

THE UNIVERSITY OF TENNESSEE CHATTANOOGA Center for Community Career Education

CREATING FUTURE POSSIBILITIES FOR 40 YEARS





■ From Executive Director Sandy Cole



“Dedicated staff ensure stability of growth by being successful 100 percent of the time in reoccurring grants.”

It has been an honor to serve as the Executive Director of the Center for Community Career Education for the past 15 years.

When I think about the Center, I think about its rich history of service in our community.

Beginning with serving Displacement Homemakers and Single Parents and adding the youth program, Career Beginning, the Center began with a risk-taking Director, Gail Shulimson, and has thrived over its 40 year history.

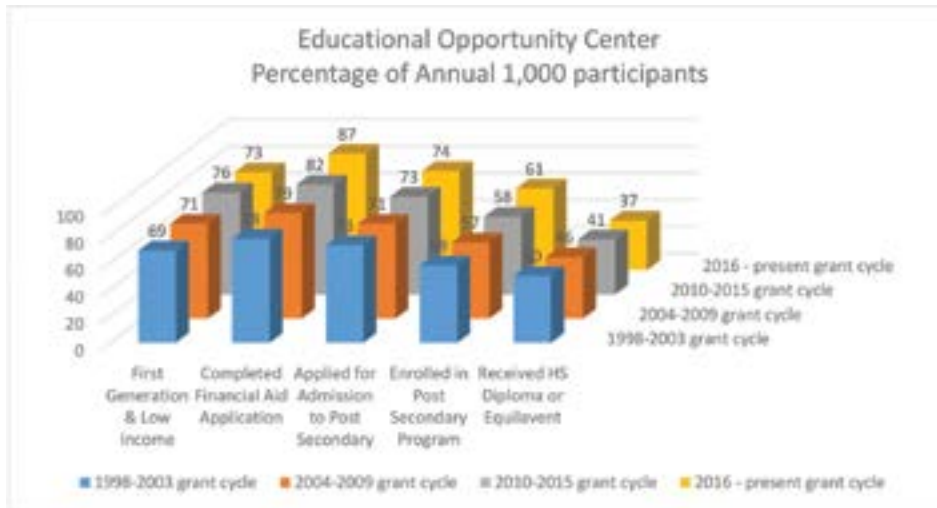
As the Center grew from a small staff, programs were added that increased the number of youth and adults served in our region. Over 78,000 have been served by Center staff and programs since 1980. Over \$42 million dollars in grants and contracts have been awarded.

Dedicated staff ensure stability of growth by being successful 100 percent of the time in reoccurring grants. That is an amazing statistic. The talented grant writers in the Center have always kept their vision, with staff and students served in the forefront of their minds each passing year.

As you look through this publication, you will see a short history lesson on the programs; personal interest stories or comments and some statistics.

educational opportunity center

In 1972, the **Educational Opportunity Centers** began to assist, motivate and inspire the pursuit of post-secondary education for adults. The centers primarily serve first generation, displaced or underemployed individuals from low-income families, helping them with college admissions, enrollment and financial aid applications as well as HiSET/GED resources. Over 1,200 Educational Opportunity Centers serve more than 199,000 individuals across the country. Their mission is to increase the number of adult participants who enroll in postsecondary education institutions in the United States.



Since opening 1998, the EOC program at the University of Tennessee at Chattanooga has received more than \$5.3 million, assisted more than 20,000 participants, enrolled participants in more than 217 post-secondary institutions across the country and collaborated with more than 100 agencies. The local program has provided counseling and information on college admissions to qualified adults who want to enter or continue a program of postsecondary education. The program also provides services to improve the financial and economic literacy of participants. An important objective of the program is to counsel participants on financial aid options, including basic financial planning skills, and to assist in the application process for those that need it most.

BRITTANY BEVEL is a single mother of a three-year-old little girl and a first-generation college student. Brittany says her daughter is the reason she decided to go back to college at the age of 27. She wanted to give her daughter a better life. Brittany had considered dropping out this semester or not attending her final semesters, because she could not afford a babysitter, her books, the required class materials and gas to and from school. In February 2020, Brittany received the Executive Women International Jean Bradford Memorial UTC Scholarship through her consultation with the EOC.

Brittany is now able to continue her post-secondary education and plans to graduate from UTC in December 2020. With diploma in hand, Brittany will advance into a managerial role at her current job.



G

gear up

Saasha Jones was a sophomore at Brainerd High School when she attended a graduation ceremony at UTC.

She was invited by a friend who was part of the university's **GEAR UP** program, which helps middle through high schoolers get ready for college—or even get them interested in going if they haven't been before. Her friend's husband was graduating and they had made "Congratulations" signs to hold up as he walked across stage to accept his diploma. Loud cheers were also part of the plans.

