

MEMORANDUM

TO: TOM FREEDMAN, MARY L. SMITH

FROM: DREW HANSEN

RE: SECOND-CHANCE TEACHERS PROGRAM

DATE: AUGUST 19, 1997

PROBLEM

- Shortage of African-American teachers. In 1977, 22% of African-American college graduates had education degrees. In 1985, 9.5% of African-American college graduates had education degrees.
- Unemployed former military personnel. About 400,000 soldiers left the armed forces every year during the 1990s, around 20% of whom were African-American.

POLICY INITIATIVE

The **Second-Chance Teachers Program** is a United Negro College Fund (UNCF) initiative that works with Department of Defense agencies and programs to recruit and train former military personnel for careers in education. Advocates see the program as a way to recruit highly qualified, highly motivated African-Americans for teaching positions in schools with a primarily African-American student body. The program was started in 1993 with a \$2.7 million Ford Foundation grant to operate on eight college campuses around the south. Participants also receive assistance from the GI Bill, Junior ROTC Career Academy Program, and the DOD's "Troops to Teachers" program, which provides \$5,000 grants to enable military personnel to pursue education-oriented study programs.

RESULTS

- The Second-Chance Teachers Program has placed almost all of its 47 graduates in teaching positions. The program currently has 170 participants.
- Enrollment in teacher-education programs where Second-Chance Teachers is operating has increased as a result of the heightened visibility provided by the program -- from 10 to 300 at St. Augustine's College in Raleigh, NC.