

# ALABAMA EDUCATION NEWS

NEWS AND ISSUES IN ALABAMA PUBLIC EDUCATION, K-12

JANUARY 2004

## WHAT'S INSIDE ...

- *HOUSSE* Update
- Section Spotlight – School Architect/Bond Issues/Facilities
- Mars Exploration
- Teacher Prep Report Cards

### WHAT IS THE *HOUSSE* MODEL?

The High Objective Uniform State Standard of Evaluation (*HOUSSE*) for Highly Qualified Teachers (HQT) is one method being offered to help Alabama teachers meet the HQT requirements of the *No Child Left Behind Act of 2001* (NCLB). Teachers who apply for the *HOUSSE* should be those who do not meet the Alabama highly qualified teacher definition through other options described in the *Alabama Model for Identifying Highly Qualified Teachers*, which can be found on the Alabama Department of Education's Web site at [www.alsde.edu](http://www.alsde.edu).

### WHO SHOULD USE THE *HOUSSE* MODEL?

Not new teachers who began teaching in a public school before or on the first day of the 2002-03 school year who have not documented that they are Highly Qualified (HQ) and will not be going back to school to acquire further credits in the content area(s) of their teaching assignments or exercising the test option can use the *HOUSSE* option.

### WHAT IS REQUIRED OF TEACHERS CHOOSING THE *HOUSSE* MODEL?

State Form HSE 2003, all sections of the *HOUSSE* Application and Worksheets, and required documentation for each worksheet must be completed and submitted to local school superintendents or administrators designated by the superintendent to handle *HOUSSE* applications. School systems will review and verify contents of application portfolios before submitting to the Alabama Department of Education.

(Continued on Page 2)

## PUTTING ALABAMA'S *HOUSSE* IN ORDER

### HIGH OBJECTIVE UNIFORM STATE STANDARD OF EVALUATION

“Several options available for teachers seeking to become highly qualified under *No Child Left Behind* are listed in the Alabama Model for Identifying Highly Qualified Teachers. We are now glad to have added the *HOUSSE* model to those options. Holding proper certification for one's teaching assignment is the first criterion that must be met by a teacher to meet the highly qualified definition. The *HOUSSE* model may be used by 'not new' teachers – those who were on the job by the first day of school during the 2002-2003 school year. The Praxis II content tests provided by the Educational Testing Service may be used by both not new and new teachers – those who began teaching after the first day of the 2002-2003 school year to document they are highly qualified. Some tests are available this month and other tests will be added as quickly as possible. Additionally, the ACT WorkKeys Assessment will be available this month for paraprofessionals to use to become highly qualified.”

Deputy State Superintendent of Education Dr. Joe Morton

### WHO IS RESPONSIBLE FOR WHAT IN REGARD TO THE HOUSSE MODEL?

- It is the teacher's responsibility to complete Form HSE 2003, the HOUSSE Application and Worksheets, and to provide required documentation.
- The local superintendent (or another person designated by the superintendent) is responsible for reviewing completed application portfolios, verifying contents, signing the application, and submitting it to the Alabama Department of Education no later than March 31, 2004. Portfolios must be submitted to the Department in one batch on the last working day of the month.
- The Alabama Department of Education is responsible for reviewing application portfolios, determining HQ status, and notifying both teachers and superintendents of decisions.