"I vividly remember that moment," Jones says. "It made not just going to college realistic, seeing him graduate from college realistic. I had many students from my neighborhood go to college but so few graduated.

"Without GEAR UP, I'm not sure that I could have," says Jones, who has earned bachelor's and a master's in business administration from UTC and is now a disability benefit specialist at Unum.

Jones first came in contact with GEAR UP when she was a student at Orchard Knob Middle School and continued until she graduated from Brainerd High in 2007. After graduating, she stayed with GEAR UP as a volunteer, working as an afterschool and summer camp counselor and as a school tutor, among other jobs.

"In the midst of all the visible examples of failure we grew up around, GEAR UP fed our flicker of hope," Jones says. "And can you believe, they were actually right! So many of us are doing amazing things now, no doubt, as a result of that program."

"We're all about not just college readiness but also college success,"



■ The Program

An initiative from the U.S. Department of Education, GEAR UP stands for Gaining Early Awareness and Readiness for Undergraduate Programs.

"We're all about not just college readiness but also college success," says Hunter Huckabay, director of GEAR UP since its inception at UTC in 1999. "Our little motto is: Helping kids get to, pay for and succeed in college."

UTC's GEAR UP, which is part of the College of Health, Education and Professional Studies, recently received a \$5.1 million grant from the Department of Education, the largest amount the program has ever been given.

Over the next seven years, the money will pay for such GEAR UP offerings as afterschool educational programs, summer camps, one-on-one tutoring, paying for teaching assistants in math and English classes and school counselor offices and providing professional development workshops for teachers and administrators. The program reaches out to each school to get a sense of what it needs for its students and listens to ideas from faculty and staff at the schools.

GEAR UP starts by attaching itself to a sixth- and seventh-grade classes at each school. From then until the students

graduate from high school, GEAR UP follows their progress academically. One of the main goals is to get the students up to grade-level in math and reading.

"Those are the foundational skills for all the academic areas," Huckabay says. "The reason that we get the grant and they connect us to the schools is that the students at those schools are behind; they're not at grade level."

The schools involved in the newest group are Orchard Knob and Dalewood middle schools, Howard and Brainerd high schools, East Lake Academy and Chattanooga Girls Leadership Academy, a total of about 1,200 students. All are in the Hamilton County School System's Opportunity Zone.

In some of these high schools, eight out of 10 ninth-graders fail to enroll in college on time.

"In other words," Huckabay says, "without the kind of help we can bring them, 80 percent of these students will miss one of the great experiences of this world—college—and fall out of the political, economic and social mainstream."





ck, now!



“The CK, Now! Program is wonderful! Our students enjoy learning about college options and financial aid in a fun and interactive program.”

CK Now! (**College Knowledge, Now!**) gives thousands of local nine-and ten-year-olds an opportunity to “pretend” they are college students for a half-day at the University of Tennessee at Chattanooga. Fun-filled activities on campus introduce children to college life at their local university, sending them home with an actual vision of what their postsecondary future looks like. Since it began in 2015, CK, Now! has introduced the tangible reality of college to 11,782 students from 35 elementary schools in our region.

The program addresses Tennessee’s Complete College Tennessee Act, which emphasizes the direct link between the state’s economic development and its educational system. The Act’s goal is for Tennessee to meet the projected national average of 50 percent educational attainment by 2025. There are over 3,500 Title I fourth and fifth graders in Hamilton County—many would be the first in their family to attend college.

Our program’s goal is to significantly increase the number of local fourth and fifth graders who have access to information about college and college students willing to share their experiences. These connections help children understand what it takes to get to college. All Hamilton County elementary schools are invited to participate in CK, Now! via counseling staff at each school. During the half-day field trip to UTC, children learn about specific majors, sit in on a mock orientation, learn about residence hall living, explore campus and gain an understanding of college culture.

“The CK, Now! Program is wonderful! Our students enjoy learning about college options and financial aid in a fun and interactive program. They also love seeing the campus of UTC. I look forward to bringing my 5th graders to UTC every year. The CK, Now! team are the best! We are lucky to have a program like this in our area.” Linda Bartmess, Whitwell Middle School, 5th grade.





each one reach one

■ Preparing teachers to succeed

Each One Reach One (EORO) is an educational grant program provided by the Tennessee Higher Education Commission. This program, officially called the Diversity in Teaching grant, has been at the University of Tennessee at Chattanooga since 1999. Guided by a close partnership with Hamilton County Schools, EORO has been instrumental in the preparation of over 100 pre-service teachers to meet the demands of modern public education.

