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ABSTRACT

The North Carolina Department of Public Education has developed an equal employment/affirmative action policy in accordance with Federal civil rights laws, and directives from the State Board of Education. Rather than merely ensuring anti-biased hiring practices, the policy provides for the recruitment, employment and promotion of qualified members of groups which were formerly excluded. The basic premise is that positive action must be taken to overcome the effects of previous discrimination and exclusion. The terms and goals of the policies are defined. The following policies and plans are described in detail: (1) Equal Employment Opportunity/Affirmative Action Policy, including approach and implementation: (2) Sexual Harassment Policy/Plan, including approach and implementation: (3) Policy Dissemination, including a manual, staff meetings, memoranda, and public notices; (4) Program Responsibilities, including functions of various staff, the personnel office, and the Affirmative Action Advisory Committee; (5) Goals and Yimetables; (6) Affirmative Action Programs, including employee rights and responsibilities; and (7) Program Evaluation, to be conducted by the Personnel Director and Equal Employment Opportunity officers using the goals established as a guide. Statistical descriptions of the female and minority workforce by agency and job classification are provided. Eight appendices provide sample forms, recruitment and employment guidelines, information about equal employment/affirmative action efforts in Morth Carolina public education, and demographic information about the North Carolina workforce specifically and the State population in general. (VM)

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Supporting Early Career Teachers With Research-Based Practices Wellner, Laurie, Pierce-Friedman, Kathleen, 2021-05-21 Teachers in their first few years of their teaching career require high quality structured support to begin the journey towards becoming experts Establishing research based best practices and working habits set up early career teachers for a fulfilling and successful career The requirements of teachers are constantly changing and teachers need to continually adapt their knowledge and practices to fit schools changing demographics Having a toolbox of research based best practices to draw upon can support early career teachers as they move from theory to practical application when the learning curve is the steepest Strengthening the system of support includes increasing teachers influence over their day to day work and developing positive and supportive cultures of learning Supporting Early Career Teachers With Research Based Practices presents both theoretical and practical research to support the conceptual understanding of educational praxis for common areas with which early career educators may require additional expertise or support This book is intended to be a valuable contribution to the body of literature in the field of education by supplying research based teaching practices for modern education Primary topics covered include professional learning classroom management student teacher relationships teaching diverse students and inclusive educational practices and teacher self care strategies This book is a valuable reference tool for early career teachers of all subject areas and grade levels school administrators teacher mentors and guides education faculty in higher education educational researchers curriculum developers instructional facilitators practicing teachers pre service teachers professional development coordinators teacher educators researchers academicians and students interested in teaching practices and support for the early career teacher Research Anthology on Service Learning and Community Engagement Teaching Practices Management Association, Information Resources, 2021-12-30 The need for more empathetic and community focused students must begin with educators as service learning has begun to grow in popularity throughout the years By implementing service and community aspects into the classroom at an early age educators have a greater chance of influencing students and creating a new generation of service minded individuals who care about their communities Teachers must have the necessary skills and current information available to them to provide students with quality service learning and community engagement curricula The Research Anthology on Service Learning and Community Engagement Teaching Practices provides a thorough investigation of the current trends best practices and challenges of teaching practices for service learning and community engagement Using innovative research it outlines the struggles frameworks and recommendations necessary for educators to engage students and provide them with a comprehensive education in service learning Covering topics such as lesson planning teacher education and cultural humility it is a crucial reference for educators administrators universities lesson planners researchers academicians and students

Restorative Justice and Practices in the 21st Century Vah Seliskar, Holli, 2023-04-25 Restorative justice is a

