Capital University School of Education 5-Year Recruitment and Graduation Plan for Diversifying the Profession

Targeted Area	Baseline (2019-2020) *N=95	Year 1 (2020-2021) *N=84	Year 2 (2021-2022) *N=73	Year 3 (2022-2023) *N=87	Year 4 (2023-2024) *N=	Year 5 (2024-2025) *N=100	Strategies
Females in STEM licensure areas	(n=10) 10%	(n=6) 7.1%	(n=3) 4.1%	(n=5) 5.74%	Pending	Target: (n=15) 15%	• Girls in Science Day • Girls in Science Summer Week • Science workshops/clubs in Columbus City Schools and Whitehall City Schools • Ohio Junior Science and Humanities Symposium
BIPOC males in all licensure areas**	(n=3) 3%	(n=3) 3.6%	(n=3) 4.1%	(n=6) 6.8%	Pending	Target (n=6) 6%	• Interview recent black male graduates • Interview current black male candidates • Ohio Junior Science and Humanities Symposium • Create video campaign • Capital City Teacher Residency Program
Males in Elementary Licensure Area	(n=2) 2%	(n=1) 1.2%	(n=2) 2.7%	(n=2) 2.2%	Pending	Target (n=4) 4%	• Interview males graduates in ECE and Primary Education • Interview current male candidates • Mentoring program with collegiate Educators Rising and high school students • Create video campaign • Capital City Teacher Residency Program
Candidates from Rural and Appalachian County Areas***	(n=18) 18%	(n=14) 16.7%	(n=35) 47%	(n=28) 32.2%	Pending	Target (n=23) 23%	• Target counties in rural areas with Admissions • Conduct panel discussions with current students from rural counties • Identify mentor teachers from rural/ Appalachian Ohio counties

*N= Total completers for the academic year.
**BIPOC (Black, Indigenous, and People of Color).
***Counties identified as rural by the Standard Metropolitan Statistical Area classifications and the Appalachian Regional Commission.

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