EORO aims to alleviate Tennessee's teacher shortage by addressing potential barriers for teacher candidates seeking licensure in high needs areas, such as mathematics, science, Spanish and special education. The program accomplishes this by providing scholarships to students and by offering individualized mentorship and monthly professional development seminars. Additional support is designed to prepare participants for the requirements of UTC's Teacher Education Program and for the realities of the classroom.

Since moving to the Center for Community Career Education in 2011, EORO has provided \$474,887 in scholarships for teacher candidates. EORO's primary focus is to prepare young educators to become high-quality teachers equipped and committed to teaching in Tennessee's diverse classrooms.

Pascale Haug, a second-year mathematics teacher at Brainerd High School in Hamilton County, is a graduate of the 2017-2019 EORO cohort. During her first year of teaching, she was nominated for "I am Hamilton," which spotlights outstanding teachers. She was recognized for her commitment to helping her students succeed. In the nomination, Dale Dworak, head of the Brainerd High Social Studies Department, recognized Pascale's hard work, "Ms. Haug works hard every day to inspire her students to challenge themselves to learn Algebra II and Pre-Calculus. She is one of the finest first-year teachers I've seen!"

I have never encountered more joy than working with the kids at Brainerd.

"Teaching at Brainerd has been one of the most challenging and most rewarding experiences. Everything that I do, I do for the kids. I have never encountered more joy than working with the kids at Brainerd. They are kind, intelligent, funny, caring, and ambitious. Working at Brainerd challenges me to be the best teacher I can be. Many of the students arrive to me with significant learning gaps. I have utilized every piece of pedagogy in my toolbox, and have even needed to search for new tools. The administration supports me in my pursuit to become a better teacher, and I feel well equipped to face whatever comes next. Each day is new and full of possibilities."

– Pascale Haug



Pascale Haug, a second-year mathematics teacher at Brainerd High School in Hamilton County, is a graduate of the 2017-2019 EORO cohort. During her first year of teaching, she was nominated for “I am Hamilton,” which spotlights outstanding teachers. She was recognized for her commitment to helping her students succeed. In the nomination, Dale Dworak, head of the Brainerd High Social Studies Department, recognized Pascale’s hard work, “Ms. Haug works hard every day to inspire her students to challenge themselves to learn Algebra II and Pre-Calculus. She is one of the finest first-year teachers I’ve seen!”

Principal Christopher James presents an “I am Hamilton” shirt to Pascale on May 9, 2019

■ Testimonials from our 2017–2019 EORO Cohorts

“EORO has provided me with guidance and encouragement. EORO became my family and my people. We were all in this together. I am so very grateful for my time with EORO and the support that it gave me through my last two years of school. I don’t think I would have come out so far on top if it were not for EORO.”

–Lindsey Smith
Special Education Teacher
at Daisy Elementary

“The resources and support I received from EORO have been beyond helpful. Each One Reach One helped defuse the amount of stress associated with completing my degree and obtaining licensure more than I would ever have imagined. It was the reason I made it through.”

–Brayden Robinson
Middle Grades Mathematics Teacher
at Dayton City School

“The EORO staff has always been available whenever I needed help. In any class, preparing for edTPA, with hard times in life, I knew I could count on these women any time day or night! I know I still have so much to learn, but the support I have had makes me feel confident and excited to take on my own classroom.”

–Meredith Taylor
Special Education Teacher
at Dayton City School

REFERENCES

- Friend, M., & Cook, L. (2017). *Interactions: Collaboration skills for school professionals*. Boston, MA: Pearson.
- Sutcher, L., Darling-Hammond, L., & Carver-Thomas, D. (2016). *A coming crisis in teaching? Teacher supply, demand, and shortages in the U.S.*. Palo Alto, CA: Learning Policy Institute.



talent search



Brainerd High School Criminal Justice teacher Terrence Meadows receives a Talent Search STEM mini grant. Left to right: Jaime Peterson, Samaria Sims, Terrance Meadows, Johnny Skinner and Floyd Mathis.

With the help of our partner teachers, we will greatly increase our participants' access to quality STEM education and exposure to a great variety of STEM careers.

■ Serving students from middle school through college

Talent Search is one of several federal Trio programs designed to assist low-income students with accessing a quality post-secondary education. Hamilton County Talent Search serves approximately 500 students in six area schools each year, including Dalewood Middle, Orchard Knob Middle, East Lake Academy, Chattanooga Girls' Leadership Academy, Howard High and Brainerd High. In each of these schools, we serve approximately 20 students per grade level.

