College of Education Theme

The Effective Urban Educator:
Reflective, Innovative and Committed to Diversity

Sponsored by the Workforce Development Agency—State of Michigan
The Morris Hood, Jr. Pathways to Urban Teachers for Minority Scholars program was developed in 1999 in memory of State Representative and longtime Wayne State University (WSU) advocate, Morris Hood, Jr. The College of Education has sponsored two Morris Hood Pathways to Urban Teachers for Underrepresented Scholars programs. The first operated from 1999-2000, and the current program has been in existence since 2001. The program is part of the Martin Luther King, Jr. • César Chávez • Rosa Parks (KCP) Initiative sponsored by the State of Michigan’s Workforce Development Agency. The goal of the KCP Initiative is to increase the number of college graduates among Michigan’s most educationally disadvantaged citizens by providing the opportunity to pursue college degrees, achieve a higher education, and experience career success as active participants in a knowledge-based, global society and economy. Morris Hood is one of six KCP special initiatives designed to break down barriers that restrict non-traditional students from achieving academic success in all educational settings.

The primary purpose of Morris Hood, Jr. Pathways to Urban Teachers for Underrepresented Scholars program is to facilitate retention of students and completion of their certification programs. The program addresses financial, advising, tutorial and mentoring needs of its individual students. This report addresses the program’s outcomes and accomplishments for the past three years; outcomes and successes are highlighted under four Core Indicators as required by the program’s funding source. The four indicators are:

- Improved Grade Point Average
- Advanced Academic Standing
- Increased Acceptance into Major
- Increased Graduation Rates

The Pre-Morris Hood Learning Community (PMHLC) serves as the College of Education’s early engagement program by identifying, recruiting, and providing timely intervention and support services to non-traditional and underrepresented students recently admitted to the College. The primary purpose of the PMHLC is to help prepare students for formal admission to the college’s teacher certification program, focusing on nurturing students through the university process and building necessary skills to transition into the professional portion of the teacher certification program. Students receive initial advising, academic plans of work, introduction to academic resources, and professional and personal development opportunities.

Improved Grade Point Average

Freshman and transfer students accepted into the College of Education, after being admitted to Wayne State University, are recognized as Level 1 participants. The College of Education’s Pre-Morris Hood Learning Community (PMHLC) provides early intervention and support for non-traditional Level 1 students. In accordance with this core indicator, the PMHLC monitor enrollment patterns and academic performances of Level 1 students. The goal is to actively retain students and help them increase their overall grade point average (GPA) and qualify for admission to the certification program, otherwise known as Level 2 status. The following chart tracks participants’ academic performance from time of admission to completion of certification and degree programs during this reporting period:

- Students’ average GPA at the time of admission to WSU.................................2.61
- Increased average GPA while actively supported by Level 1 staff/program services....2.89
- Average GPA for students at the time admitted to Level 2 status.......................... 3.05
- Average GPA at the time of graduation and completion of certification program........3.09

College of Education and Wayne State University academic policies require students to have a minimum of 2.5 or higher at the time of admission to the certification program and at the completion of their program and degree requirements.
The Core Indicators document the participant’s ability to successfully matriculate from their point of admission to gaining junior and senior Level 2 status. Targeted non-traditional freshmen and transfer students are admitted to the College of Education as Level 1 students and invited to participate in the Pre-Morris Hood Learning Community while fulfilling pre-admission requirements needed for formal admission to the teacher certification program. Once admitted to the certification program, they acquire Level 2 status and are eligible for admission to the Morris Hood Scholars Program.

- An average of 53 students were served each year
- Thirty-two (32) Level 2 students and post-bachelor students were admitted into the College of Education’s teacher certification program as Morris Hood Scholars
- Thirteen (13) Level 2 Morris Hood Scholars completed their degree and certification programs
- Within the past three years, two students transferred out of the College of Education but are still enrolled in other degree programs at WSU

### Morris Hood Scholars and Pre–Morris Hood Students

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Number of Students</th>
<th>Continuing Students</th>
<th># of Degrees &amp; Certification Awarded</th>
<th>Scholars Academically Dismissed</th>
<th>Transferred to Other Programs</th>
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<tbody>
<tr>
<td>2012 to 2013</td>
<td>56</td>
<td>52</td>
<td>4</td>
<td>0</td>
<td>0</td>
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<tr>
<td>2011 to 2012</td>
<td>55</td>
<td>52</td>
<td>3</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>2010 to 2011</td>
<td>47</td>
<td>41</td>
<td>6</td>
<td>0</td>
<td>0</td>
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</tbody>
</table>

**PROGRAM SERVICES and COMPONENTS**

**Academic Advising**—All Morris Hood participants received on-going academic advising from assigned advisors based upon program choice. A formal plan of work was developed for each student outlining specific requirements needed to complete their degree and certification programs. In addition, all participants were assigned a Pre-Morris Hood Learning Community co-advisor, Professional and Peer Mentoring, and Social Programming.

**Tuition Assistance**—Morris Hood Education Development (MHED)/KCP funds are allocated and awarded to students as academic scholarships. As non-traditional students, MHED participants need additional financial support to help with the increasing cost of tuition. The Morris Hood funds have had a significant positive impact on student retention and program completion rates, enabling students to register each semester and complete their degree programs in a timely manner. MHED staff also helped participants to secure additional scholarships and other forms of financial assistance.

**Leadership Development**—Sessions were scheduled once each month to aid students with their personal and professional growth and development. Participants were exposed to a variety of professional workshops, conferences and seminars, all designed to help better prepare them for future careers as teachers and educators. Renowned national and local guest speakers and presenters were contracted by WSU’s College of Education to speak to and educate students. Among them were Sharon Lewis, co-author of “A Call for Change: The Social and Educational Factors Contributing to the Outcomes of Black Males In Urban Schools,” and Dr. James Loewen, sociologist, historian, and the author of several books, who engaged the audience on “The Most Important Era in U.S. History That You Never Heard Of and Why It’s Important Today.” Morris Hood students had an opportunity to attend receptions for speakers, listen to their lectures, and participate in question and answer sessions. These leadership development opportunities enriched students, encouraged them to raise important questions, and to reflect on their own professional growth and development.
2012-2013 Community Service and Outreach—Michigan Gaining Early Awareness and Readiness for Undergraduate Programs (MI GEAR UP) is a grant program sponsored by the U.S. Department of Education that increases the number of low-income students who are prepared for college and career life. As a service and community outreach component, Morris Hood Scholars and members of the Pre-Morris Hood Learning Community provide tutorial and mentoring support to current GEAR UP students. A total of 69 Detroit middle school GEAR UP participants were served. To support the theme of the Morris Hood Program - “Each One • Reach One • Teach One”-members are encouraged to engage in volunteerism on campus as well as in the local community. Morris Hood and Pre-Morris Hood students volunteered to support the following: 2013 KCP Equity Conference, held in Detroit Michigan; College of Education Job Fair and Open House; Wayne State University Retention Phone-a-thon and other activities and events.

Increased Graduation Rate

- The Morris Hood Program has maintained higher than a 90% retention and graduation rate since the program’s inception in 2001.
- Graduates completed their certification/degree programs with an average cumulative GPA of 3.09, significantly higher than the 2.61 cumulative GPA they averaged when they first entered the college as Level 1 students.
- Per the graph below, Scholars routinely return to WSU to pursue advanced degrees at the graduate level.

**Morris Hood Staff**

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