

- ◆ **Star Teacher Selection**
- ◆ **Star Administrator Selection**
- ◆ **Alternative Certification of Teachers and Principals**
- ◆ **Star Teacher Development**

The HABERMAN Educational Foundation, Inc.

The Haberman Foundation was initiated in 1993 to continue the search for new and better ways to find excellent teachers and principals for the 15 million children and youth in America who live in poverty. Because these children have limited choices regarding their future, it is critical that their teachers are carefully selected and trained for excellence. That is the mission of the Haberman Educational Foundation.

DELIA STAFFORD, *President*
The Haberman Educational Foundation, Inc.

The Star Teacher Selection Interview

The Star Teacher Selection Interview is the culmination of 30 years of research and development by Dr. Martin Haberman of the University of Wisconsin-Milwaukee. He has demonstrated that we can identify potentially successful multicultural teachers by using an interview process. Much time and effort can be saved and children's education need not be interrupted by teacher turnover.

Fifty percent of beginning teachers fail or quit in the first 3-5 years of teaching. GPA, skills tests, grades in student teaching and personal references are the typical selection criteria currently in use. These criteria do not predict effective classroom teaching in at-risk schools; thus we have a revolving door for teachers in difficult districts.

Thirty years of use, research, and development have produced *The Star Teacher Selection Interview*. Applicants' scores on this instrument correlate highly with their success as first-year teachers in multicultural classrooms. Questions on the interview address seven teacher beliefs/characteristics or "mid-range functions":

Mid-range functions include:

Persistence
Response to authority
Application of generalizations
Approach to at-risk students
Personal/Professional orientation
Burnout
Fallibility

The seven functions are divided into two sub-parts yielding a profile of 14 characteristics and building a significant profile of teacher ideology, ability, and predispositions.

The Star Administrator Selection Interview

Dr. Haberman, author and developer of the *Star Administrator Selection Interview*, has been directly involved in shaping every major development in American education reform over the past 30 years. Dr. Haberman's research has identified eleven essential beliefs and behaviors, called "mid-range functions" exhibited by "star" administrators. Finding individuals who exhibit these mid-range functions through a highly defined interviewing process accurately predicts hiring principals who will be successful administrators for children and youth in poverty.

Mid-range functions include:

- Leadership
- Commitment to Student Learning
- Theory into Practice
- Role of the School Serving Students in Poverty
- Curriculum and Instructional Leader
- Creating a Positive School Climate & Fighting Burnout
- Evaluation
- Decision-Making
- Fallibility
- Administrative Style
- Administrative Relations with Parents & Community

The Haberman Educational Foundation, Inc., through its training services can enhance the process by:

- Helping districts find and hire administrators who support change and empower at-risk learners
- Identifying and supporting effective principals' behaviors and ideologies
- Certifying local school leaders in interviewing techniques for successful administrator selection

In addition to the services outlined in this brochure, The Haberman Educational Foundation maintains **The National Center For Alternative Teacher Certification Information**. Through the center, relevant information is accumulated and disseminated. We maintain data on State policies regarding ATC programs, listings of publications and books, our own newsletters, books and materials, provide grants to qualifying school districts, and a speakers bureau — all immediately available to you as a powerful advocacy tool. *Call for additional information, - (713) 667-6185 or www.altcert.org.*

Our Simple Vision:

“Providing children in poverty with principals and teachers of excellence.”

...M. Haberman

Alternative Certification of Teachers and Principals

In the mid-1980's, a series of national reforms in education led to the development of innovative procedures to attract capable leaders from business and industry into teaching. **At present, 43 states provide routes to Alternative Certification of Teachers.**

One of the major initiatives of The Haberman Educational Foundation is the development of mid-career and private teacher preparation programs using alternative teacher certification strategies. This initiative is implemented as follows:

- Building Alternative Certification Programs, start to finish for teachers and administrators
- Developing teacher training programs according to district needs
- Creating innovative certifications such as middle school, teaching at-risk students or students in poverty
- Structuring school district, regional and university based models
- Outlining certificate programs in special education, bilingual/ESL, mathematics, science, and English
- Detailing strategies to make the programs self-funding
- Rule making and implementation consultation
- Interpreting state and local certification procedures

Following an ATC route into the classroom, mid-career switchers from engineering, medicine, homemaking, carpentry, real estate, banking, and many other walks of life are doing what they can to "give back" to their society by renewing its youth. The Haberman Foundation seeks diligently to be an enabling force in achieving this goal.