Talent Search is considered a “light touch” program. It is designed to serve a large number of students over the entirety of their educational careers from sixth grade through their sixth year of college attendance. The services we provide are mandated by the federal government, as are our allowable expenditures. While we serve 500 Hamilton County students annually, we also continue serving program participants once they are enrolled in undergraduate programs. We currently monitor and serve approximately 500 college students at dozens of regional institutions.

Talent Search counselors meet with each participant a minimum of twice yearly (ideally once in the fall and once in the spring), providing a grade-level appropriate counseling session. These sessions focus on college preparedness and personal resiliency. We also offer middle school workshops on topics including career interest, study skills, goal setting and bullying.

When students move into high school, our focus shifts to college readiness topics such as financial aid awareness, financial literacy and college application strategies. Juniors and seniors are closely assisted using forms specially designed to collect precise information to monitor their progress towards graduation and college application. This enables us to guide them on their path and provide interventions as needed. In addition to these required services, we offer college campus visits, summer leadership activities and a variety of opportunities designed to prepare participants to succeed in higher education. Finally, we provide an ongoing network with

all college-enrolled participants, tracking their progress through their undergraduate studies and connecting them with support services and former Trio participants on their campuses.

As well as the activities outlined in our federal regulations, we are often able to provide supplemental services. For example, this academic year we competed for an additional \$40,000 federal grant to bolster our STEM offerings. With this award we fortified a STEM library, purchased robotics and engineering modules, and amassed materials for a variety of science workshops and problem-based learning experiences. With the help of our partner teachers, we will greatly increase our participants' access to quality STEM education and exposure to a great variety of STEM careers.



Philip Cooper (right), science teacher at Dalewood Middle School, is awarded a Talent Search STEM mini grant from Floyd Mathis.



upward bound

math/science



In 1990, The U.S. Department of Education created the **Upward Bound Math Science (UBMS)** Program to help TRIO-eligible students improve their performance in math and science and to motivate them to pursue postsecondary enrollment. The program encourages students to pursue postsecondary degrees in math and science, and ultimately careers in these professions.

The University of Tennessee at Chattanooga received a federally funded Upward Bound Math Science grant in June, 1999, bringing the program to Chattanooga. Upward Bound Math Science offers year-round academic support, which includes tutoring, test preparation courses, career awareness, cultural enrichment and classes for both students and

their families to learn more about the college admissions and financial aid processes; program staff also assist with finding scholarships for participants.

Additional enrichment programs include college tours, informative workshops and seminars, as well as a six-week residential summer program, where participants engage in research activities and prepare for the upcoming academic year.

Upward Bound Math Science at UTC currently serves 52 students from Brainerd and Howard high schools. Throughout its history, Upward Bound Math Science has helped 275 students graduate from high school, enroll in a post-secondary institution and graduate from college.

■ Alexis Walton

Alexis Walton was an Upward Bound Math Science student featured in the documentary, “Build Me a World: The Story of the Howard School.” In the documentary, Alexis spoke about her life at the Howard School and her aspirations of going to college to become a Civil Engineer. She graduated from high school in 2012.

Alexis said, “When I was filming about my life and answering a series of questions, it opened my eyes to things from other people’s perspectives. Right now, I should be in a gang in the projects and not going to college. It changed my mentality and view of life.”

Seven years later in December 2019, Alexis achieved her goal and graduated from Tennessee State University with a degree in Civil Engineering!

“The Upward Bound Math Science program played a huge role in introducing me to STEM degrees,” she explained.

“As an inner-city student that was rare. No one encouraged low-income, first-generation students, but Upward Bound Math Science did! The Upward Bound Math Science program not only gave me access to scholarship opportunities and academic support they gave me a family. This program helped mold me into the woman I am today. As a Civil Engineering graduate of Tennessee State University, I am proud to say the Upward Bound Math Science program aided in my success.”

To date, the program has received \$5 million in grant funds from the federal government. These funds allowed numerous local low-income, first-generation students to pursue their goals of becoming college graduates, many have earned degrees in math and science fields, like Alexis! We are proud of the work we do in this community and strive to increase our reach each year.



“As a Civil Engineering graduate of Tennessee State University, I am proud to say the Upward Bound Math Science program aided in my success.”



upward bound

Upward Bound, a federally funded TRIO program, was born out of the Economic Opportunity Act of 1964 during President Lyndon Johnson's "War on Poverty." The program was created to provide academic, social and cultural support to low-income and first-generation students.

In 1968 UTC received funding to serve 60 students at Howard High School, Kirkman High School and Riverside High School. Since that time, Upward Bound at UTC has continually received funding and expanded outreach to serve 74 students in area target schools—Howard Academy of Technology, East Ridge High, Red Bank High and Tyner Academy—or any student who meets the eligibility criteria and attends a public school in the Hamilton County School District.