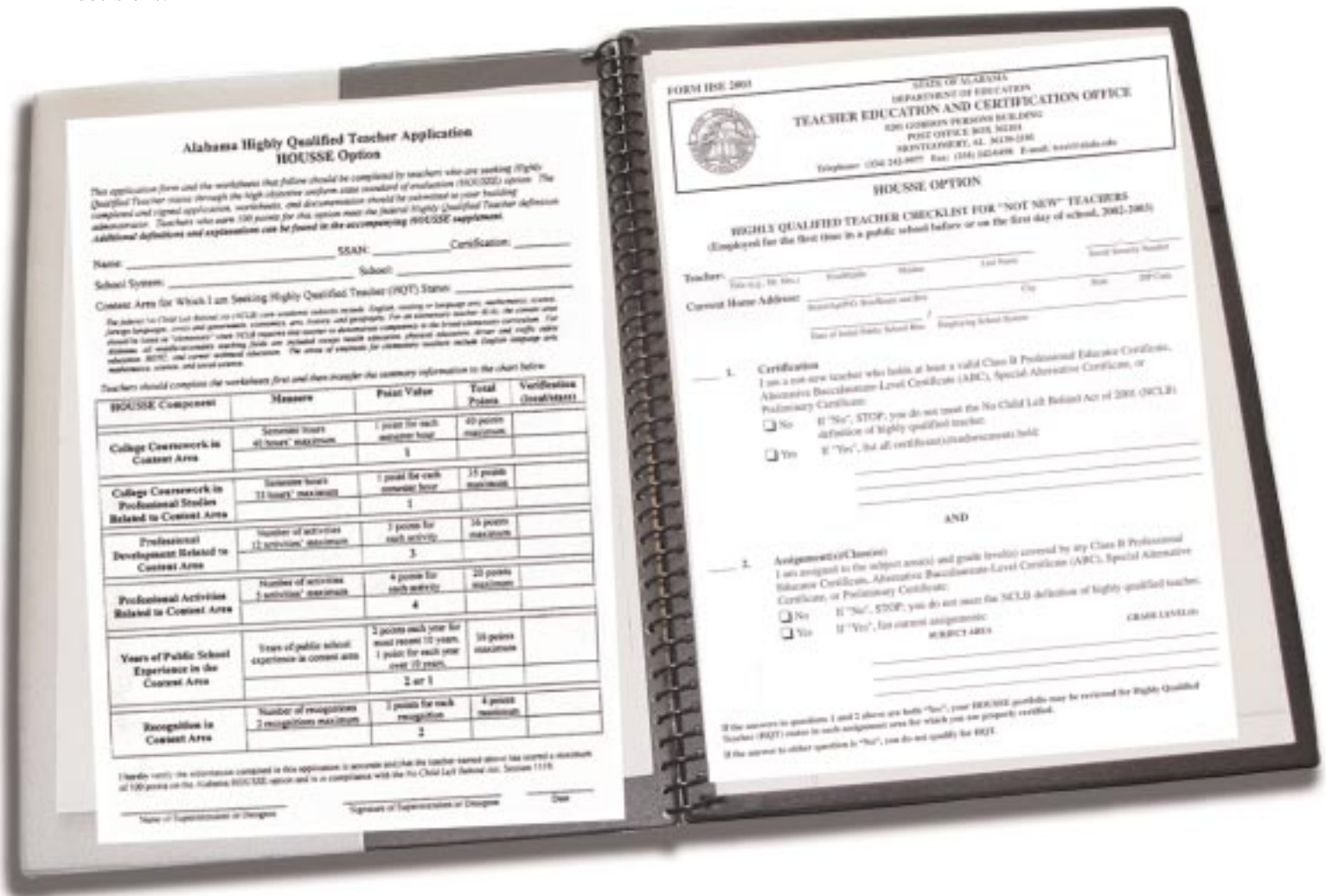


### WHAT ARE THE COMPONENTS IN THE HOUSSE MODEL?

1. College coursework in content area
2. College coursework in professional studies related to content area
3. Professional development related to content area taken within the last 10 years
4. Professional activities related to content area
5. Years of public school experience in content area
6. Recognition in content area



There are six worksheets – one for each component – which must be completed. The worksheets provide detailed information on what and what cannot be included. 🍏



HOUSSE Component	Measures	Point Value	Total Points	Verification (Yes/No/NA)
College Coursework in Content Area	Semester hours 40 hours' maximum	1 point for each semester hour	40 points maximum	
	College hours 11 hours' maximum	1 point for each semester hour	11 points maximum	
Professional Development Related to Content Area	Number of activities 12 activities' maximum	3 points for each activity	36 points maximum	
	Number of activities 2 activities' maximum	4 points for each activity	8 points maximum	
Years of Public School Experience in the Content Area	Years of public school experience in content area	2 points each year for most recent 10 years 1 point for each year over 10 years	20 points maximum	
		2 or 1		
Recognition in Content Area	Number of recognitions 2 recognitions maximum	2 points for each recognition	4 points maximum	
		2		

I hereby verify the information contained in this application is accurate and that the teacher named above has earned a maximum of 100 points on the Alabama HOUSSE option and is in compliance with the No Child Left Behind Act, Section 1119.