Star Teacher Development Program

This exciting day-long workshop uses seven videotapes developed by The Association for Curriculum Development and Supervision, each exploring one midrange function of "star teachers" of children in poverty and at risk. Workshop leaders guide teachers already in classrooms toward thorough knowledge of the characteristics, beliefs, and ideologies of star teachers, encouraging reflection, renewal, and a better awareness of their own strengths and limitations.

Making learning meaningful, finding effective programs, raising test scores, and building relationships with students are all part of an effective teacher's activities. Undergirding all these daily tasks is a belief system that can be supported through professional development in the characteristics and ideologies of star teachers. This thought-provoking, powerful, day-long professional development event is the latest addition to the Haberman Educational Foundation's Star Training Series. Consultation is available for development of all facets of the program as well as all levels of certification that are specific to the needs of the school district.

Customized For Your District

The specialized training programs mentioned in this brochure are available in increments or modules the district chooses according to their specific needs. Modules of technical assistance may include: 1) Orientation and Program Planning; Candidate Selection, 2) Program Generation, and 3) Technical Assistance for Implementation.

The Haberman Educational Foundation, Inc. supports schools by offering training to district personnel and teacher educators. For more information complete and return this form.

Name _____

Institution _____

Address _____

City _____ State _____ Zip _____

Phone _____

Indicate your specific interest:

- Star Teacher Selection Training
- Star Administrator Selection Training
- Alternative Certification Development Program
- Star Teacher Development Program
- ALTERNATIVE TEACHER CERTIFICATION:
History, Handbook & How-To**

MARTIN HABERMAN began his career as a teacher of preschool and elementary children. After receiving his doctorate in teacher education from Columbia University, he directed, codirected, or chaired a myriad of programs including the Yearlong Institute for Principals and Teachers Serving the Disadvantaged.

During the past 30 years, Dr. Haberman served as **Editor** of the Journal of Teacher Education and consultant to many public schools, universities, foundations, and associations. He has been instrumental in the preparation of films, television shows, and radio programs dealing with cultural pluralism and other important issues and innovations in education.

Dr. Haberman's extensive research, writing, and demonstration efforts have influenced certification laws in several states and selection procedures for numerous rural and urban school districts. Since 1972 he has received more than 15 special awards, including the Standard Oil Award for Excellence in College Teaching, the Corporation for Public Broadcasting Award for special service toward the advancement of public broadcasting, and the Pomeroy Award for Outstanding Contributions to Teacher Education.

The author of more than 12 major papers, 120 refereed articles, 20 curriculum projects, and numerous books, pamphlets, chapters, and monographs, Dr. Haberman is Distinguished

Professor of Education at the University of Wisconsin-Milwaukee. He is a member of the Laureate Chapter of Kappa Delta Pi.

Dr. Haberman has authorized Delia Stafford and Dr. Vicky Dill to be trainers for his interview processes. Working with Dr. Haberman over a decade has allowed the trainers to further the mission of The Haberman Educational Foundation, Inc.



VICKY DILL is Senior Researcher for The Haberman Educational Foundation, Inc. She has authored books on school violence, professional development, bilingual education, closing achievement gaps, school renewal, and alternative teacher certification. Dr. Dill Lives in Round Rock, Texas.



DELIA STAFFORD is the President of The Haberman Educational Foundation, Inc. in Houston, Texas. Her research interests include urban education, teacher and administrator selection, alternative certification, and the education of youth at risk. For ten years she was Director of the largest alternative teacher certification program in the nation.

**ALTERNATIVE
TEACHER
CERTIFICATION:**

*History,
Handbook
& How-To*

by
Vicky S. Dill & Delia Stafford

**The National Center For Alternative Teacher Certification Information
at The HABERMAN EDUCATIONAL FOUNDATION
announces a new book!**

**Alternative Teacher Certification:
*History, Handbook, & How-To***

by **VICKY DILL** and **DELIA STAFFORD**

For many years leaders in the grassroots movement which generated numerous successful alternative teacher certification programs have been requesting a book which discusses all in one place the reasons why alternative teacher certification has been so successful. That book is now available.

For more information contact:

www.habermanfoundation.org

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