Diversity Assessment Results

As part of the application to Phase II Student Teaching, secondary education candidates complete the Diversity Assessment. Because of the changing demographics in Kansas and the United States, The Teachers College is committed to providing a quality teacher education program, which includes experience in a diverse setting. The purpose of this requirement is to fulfill the commitment.

The evidence candidates provide in this assessment is used by the Office of Professional Education Services (OPES) to assess/approve requested student teacher placement sites. OPES may assign candidates to a diverse setting based on the score to assure that candidates are adequately prepared to teach all children.

Section A of the assessment requires candidates to enumerate experiences working in diverse settings, including the total hours, a description of the job or volunteer task, and the populations with whom the candidate worked/served. These data are then scored using a rubric that uses a 1 (minimal) to 3 (substantial) scale for three different variables. The Duration variable is the quantity of time working in a diverse setting with minimal (1) corresponding to less than 100 hours, moderate (2) corresponding to between 100 and 200 hours, and substantial (3) corresponding to greater than 200 hours.

The Intensity variable measures the quality of experience(s) with minimal (1) corresponding to serving only as observer, moderate (2) corresponding to active involvement without responsibility for planning or decision making, and substantial (3) corresponding to active involvement with planning or decision-making responsibility.

The Diversity variable measures the breadth of cultural/diverse exposure with minimal (1) corresponding to working with only one population, 2 (moderate) corresponding to working with two or three populations, and 3 (substantial) corresponding to working with all four populations.

The scores from the three variables are summed together and used by the OPES office as follows: 3 to 4 means that candidate needs a diverse placement, 5 to 6 means diverse placement is advisable, and 7 to 9 means that candidate has adequate diverse experience.

The data collected for five of the six semesters (Fall 2007 through Spring 2010) covered by the Institutional Report (note: Spring 2009 data were unavailable) were analyzed by a 1 x 3 (Variable) within subjects analysis of variance. There was a significant difference among the three variables $F(2, 462) = 4.81, p < .01$. The means for all three variables indicated performance at the moderate to substantial level. A Bonferroni post hoc pairwise comparison indicated that Intensity ($M = 2.44, SD = .55$) was more substantial than Diversity ($M = 2.32, SD = .58$), and neither differed from Duration ($M = 2.39, SD = .78$).

Conclusion

The quality of the diverse experience(s) (i.e., Intensity) exceeded the quantity of working with a number of diverse populations (i.e., Diversity).