Name of Superintendent or Designee \_\_\_\_\_ Signature of Superintendent or Designee \_\_\_\_\_ Date \_\_\_\_\_

FORM HSE 2003  
STATE OF ALABAMA  
DEPARTMENT OF EDUCATION  
TEACHER EDUCATION AND CERTIFICATION OFFICE  
620 GORDON PURGESS BUILDING  
POST OFFICE BOX 8688  
MONTGOMERY, AL 36188-0888  
Telephone: (205) 243-8877 Fax: (205) 242-6498 E-mail: tcert@doe.edu

**HOUSSE OPTION**  
**HIGHLY QUALIFIED TEACHER CHECKLIST FOR "NOT NEW" TEACHERS**  
(Employed for the first time in a public school before or on the first day of school, 2002-2003)

Teacher: \_\_\_\_\_ Title: \_\_\_\_\_ Grade: \_\_\_\_\_ Last Name: \_\_\_\_\_ Social Security Number: \_\_\_\_\_  
Current Home Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP Code: \_\_\_\_\_  
Date of Initial State School Hire: \_\_\_\_\_ Employing School Name: \_\_\_\_\_

1. Certification  
I am a not-new teacher who holds at least a valid Class B Professional Educator Certificate, Alternative Authorization Level Certificate (ALC), Special Alternative Certificate, or Preliminary Certificate.  
 No If "No", STOP, you do not meet the No Child Left Behind Act of 2001 (NCLB) definition of highly qualified teacher.  
 Yes If "Yes", all credentials/credentials held

AND

2. Assignments (if Certified)  
I am assigned to the subject area(s) and grade level(s) covered by any Class B Professional Educator Certificate, Alternative Authorization Level Certificate (ALC), Special Alternative Certificate, or Preliminary Certificate.  
 No If "No", STOP, you do not meet the NCLB definition of highly qualified teacher.  
 Yes If "Yes", list current assignment: \_\_\_\_\_ GRADE LEVEL(S): \_\_\_\_\_

If the answers to questions 1 and 2 above are both "No", your HOUSSE portfolio may be reviewed for Highly Qualified Teacher (HQT) status in each assignment area for which you are properly certified.  
If the answer to either question is "No", you do not qualify for HQT.

# TEACHER PREP REPORT CARDS RELEASED

Alabama's public schools continue to show their commitment to accountability with the release of the *Teacher Preparation Program Performance Profile*. For the fourth consecutive year, the Alabama Board of Education has issued a report card using the familiar *Clear*, *Caution*, and *Alert* status for the state's teacher preparation departments in 29 colleges and universities.

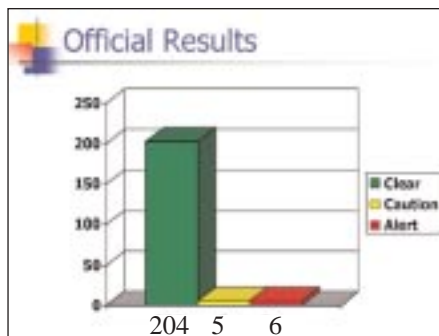
Each program is evaluated using performance reviews of its new graduates. Additionally, surveys of graduates and supervisory staff using the state's Professional Education Personnel Evaluation (PEPE) Program or a local evaluation based on the PEPE model are used. Superintendents, principals, and the teachers being evaluated are also surveyed for their opinion of the teacher preparation curriculum. This information is then compiled to establish

the status of each program.

Of the 215 college and university teacher preparation programs with official status this year, 204 are rated *Clear*. Five programs are listed as *Caution* and six are rated in *Alert*.

Programs that do not have three years of PEPE data are given an unofficial status.