conceptual and practical framework for repairing any harm that may have been caused either to people property or things It is essential to investigate examples scenarios perspectives strategies and implications for the use of restorative justice in diverse settings including K 12 settings colleges and universities the workplace and within public safety organizations and departments Emphasis must also be placed on diversity equity belonging and inclusion and how restorative practices foster the use of inclusive practices and accessibility for all persons Restorative Justice and Practices in the 21st Century offers broad perspectives across numerous disciplines and professions and provides restorative practitioners with a timely account of what restorative justice and practices may offer to their respective organizations school or agency It provides possible strategies and actions to implement restorative practices as well as how restorative practices can provide different strategies and methods in handling conflict disputes and discipline Covering topics such as equity and inequalities pedagogical reflection and indigenous roots this premier reference source is an essential resource for administrators and educators of both K 12 and higher education public safety officials law enforcement corrections officers students of higher education librarians researchers and academicians Powerless to Powerful Charles Salina, Suzann Girtz, Joanie Eppinga, 2015-12-08 The pressure is on Throughout the country educators and administrators are working hard to make sure students pass standardized tests and graduate At the same time teachers are overwhelmed by ever increasing demands Efforts at reforming schools often replicate the same approaches and net the same discouraging results Staff at many schools feel defensive and powerless as a result of being unable to meet standards they didn t set and don t know how to achieve This book describes a humanistic approach to implementing programs and systems that bring academic press social support and relational trust together in unique ways Based on the understanding that old beliefs are changed by supporting new behaviors the approach includes acquiring and using data in innovative and intentional ways Properly conducted the approach results in high morale a sense of inclusiveness and success increased efficacy and improved metrics in all areas of education The book includes the research and theory behind the approach action steps for leaders and lessons learned in the process useful elements of success for any school **Service-Learning** Igbal Ahmad, Rani Gul, 2023-11-17 This book examines key concepts principles and applications of the service learning approach Service learning is a community based educational approach to improve a student's academic personal leadership civic and professional development through civic engagement Unlike other traditional approaches to education service learning students can use their classroom based knowledge and skills in a real life context in collaboration with community organisations and residents This volume explores the theory research and practices of how service learning is understood implemented and evaluated in different contexts It provides essential guidelines to implement and integrate service learning at educational institutions through extensive discussions on the principles philosophical challenges opportunities and its applications Key themes include Theory of service learning Concept of service learning Challenges to service learning Applications of service learning Service learning as

professional development Service learning as communication Accessibly written this book would be of interest to faculty students community organisations and researchers working in the areas of education pedagogy sociology and social work

Learning Critical Reflection Laura Béres, Jan Fook, 2019-08-13 Learning Critical Reflection documents the actual learning experiences of social work students and practitioners. It explores how a more in depth understanding of the process of learning combined with an analysis of how to critically reflect will help improve the learning process. The contributors are all professionals who have learnt in a formalised way how to critically reflect on their practice. They speak in depth and with feeling about their experiences how downsides and upsides worked together to transform the way they understood themselves their professional identity and their practice. Existing literature about critical reflection is reviewed identifying the details of learning and pulling no punches in recognising the difficulty and complexity of becoming transformed through this learning process. The editors of this book also contribute their own reflections on learning how to teach critical reflection and include the findings of a research study conducted on students learning Edited by two experienced educators this book showcases the process of learning from the perspective of the learners in order that educators and students managers supervisors and frontline practitioners alike may make the most of opportunities to critically reflect in both educational and workplace settings. It should be considered essential reading for social work students practitioners and educators.

Serving Educational Equity Sonya Murray-Darden, Gwendolyn Y. Turner, 2023-05-17 Connect theory to practice with this timely comprehensive whole child approach to accelerated learning Planning for equitable accelerated learning is analogous to preparing a meal Similar to a chef selecting the menu gathering ingredients and planning the occasion educators choose aligned curricula to prioritize learning organize and internalize instruction and plan for opportunities to advance student learning Grounded in research and employing the Science of Learning Development SoLD principles this book offers bold new thinking about unfinished learning equity and student success The five course framework guides educators through the process of Assessing the current school conditions and mindset for acceleration versus remediation Reflecting on empowerment Surveying and reimagining curriculum Understanding and embracing diversity and equity Establishing and implementing effective foundational instruction Promoting expanding and reflecting on student engagement Including frequent opportunities for reader reflection real world vignettes and tools that can be brought directly into the classroom this book delivers everything educators need to adopt a whole child approach to advancing student learning and Examining Multiple Intelligences and Digital Technologies for Enhanced Learning Opportunities Zheng, engagement Robert Z., 2019-09-27 Multiple intelligences MI as a cognitive psychology theory has significantly influenced learning and teaching Research has demonstrated a strong association between individual intelligences and their cognitive processes and behaviors However it remains unknown how each of or a combination of these intelligences can be effectively optimized through instructional intervention particularly through the use of emerging learning technology On the other hand while

