

## **Reinvesting in Teacher Development: Subject Area Mastery (SAM) Scholarships and Concordia Dual Credit**

Concordia University, Nebraska (“CUNE”) offers a program to develop and equip teachers for future participation in the Dual Credit program. The lack of qualified teachers is probably the single greatest obstacle encountered when discussing program expansion with administrators in participating schools and with those who would be interested in joining the program.

Dual Credit already has policies for offering tuition remission for teachers from schools in the program. Using our current Concordia Campus Partnerships as a model, CUNE will provide financial support for faculty continuing education in order to enable candidates to teach in the Dual Credit program.

### Scholarship Funds for Coursework

When approved in advance, CUNE will agree to provide a scholarship for Dual Credit candidates for advanced course work at HLC-accredited universities.

- Scholarships for a course will be limited to a maximum of \$300 per credit hour for tuition reimbursement. Other fees and costs incurred by the candidate will not be included in the scholarship calculation.
- All courses must move the teacher toward satisfying HLC Dual Credit instructor credential requirements.
- To receive approval for scholarship funds, the school and teacher must present a plan of course completion for credentialing and for subsequently offering future Dual Credit courses.
- Funds will be paid when the candidate provides receipts for the cost of tuition and verifies successful completion of the class with a transcript or grade report showing a grade of “B” or better.

### General Policies

Priority will be given to candidates enrolling in qualifying CUNE graduate coursework or those who have already completed a master’s degree but who lack additional graduate level course work in the specific academic discipline. Schools do not have to current Dual Credit partners for a teacher to be eligible for consideration for a SAM Scholarship, but scholarship recipients should intend to teach Dual Credit classes through CUNE according to the terms below.

Candidates will complete an application for the scholarship that lists school name, Dual Credit course goal, related experience, and current credentials. The application will require an endorsement from the principal, executive director, or other senior administrator of the high school. The school will be asked to state its level of support, both financial and otherwise, for the teacher’s additional course work. The level of school support will be a consideration in evaluating the scholarship candidates.

School support for the candidate will include the following specific provisions:

- The school will refund 100% of the SAM scholarship funds provided for the teacher if the teacher fails to begin teaching a Dual Credit course for CUNE within a calendar year of the completion of the proposed academic program.
- The school will refund 50% of the SAM scholarship funds if the teacher serves as a Dual Credit adjunct instructor for one year or less.
- The school will refund nothing to CUNE if the teacher is replaced by a qualified staff member who can teach a Dual Credit class in the same content area.

The candidate will list specific classes from a specific institution that, when completed, will result in the candidate being approved to teach Dual Credit classes. Scholarships will only apply to graduate-level courses from HLC accredited universities and colleges.