A college or university with a program officially on Academic *Caution* must notify students enrolled in that



#### PROGRAMS OFFICIALLY IN CAUTION:

- Alabama State University: *Early Childhood Education (2nd year)*
- Spring Hill College: *Elementary Education*
- University of Alabama in Huntsville: *Elementary Education (2nd year)*
- University of North Alabama: *Biology*
- University of West Alabama: *Physical Education*

#### PROGRAMS OFFICIALLY IN ALERT:

- Alabama State University: *Instrumental Music Vocal/Choral Music (on Caution last year)*
- Athens State University: *General Science*
- Auburn University: *History*
- Auburn University Montgomery: *General Science*
- Miles College: *General Social Science (2nd year)*

program of its status, submit an improvement plan to the state Superintendent of Education, and achieve a *Clear* status within three years.

A college or university with a program officially on Academic *Alert* must work with a team of experts appointed by the state Superintendent of Education, notify students enrolled in that program of its status, work with the appointed improvement team, submit an improvement plan to the state Superintendent of Education, and achieve a *Clear* status within three years.

If the program fails to improve its status to *Clear* from *Caution* or *Alert*, no additional students will be admitted and the Alabama Board of Education will be asked to

rescind approval of that program.

[CLICK HERE](#) to view the Teacher Prep Report Card.



## A FEW KEY FINDINGS FROM THE REPORT INCLUDE:

**78%** ... of all eligible teacher programs received official status.

**96%** ... of responding recent graduates said they were satisfied or very satisfied with their preparation for teaching.

**97%** ... of responding principals were satisfied or very satisfied with the overall preparation of new teachers from an Alabama college or university.

**100%** ... of superintendents surveyed were satisfied or very satisfied with the overall preparation of new instructional support personnel. 🍏

## BOARD BRIEFS

### DECEMBER AGENDA ITEMS INCLUDED:

- ✍️ Authorized Review of Teacher Education Programs, Faulkner University, Montgomery
- ✍️ Approved a Teacher Education Program, The University of Alabama at Birmingham
- ✍️ Approved Teacher Education Programs, Troy State University Dothan
- ✍️ Approved Teacher Education Programs, The University of South Alabama, Mobile
- ✍️ Approved Science Course of Study Committee
- ✍️ Approved Substitution of Later Edition Textbooks
- ✍️ Passed Resolution Commending Cameron B. Coles for Achieving a Perfect ACT Score



# SCHOOL ARCHITECT/BOND ISSUES/FACILITIES

*Build it and they will come ...*

**B**ut before you build it – a school, that is – contact **STATE SCHOOL ARCHITECT PERRY TAYLOR** in the Alabama Department of Education. The Alabama Department of Education and the Alabama Building Commission must approve plans for new buildings, additions, and major renovations, regardless of the funding source. The State School Architect can advise and guide local school systems through all phases of the building process – from approving the site, to hiring an architect, to reviewing plans and specifications, to designing and constructing the facility. If necessary, other Department of Education consultants review specific components of plans related to their areas of expertise. For example, the Child Nutrition staff would review lunchroom and kitchen layouts.

In view of the overall economic climate and concerns over the state's education budget, Taylor was asked if he had seen a decline in new school construction and renovation. "Naturally, there will be a decline in school construction due to the tremendous amount of work done since 1998 to eliminate portable classrooms," said Taylor. "Due to local funding efforts for school construction, however, there will always be projects under construction throughout the state,"

Taylor continued. In December, Goshen Elementary School in the Pike County School System opened a new building for Grades K-2 and part of Grade 3. In the Homewood City Schools, Homewood Middle School is under construction and scheduled to open during the 2004-05 school year.

For more information, contact Perry Taylor, Director, School Architect/Bond Issues/Facilities, at [ptaylor@alsde.edu](mailto:ptaylor@alsde.edu) or (334) 242-9731.

## ALABAMA SCHOOL FACILITIES FACTS

- Alabama has 1,547 public schools and over 5,000 separate school buildings.
- 29 school buildings were constructed before 1900.
- 387 school buildings were constructed between 1990 and 2000.
- The average age of an Alabama school building is 32 years.
- New school construction cost is approximately \$92 per square foot.



The newly completed Wynton Blount Elementary School in the Montgomery County School System.