efforts have been made to unveil the relationship between information and communication technology ICT and individual learner performance there is a lack of knowledge in how MI theory may guide the use of ICTs to enhance learning opportunities for students Examining Multiple Intelligences and Digital Technologies for Enhanced Learning Opportunities is an essential reference book that generates new knowledge about how ICTs can be utilized to promote MI in various formal and informal learning settings Featuring a range of topics such as augmented reality learning analytics and mobile learning this book is ideal for teachers instructional designers curriculum developers ICT specialists educational professionals administrators instructors academicians and researchers Inclusive College Classrooms Lauren S. Cardon, Anne-Marie Womack, 2022-12-27 Inclusive College Classrooms provides instructors with research based practices and tools to create an effective and inclusive classroom environment Filling a visible gap in pedagogical training this important book responds to current barriers to inclusion in higher education by helping instructors improve the methods they are already using and identify new methods that could enhance their courses The inclusive approach in this book is informed by critical pedagogy universal design for learning and intersectional social justice pedagogies. The authors identify practices in education that exclude historically marginalized groups and outline teaching strategies that can create more inclusive classrooms where all students can feel heard and represented This timely volume is packed full of hundreds of example lessons from across a range of disciplines tips for moving classes online questions to generate dialogue about various methods and appendices on lesson planning With this book in hand instructors can continually adapt and revise their pedagogy to be more inclusive and **Becoming Fluent** Richard Roberts, Roger Kreuz, 2017-02-03 Forget everything you ve heard about adult effective language learning evidence from cognitive science and psychology prove we can learn foreign languages just as easily as children An eye opening study on how adult learners can master a foreign language by drawing on skills and knowledge honed over a lifetime Adults who want to learn a foreign language are often discouraged because they believe they cannot acquire a language as easily as children Once they begin to learn a language adults may be further discouraged when they find the methods used to teach children don't seem to work for them What is an adult language learner to do In this book Richard Roberts and Roger Kreuz draw on insights from psychology and cognitive science to show that adults can master a foreign language if they bring to bear the skills and knowledge they have honed over a lifetime Adults shouldn t try to learn as children do they should learn like adults Roberts and Kreuz report evidence that adults can learn new languages even more easily than children Children appear to have only two advantages over adults in learning a language they acquire a native accent more easily and they do not suffer from self defeating anxiety about learning a language Adults on the other hand have the greater advantages gained from experience of an understanding of their own mental processes and knowing how to use language to do things Adults have an especially advantageous grasp of pragmatics the social use of language and Roberts and Kreuz show how to leverage this metalinguistic ability in learning a new language Learning a language takes

effort But if adult learners apply the tools acquired over a lifetime it can be enjoyable and rewarding **Gender-Based Differences in Exposure to and Usage of Camfranglais in Yaoundé** Gardy Stein, 2022-03-18 This highly engaging and innovative book about the Cameroonian youth language Camfranglais explores gender based differences in exposure to and usage of the variety through a comparative study It thus adopts a rare gender based approach to the highly complex linguistic phenomenon Camfranglais a mix of French Verlan English Pidgin and Cameroonian languages While youth language studies flourish in sociolinguistic research this book s explicit focus on female speakers their linguistic attitudes and experiences of exclusion is unique It investigates which factors influence language choice among young urban speakers and especially what contributes to the overall male dominance in the usage of Camfranglais To achieve this goal the attitudes of both adolescents and adults as well as the channels of reproduction and distribution of the variety are examined A special focus is laid on the processes of conscious transformation and exclusion by which male speakers try to restrict the access for female speakers The book will appeal to academic scholars from a wide variety of fields such as African linguistics anthropology sociology and gender studies as well as the general reader who wants to learn about an exciting language contact scenario and its outcome Technology for Medical Language Assessment Robert C. Johnson, M. Gregory Tweedie, 2025-05-06 This volume presents research that lies at the intersection of healthcare communication global migration and the rapidly expanding technologies used for language testing Readers will find engagement with the interdisciplinary studies given that effective communication and its assessment lies at the very core of quality healthcare Handbook of Research on Advancing Critical Thinking in Higher Education Wisdom, Sherrie, Leavitt, delivery Lynda, 2015-07-17 The importance of critical thinking has surged as academics in higher education realize that many students upon entering college lack the critical thinking skills necessary to succeed While much has been written regarding the lack of critical thinking less has been written on the success of methods implemented to develop this fundamental skill The Handbook of Research on Advancing Critical Thinking in Higher Education explores the effective methods and tools being used to integrate the development of critical thinking skills in both undergraduate and graduate studies Due to the difficulties associated with teaching critical thinking skills to learners of any age this publication is a crucial addition to the scholarly reference works available to pre service and early career teachers seasoned educational professionals professors across disciplines curriculum specialists and educational administrators Global Perspectives on Sustainable Library Practices Okojie, Victoria, Igbinovia, Magnus Osahon, 2022-10-28 Libraries as social and service based institutions are constantly seeking innovative and effective ways to meet the needs of their users and maintain relevance amidst alternative information sources They are constantly adjusting to meet the needs of users contribute to the personal development of users and alight with national development All of these have placed a burden on libraries to engage in sustainable practices both to increase their capacity to drive current developmental endeavors and to sustain future relevance Global Perspectives on

