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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 Timetables; (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 North Carolina public education, and demographic information about the North Carolina workforce specifically and the State population in general. (VM)

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Johanna Drucker



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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 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 **Service-Learning** Iqbal 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 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 engagement Examining Multiple Intelligences and Digital Technologies for Enhanced Learning Opportunities Zheng, 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 effective

Becoming Fluent Richard Roberts, Roger Kreuz, 2017-02-03 Forget everything you've heard about adult 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 delivery *Handbook of Research on Advancing Critical Thinking in*

Higher Education Wisdom, Sherrie,Leavitt, 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 align 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

Handbook of Applied Behavior Analysis Johnny L. Matson, 2023-04-29 This book provides comprehensive coverage of applied behavioral analysis ABA It examines the history and training methods of ABA as well as related ethical and legal issues The book discusses various aspects of reinforcement including social reinforcers tangible reinforcers automatic reinforcement thinning reinforcers and behavioral momentum It addresses basic training strategies such as prompts and fadings stimulus fading and stimulus pairing and provides insights into auditory visual discrimination instructional feedback generalization error correction procedures and response interruption In addition the book addresses the use of ABA in education and explores compliance training on task behavior teaching play and social skills listening and academic skills technology remembering and cognitions picture based instruction foreign language instruction teaching verbal behavior public speaking and vocational skills In addition the book covers treatments for tics trichotillomania stereotypies self injurious behavior aggression and toe walking It also addresses ABA for special populations including individuals with autism ADHD substance abuse and intellectual disabilities Featured areas of coverage include Basic assessment methods such as observing behavior treatment integrity social validation evaluating physical activity measuring sleep disturbances preference assessment and establishing criteria for skill mastery Functional assessment including how to quantify outcomes and evaluate results behaviors that precede and are linked to target behaviors and treatments Treatment methods such as token economies discrete trial instruction protective equipment group based and parent training as well as staff training and self control procedures Health issues including dental and self care life skills mealtime and feeding telehealth smoking reduction and cessation and safety training Leisure and social skills such as cellphone use gambling teaching music sports and physical fitness The Handbook of Applied Behavior Analysis is a must have reference for researchers professors and graduate students as well as clinicians therapists and other professionals in clinical child and school psychology child and adolescent psychiatry social work behavioral therapy and rehabilitation special education developmental psychology pediatrics nursing and all interrelated disciplines

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

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

Linguistics for Translators Ali Almannan, Juliane House, 2023-12-22 This engaging and accessible textbook by two leading experts is a carefully crafted introduction to linguistics for translators students and researchers of translation Starting with basic concepts and gradually moving readers to the central questions in different branches of linguistics examples are drawn from English and many other languages including German Arabic Kurdish Swahili French and Chinese The key areas of linguistics are covered from morphology and syntax to semantics pragmatics discourse analysis stylistics sociolinguistics and cognitive linguistics Striking a balance between theoretical developments and empirical investigation readers gain both a comprehensive overview of linguistics and how it informs their work in translation and learn how to argue for analysis and annotate their own answers and translations academically Each chapter provides the reader with an overview outlining the main points and technical words used in the chapter as well as illustrative examples recommended readings and resources

and activities to test knowledge This is the ideal textbook for undergraduate and postgraduate students of translation in Translation Studies Linguistics and Modern languages

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 economies 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

Meeting the Challenge of Human Resource Management Vernon D. Miller, Michael E. Gordon, 2014-07-11 While communicating is a vital skill for managers at all organizational levels and in all functional areas human resource managers are expected to be especially adept communicators given the important interpersonal component of their roles Practitioners and scholars alike stand to benefit from incorporating an updated and more nuanced view of communication theory and practice into standard human resource management practices This book compiles readings by thought leaders in human resource management and communication exploring the intersection of interests theories and perspectives from the two fields to highlight new opportunities for research and practice In addition to covering the foundations of strategic human resource management the book offers a critical review of the research literature on topics including recruitment selection performance management compensation and development uses a communication perspective to analyze the impact of corporate strategy on human resource systems investigates the key human resource management topic of the relationship between a company's human capital and its

effectiveness directly discusses the implications of communication literature for human resource management practice Written at the cross section of two established and critically linked fields this book is a must have for graduate human resource management and organizational communication students as well as for high level human resource management practitioners

Transformative Critical Service-Learning Heather Coffey, Lucy Arnold, 2022-02-25 A 2023 SPE Outstanding Book Honorable Mention Transformative Critical Service Learning offers hands on tools for implementing reflecting on and assessing critical service learning in classrooms and community spaces Answering a need from practitioners for a practical tool for making sense of critical service learning the authors introduce the Critical Service Learning Implementation Model as a way to encourage conversations among stakeholders Materials include specific criteria to examine examples of application and context and ways to incorporate the model into reflective practices Valuing partnerships reflection and analysis of power dynamics the research and strategies offered here provide an entry point for faculty new to critical service learning while also offering new ideas and tools for long time practitioners Chapters offer particular attention to strategies for engaging students syllabus development and reflective cycles Additionally the authors offer a model for faculty development in the area of critical service learning at the institutional level including suggestions for faculty and administrators interested in increasing engagement with social justice and community spaces As institutions of higher education are focusing more on the ways in which they can meet the needs of the communities surrounding their campuses The Carnegie Foundation's Elective Classification for Community Engagement provides a special purpose designation for higher education institutions with commitments in the area of community engagement Universities must commit to institutional change in order to improve the outcomes for the communities surrounding the campus The classification framework represents best practices in the field and encourages continuous improvement through periodic reclassification Service learning has been identified as one of the more effective methods for engaging undergraduate and graduate students in community engaged scholarship which facilitates development of critical inquiry understanding needs assessment and deep reflection on inequality The authors intend this book to benefit university faculty endeavoring to begin or develop service learning courses higher education administrators who want to train and engage university faculty in adopting a more community engaged teaching model and P 12 teachers who often serve as community partners with higher education institutions to facilitate justice oriented approaches to teaching their diverse students Perfect for courses such as Critical Thinking and Communication Service Learning Service Learning Capstone Pathways to Effective Community Engagement School and Community Collaboration Teaching to Transform Society Food Environment and Sustainability Race and the Right to Vote in the US Education and Society Environmental Education Race Place and Memory

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