## ACTIVITIES AND RESPONSIBILITIES OF THE STATE SCHOOL ARCHITECT INCLUDE:

- Reviewing and approving schematic, preliminary, and final plans and specifications for projects involving alterations, additions, and new construction of schools.
- Advising local boards of education with design, cost estimates, and construction methods for school buildings.
- Reviewing and approving architectural agreements, construction contracts, and change orders.
- Advising project architects and engineers with respect to design, bidding, and construction of schools.
- Administering K-12 state bond issues for the Alabama Public School and College Authority.
- Preparing deeds and leases for property sold or exchanged by county school systems.
- Inspecting and approving all new sites for school construction.
- Generating and maintaining complete inventory of all school facilities.
- Administering yearly Capital Planning and Facilities Assessment Programs as required by the Foundation Program.

# BEYOND THE FINAL FRONTIER

# MARS

The Mars Exploration Rover Mission is causing quite a bit of excitement all over the world. The images of the red planet taken by NASA's Spirit rover are truly spectacular. The discoveries being made during the mission are providing science teachers a galaxy of information to enhance classroom instruction. The big science question for the Mars Exploration Rover Mission is how past water activity on Mars has influenced the red planet's environment over time. Understanding the history of water on Mars is important to meeting the [four science goals](#) of NASA's long-term Mars Exploration Program:

- Determine whether life ever arose on Mars
- Characterize the climate of Mars
- Characterize the geology of Mars
- Prepare for human exploration

NASA provides a comprehensive Web site for educators and students focusing on the Mars mission. [CLICK HERE](#) to view the site. It also features information about two student Mars programs involving three Alabama schools.

The Athena Student Interns Program was piloted by NASA during the FIDO Field Tests in August 2002. (FIDO is a prototype Mars rover scientists and engineers use on Earth to prepare for intense operations during the mission on Mars.) Alabama students from Ramsay High School in the Birmingham City School System had the opportunity to work with the NASA Science Team to analyze data, create and test hypotheses, and develop commands to be sent to the rover. Athena is the name of the main instrument payload on each rover – the toolkit the rovers use to analyze rocks and other features on Mars. [CLICK HERE](#) for additional information.

Through the Mars Exploration Student Data Team, teachers and students at the Jefferson County International Baccalaureate School, Jefferson County School System and Vestavia Hills High School, Vestavia

Hills City Schools work from school to help study and characterize different aspects of Mars – from the atmosphere to the surface – to help support the landed Mars Exploration Rover Mission. [CLICK HERE](#) to learn more. 🍏

## PROFESSIONAL DEVELOPMENT AND RESOURCES

**Legacy's 2004 Environmental Partnership Conference** will be held at Marriott's Grand Hotel, Point Clear, Feb. 18-20. For more information, call (334) 270-5921 or [CLICK HERE](#) to e-mail.

**The Albert Einstein Distinguished Educator Fellowships** are for distinguished elementary and secondary school mathematics and science teachers. Einstein Fellows usually serve for 10 months in professional staff positions in a congressional office or federal agency. [CLICK HERE](#) to contact Todd Clark or call (202) 586-7174.. **Deadline: Feb. 1**

## AWARD AND GRANT OPPORTUNITIES

**The 2004 Do Something Kindness & Justice Challenge** is a national leadership and citizenship initiative for K-12 students to perform Acts of Kindness and Justice for two weeks following the Martin Luther King, Jr. National Holiday, Jan. 19-30. [CLICK HERE](#) to register your school for the challenge.

**The MindOH! Foundation's Third Annual Character's Cool Contest** is a national online contest to help middle and high school students reflect on what it means to have good character. The theme for this year's contest is tolerance. [CLICK HERE](#) for students to enter. **Deadline: Jan. 31**

**The 2004 High School Literary Arts Awards and Scholarship Competition** is sponsored by the Alabama Writers' Forum through a partnership program of the Alabama State Council on the Arts. The competition is open to graduating high school seniors. For information, call (334) 242-4076, ext 233, or [CLICK HERE](#) to email. **Deadline: Feb. 13**

**River of Words (ROW)**, a U.S. Library of Congress – affiliated environmental art and poetry program, is designed to promote watershed awareness, literacy, and the arts among the nation's students. [CLICK HERE](#) for guidelines. For more information on the Alabama ROW Program, call (334) 844-4132. **Deadline: Feb. 15**