Sustainable Library Practices provides a rich and robust knowledge resource that brings together diverse sustainable library practices that will revamp library operations towards optimally meeting the current objectives of libraries as a developmental institution as well as sustaining value for future operations and service transactions Covering topics such as access efficacy green space development and library service delivery this premier reference source is an essential resource for librarians library administrators educators and administration of both K 12 and higher education students of library sciences pre service teachers researchers and academicians Careers for Students with Special Educational Needs Mantak Yuen, Wendi Beamish, V. Scott H. Solberg, 2020-06-08 This book addresses in detail a range of issues in connection with preparing individuals with disabilities or other special needs for gaining employment and planning a career path beyond school It presents strategies for personnel preparation parent education effective programs for career development and transitions policies and policy research and useful tools for assessment and intervention The clear explanations of essential theories research findings policies and practices for career development ensure that readers gain a deeper understanding of all the issues involved Most importantly they will learn several strategies that can be used to prepare students for employment within global and Asia Pacific regional contexts Working Collaboratively in Second/Foreign Language Learning María del Pilar García Mayo, 2021-01-18 Since the introduction of communicative language teaching collaborative learning has played an important role in the second language L2 classroom Drawing from sociocultural theory which states that human cognitive development is a socially situated activity mediated by language studies in L2 pedagogy advocate the use of tasks that require learners to work together Collaborative dialogue encourages language learning and research shows that the solutions reached by students in this process are more often correct with a lasting influence on their language comprehension This volume includes ten chapters that illustrate the benefits of collaborative dialogue in second foreign language classrooms The volume considers key issues dealing with collaborative tasks and implications for language teaching

WPAing in a Pandemic and Beyond Todd Ruecker, Sheila Carter-Tod, 2025-04-01 Writing program administrators have a long history of advocating for their students fellow faculty and programs This advocacy includes defending their work against other entities that seek to dictate the work challenging institutional policies that define student success in a narrow way or create untenable conditions for writing faculty workloads and making antiracism a central part of writing programs The COVID 19 pandemic undoubtedly created a variety of additional challenges for those working in education at all levels WPAs suddenly had to navigate new public health mandates alongside student and instructor fears as well as pressures by administrations and publics to teach in person The chapters in this collection include a variety of voices who have been involved in writing program administration in recent years to reflect on the work done in this moment of crisis Through both short vignettes and longer chapters this book explores the complicated interactions between WPA work and navigating times of crisis to provide insights for moving forward Authors explore a variety of topics including professional development

