

**Education Specialist Mild Moderate Disabilities Credential Program
Education Specialist Moderate Severe Disabilities Credential Program
2017 Candidate Diversity Recruitment Plan**

November 7, 2017

Unit Improvement Objective: Each program will: (a) identify categories of California’s population that are currently underrepresented in the program; and (b) develop and implement a plan to recruit and admit candidates from those underrepresented categories.

1. Admission Advisement Sessions – Diversity Component

Each Admission Advisement Session will include: a) statements of our desire to increase the diversity of Program candidates b) resources for applicants who need assistance in the application process c) presentation of the diverse sites where candidates are placed or are working as interns. d)

2. Case Management of Diverse Applicants

Implement a mentoring program for all diverse applicants to program. Program Coordinators will contact diverse applicants via phone and email. Advising meetings will for diverse applicants will be scheduled and completed by Program Coordinators. Program Coordinators will work with Credential Student Service Center staff to support all diverse applicants as they work to meet all admission requirements.

3. Involvement of Diverse Program Completers

Program Completers from diverse populations will be involved in recruitment and admission activities. Diverse Program Completers will be invited to serve as contacts for diverse applicants.

4. Outreach

Program Coordinators will work with HR, Special Education District to identify diverse candidates who require an education specialist credential to remain in their teaching position. Outreach will be made to districts with high percentages of diverse student populations. Special information and recruitment sessions will be held for district teachers.

Cdrtemp20171107