**The 2004 Labor Essay Contest** offers high school seniors planning to attend college in the fall the opportunity to compete for scholarship money. Essay topics address organized labor in Alabama. Supplemental cash awards are also available for teachers and counselors. Contact the Alabama United Auto Workers Community Action Program council at (205) 595-1712. **Deadline: Feb. 23**



# KUDOS KUDOS KUDOS KUDOS KUDOS

## VALLEY HIGH SCHOOL ART TEACHER — A RARE AND SPECIAL MASTERPIECE

By Franics King, Chambers County Schools Public Information Officer

Seven years ago, a very creative Alabama teacher began building an art program at Valley High School from the ground up, incorporating art production, appreciation, and art history into her curriculum. There had been no high school art program in the Chambers County School System in the past. Today, Valley High School students pursue their artistic expressions through the use of digital cameras, scanners, publishing, and multimedia computer software in classroom projects in addition to learning traditional art styles from artist and teacher **BECKY GUINN**.

What makes Guinn so special you ask? She received the Alabama Art Education Association's President's Award of Excellence in November for one and she continues her passion for teaching despite the fact that she is a quadruple amputee. Following complications from surgery in 2002, Guinn's legs and hands had to be amputated. But, even that didn't keep her from earning her master's degree in curriculum and technology from an online university and returning to the classroom this past fall.

Guinn perseveres and touches lives despite her hardships. She continues her art teaching by demonstrating art techniques at the dry-erase board, using prosthetic hands and feet. Becky Guinn is a true inspiration.

**LEONARD RILEY** is superintendent of Chambers County Schools.

**VICKY LYNN** is principal of Valley High School. 🍏



## LOS SALUDOS DE ALABAMA — GREETINGS FROM ALABAMA

That's the message Vincent Middle/High School Principal **GARY MINNICK** will convey when he travels to Argentina in June as part of the Fulbright Teacher and Administrator Exchange Program.

Minnick is one of 250 teachers and administrators from the United States selected to take the trip to South America during the 2003-04 school year. As part of the program, **ELIZABETH HERMANN** of Argentina, came to Alabama in November to visit Vincent Middle/High School, Vincent Elementary School, and Chelsea Middle School. Minnick's

part of the exchange will include a three-week visit to Mina Clavero, a small rural town near Cordoba, Argentina, where he will visit Hermann's school.

Participants of the Fulbright program, sponsored by the U.S. Department of State, Bureau of Educational and Cultural Affairs, are selected based on academic or professional achievement and for demonstrating extraordinary leadership potential in their fields.

The superintendent of the Shelby County School System is **EVAN MAJOR**. 🍏



### ALABAMA DEPARTMENT OF EDUCATION'S ALAPT3 TEAM WINS AWARD

Congratulations to Alabama's Preparing Tomorrow's Teacher's to Use Technology (AlAPT3) Catalyst Project team for winning the Bronze Level Team Showcase Award as part of the 2003 Alabama Quality Award (AQA). Receiving the award are AlAPT3 Team members (left to right) Stevie Ash, Team Leader Dr. Shannon Parks, Tracee Synco, Jennifer Fritschi, and John Armstrong.



# Ho! Ho! Ho! MERRY MILKEN

**S**anta arrived early for **MICHAEL FLETCHER**. Fletcher was honored Dec. 12 for his exceptional contributions to quality education. **STATE SUPERINTENDENT OF EDUCATION ED RICHARDSON** announced him as the recipient of the prestigious Milken Family Foundation National Educator Award – the Education “Oscar.” Richardson and **DISTRICT 1 STATE BOARD OF EDUCATION MEMBER RANDY MCKINNEY** delivered the surprise announcement during a schoolwide assembly at W.P. Davidson High School in Mobile.