curricular change advocating in the face of intransigent administrations and others caring for students and taking time for self care Pointing to specific actions for continued advocacy WPAing in a Pandemic and Beyond will be of great interest to WPAs and writing studies scholars Stages of Literacy Development Lin Carver, 2023-01-30 This book provides the theory behind integration of reading and writing throughout the stages of literacy development PK 12 It explores strategies and resources for supporting others as they provide literacy instruction Teachers literacy coaches and district leaders will be a particular focus of the book as they need to be prepared to help their faculty integrate reading and writing in their institutions Each chapter begins with a scenario or example from K 12 to flesh out the ideas presented in the chapter Followed by an anticipation guide the chapter delves into the learner characteristics various genres text characteristics and major concepts encountered during each stage of development This theoretical background is followed by five examples of stage appropriate genre illustrating strategies for integrating reading and writing instruction The chapter concludes with activities readers could engage in to deepen their understanding of the concepts presented The Digital Humanities Coursebook Johanna Drucker, 2021-03-24 The Digital Humanities Coursebook provides critical frameworks for the application of digital humanities tools and platforms which have become an integral part of work across a wide range of disciplines Written by an expert with twenty years of experience in this field the book is focused on the principles and fundamental concepts for application rather than on specific tools or platforms Each chapter contains examples of projects tools or platforms that demonstrate these principles in action The book is structured to complement courses on digital humanities and provides a series of modules each of which is organized around a set of concerns and topics thought experiments and questions as well as specific discussions of the ways in which tools and platforms work The book covers a wide range of topics and clearly details how to integrate the acquisition of expertise in data metadata classification interface visualization network analysis topic modeling data mining mapping and web presentation with issues in intellectual property sustainability privacy and the ethical use of information Written in an accessible and engaging manner The Digital Humanities Coursebook will be a useful guide for anyone teaching or studying a course in the areas of digital humanities library and information science English or computer science The book will provide a framework for direct engagement with digital humanities and as such should be of interest to others working across the humanities as well **Applied Economics for Development:** Empirical Approaches to Selected Social and Economic Issues in Transition Economies Mahmut Zortuk, 2018-01-15 Transition economies experience transformation of their economic system Following the disintegration of the Soviet Union a number of former socialist countries underwent transitions from central planning to a market economy More generally many rapidly growing economies undergo no less profound transformations of their economic systems Contrary to common misconception the transition process cannot be simply reduced to eliminating state intervention and liberalizing the economy Economies under transition exhibit a unique set of policy challenges Unlike developed market economies missing markets or

market failures abound Economic transformation takes the form of rapidly evolving patterns of international trade and investment industrial structure and consumption These changes call for appropriate public policies A continuing flow of investment hinges on suitable institutions the provision of public infrastructure and other public goods Adequate regulation can be central in ensuring that environmental resources are sustainably managed And sophisticated production systems call for corresponding social institutions in terms of education health and welfare provisions In all these cases accurate empirical assessments are central to the design of effective policy This book presents a selection of pressing economic and social issues in transition economies Selected issues include the development of particular industrial sectors the drivers and consequences of foreign direct investment public finances urbanization social indicators environmental policy and energy diversification In each case an original empirical analysis is performed using a variety of advanced quantitative methods applied to recent data. The book will be of interest to economists studying transition economics economic development or having a general interest in applied economics. It will be of particular interest to applied economists policy analysts and policy makers in transition economies concerned with the shape and direction of appropriate economic reforms

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Table of Contents Giles Eric Ed Gov Fulltext

- 1. Understanding the eBook Giles Eric Ed Gov Fulltext
 - The Rise of Digital Reading Giles Eric Ed Gov Fulltext
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Giles Eric Ed Gov Fulltext
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Giles Eric Ed Gov Fulltext
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Giles Eric Ed Gov Fulltext
 - Personalized Recommendations
 - Giles Eric Ed Gov Fulltext User Reviews and Ratings
 - Giles Eric Ed Gov Fulltext and Bestseller Lists
- 5. Accessing Giles Eric Ed Gov Fulltext Free and Paid eBooks
 - Giles Eric Ed Gov Fulltext Public Domain eBooks
 - Giles Eric Ed Gov Fulltext eBook Subscription Services
 - o Giles Eric Ed Gov Fulltext Budget-Friendly Options
- 6. Navigating Giles Eric Ed Gov Fulltext eBook Formats
 - ePub, PDF, MOBI, and More
 - o Giles Eric Ed Gov Fulltext Compatibility with Devices
 - Giles Eric Ed Gov Fulltext Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Giles Eric Ed Gov Fulltext
 - Highlighting and Note-Taking Giles Eric Ed Gov Fulltext
 - \circ Interactive Elements Giles Eric Ed Gov Fulltext
- 8. Staying Engaged with Giles Eric Ed Gov Fulltext

- Joining Online Reading Communities
- Participating in Virtual Book Clubs
- Following Authors and Publishers Giles Eric Ed Gov Fulltext
- 9. Balancing eBooks and Physical Books Giles Eric Ed Gov Fulltext
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Giles Eric Ed Gov Fulltext
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Giles Eric Ed Gov Fulltext
 - Setting Reading Goals Giles Eric Ed Gov Fulltext
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Giles Eric Ed Gov Fulltext
 - Fact-Checking eBook Content of Giles Eric Ed Gov Fulltext
 - o Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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