tennessee Board of Regents' Teaching Quality Initiative. As do CREDE-based strategies, problem-based approaches to teacher preparation engage pre-service teachers in learning opportunities that challenge their cognitive and problem solving skills; promote learning through cooperation and teamwork; connect teaching with real-world student experiences, skills, and educational needs; and facilitate learning through meaningful, productive activity. Participants will experience problem-based pedagogy through sample cases developed for teacher preparation in Tennessee.

**Presenter:**

Marty Alberg, Assistant Dean  
College of Education, University of Memphis

11:15-12:00 p.m.	<b>Small Group Discussion Sessions</b>	
12:00-1:00 p.m.	<b>Lunch</b>	Skyline Room 21 <sup>st</sup> Floor

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**Afternoon Topic: IHEs Reports on Developing Activities**

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<i>Time</i>	<i>Event</i>	<i>Location</i>
1:00-2:15 p.m.	<hr/> <b>IHE Reports on Developing Activities</b>  During this session each presenter will share a 10-minute presentation regarding developing activities at their institutions. Each presentation will be followed by a 5-minute question and answer period with the audience.  <b>Presenters:</b> Lois Yamauchi – University of Hawaii Kathy Cooter – Bellarmine University Annela Teemant – Indianapolis University Purdue University Indianapolis Pedro Portes – University of Georgia	Metropolitan Ballroom 2 <sup>nd</sup> Floor
2:15-2:45 p.m.	<hr/> <b>IHE Moderator Led Panel Discussion</b>  Presenters from the previous session will be led in a moderated discussion expanding on the previous session and exploring additional ideas for research and programs related to CREDE. The audience will have opportunities to participate.  <b>Moderator:</b> Ric Hovda, Dean & Professor College of Education, San Diego State University	
2:45-3:00 p.m.	<hr/> <b>Summary and Closure</b>  Roland Tharp will provide summary remarks and close the event.  Roland Tharp, Founder & Director Center for Research in Education, Diversity & Excellence	
3:00-5:00 p.m.	<hr/> <b>CREDE Networking Event</b>  Come mingle with colleagues and enjoy the opportunity to strengthen old and new relationships, share ideas and enjoy hors d'oeuvres and drinks at the top of the hotel.  <b>Host:</b> The Center for Research on Education, Diversity and Excellence Hot and cold hors d'oeuvres and soft drinks will be provided. A no-host bar will be available.	Skyline Room 21 <sup>st</sup> Floor

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**Thank You for Attending the 2009 CREDE Conference.**

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The Graduate School of Education • University of California, Berkeley  
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