High school students participating in Upward Bound live on the University of Tennessee at Chattanooga campus for up to six weeks during the summer, taking courses to prepare them for college. Their participation with Upward Bound continues into the school year with weekly follow-ups, tutoring and Saturday classes. Upward Bound teaches students how to set goals and persevere through obstacles to attain those goals.

■ Upward Bound Highlights

- Awarded \$159,000,000 in federal funding since 1968.
- Served over 6,000 Hamilton County students.
- Since 2010, 100 percent of participants completed secondary education with 80 percent enrolled in postsecondary education.

Upward Bound teaches students how to set goals and persevere through obstacles to attain those goals.

Success Story

Jakaira Walker, Brainerd High School graduate and Upward Bound alumna is the embodiment of what perseverance means. Jakaira began her academic journey at Lane College where she studied Interdisciplinary Studies while maintaining a 3.7 GPA. It was during this time that she became inspired by Oprah Winfrey and in her words began "thinking and acting as a queen."

She earned numerous accolades while at Lane College. She later transferred to Alabama Agricultural and Mechanical University, earning numerous scholarships such as the Dr. Olivia Sanders and Magic City Classic Scholarships. She was awarded Who's Who Among Students in American Universities and Colleges, United Negro College Fund K-12 Fellowship and Alabama Agricultural and Mechanical University Merit Scholar 2017-2019. Jakaira was inducted into the Society of Human Resource Management and is a proud member of Alpha Kappa Alpha, Inc. (Alpha Theta Omega Chapter).

Jakaira earned a Bachelor of Arts in Psychology with a 3.9 GPA from Alabama A&M University and now works for Amazon as a human resources assistant manager. She has shown that whatever the cross you bear in this world, it does not have to stop you from being royal and attaining your goals!



Staff Directory

Center for Community Career Education

CCCE

Sandy Cole, Executive Director
423-425-4557 | sandy-cole@utc.edu

GEAR UP

Hunter Huckabay, Director
423-425-5386 | hunter-huckabay@utc.edu

Keith Mayes, Program Coordinator
423-425-2341 | keith-mayes@utc.edu

Danielle Hawkins, Program Coordinator
423-425-5889 | danielle-hawkins@utc.edu

Brandy Casséus, Program Coordinator
423-425-1793 | brandy-casseus@utc.edu

Elizabeth Eaves, Administrative Assistant
423-425-5352 | elizabeth-eaves@utc.edu

Talent Search

Karen Vann, Director
423-425-5572 | karen-vann2@utc.edu

Floyd Mathis, Education Specialist
423-425-5574 | floyd-mathis@utc.edu

Alicia Collier, Administrative Assistant
423-425-5643 | alicia-coller@utc.edu

Upward Bound Math/Science

Twyler Boykin, Director
423-425-2248 | twyler-boykin@utc.edu

Kristina McClure, Educational Specialist
423-425-2207 | kristina-mcClure@utc.edu

Veronica Nash, Academic Specialist
423-425-2197 | veronica-nash@utc.edu

Upward Bound

Belinda Lee, Director
423-425-4691 | belinda-brownlee@utc.edu

Antoine Carson, Academic Coordinator
423-425-4251 | antoine-carson@utc.edu

Joy McCamey, Professional Staff
423-425-5383 | joy-mccamey@utc.edu

CK, Now!

Sandy Cole
423-425-4557 | sandy-cole@utc.edu

EORO

Charlotte Ellington
423-425-5310 | charlotte-ellington@utc.edu

EOC

Keith Bridges, Director
423-425-1702 | keith-bridges@utc.edu

Robert Rooks, College Access Advisor
423-425-1706 | robert-rooks@utc.edu

Stephanie Young, College Access Advisor
423-425-5222 | stephanie-young@utc.edu

EOC Community Outreach Assistants:

Hannah Barger
Joanna Brown
Courtney Frank
Joyce Miller
Veronica Nash
Jamie Peterson
Marchelle Reeves
Diedre Roberson
Ava Slaughter
423-425-1702 | HamiltonEOC@utc.edu



University of Tennessee at Chattanooga
Center for Community Career Education
utc.edu/center-career-edu | 423-425-4475



The University of Tennessee at Chattanooga is a comprehensive, community-engaged campus of the University of Tennessee System.
The University of Tennessee at Chattanooga is an equal employment opportunity/affirmative action/Title VI/Title IX/Section 504/ADA/ADEA institution.
R045710038-001-Z1