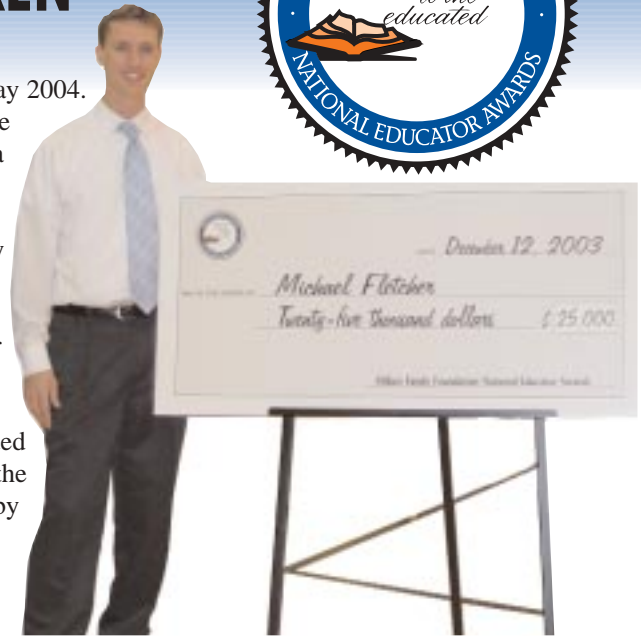
Fletcher, Alabama’s only 2003 Milken Educator, is a high school math teacher who joins 100 Milken Educators from 47 states and the District of Columbia selected for this honor, which includes an unrestricted \$25,000 cash award.

In addition to the \$25,000 financial awards, Milken Educators receive an all-expenses-paid trip to Washington, D.C., to participate in the annual Milken Family Foundation National

Education Conference in May 2004. They also become part of the Milken Educator Network, a nationwide coalition of nearly 2,000 top educators who have access to a variety of professional resources to help cultivate and expand innovative programs in their classrooms, schools, and districts.

Educators are recommended without their knowledge to the Milken Family Foundation by an independent blue-ribbon panel appointed by each state’s department of education. Milken Educator Awards recipients are selected according to the following criteria:

- Exceptional educational talent as evidenced by outstanding instructional practices in the classroom, school, and profession;
- Outstanding accomplishments and strong long-range potential for professional and policy leadership; and



- Engaging and inspiring presence that motivates and impacts students, colleagues, and the community. [CLICK HERE](#) for more information on the Milken Family Foundation National Educator Awards or [CLICK HERE](#) to go to the Alabama Department of Education’s Web site. 🍏

## NAT’L BOARD CERTIFICATION TAKES COMMITMENT

**A**labama ranks 11th on the list of states with the most National Board Certified Teachers (NBCTs) this year. During the 2003 school year, 181 Alabama teachers achieved the teaching profession’s highest standards, creating a record number of teachers in the state with National Board Certification. It is the fourth consecutive year Alabama has ranked among the top ten states having the most cumulative NBCTs.

The addition of the 2003 class brings the total number of Alabama teachers, who are certified by the National Board for Professional Teaching Standards (NBPTS), to 632. A record number 8,200 teachers from all 50 states and the District of Columbia earned the prestigious credential, surpassing last year’s total of 7,800. There are 32,130 National Board Certified Teachers in the United States.



Alabama’s financial commitment to the program provides money to pay application fees for 100 applicants and a \$5,000 annual salary increase for teachers achieving National Board Certification.

“Quality classroom instruction is at the heart of improving student achievement,” said **ASSISTANT STATE SUPERINTENDENT OF EDUCATION DR. EDDIE JOHNSON**. “The level of commitment and knowledge it takes to receive this honor proves that Alabama teachers are more than qualified to teach in our classrooms.”

[CLICK HERE](#) to view a listing of Alabama’s 2003 National Board of Certified Teachers.

[CLICK HERE](#) for more information on National Board Certification or the National Board for Professional Teaching Standards. 🍏

# January

	8	Alabama Board of Education Meeting				
	19	King/Lee Birthdays (STATE HOLIDAY)				
4	5	6	7	8	9	10
	22	Alabama Board of Education Work Session				
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

# FEBRUARY



1	2-4	Alabama Direct Assessment of Writing – Grades 5-7 Pilot Test
	3	State Legislative Session Begins
8	7-13	SkillsUSA-VICA Week
	12	Alabama Board of Education Meeting
15	16	Washington/Jefferson Birthdays (STATE HOLIDAY)
23-27	23-27	Alabama Direct Assessment of Writing – Grades 5, 7, and 10
	26	State/System/School Report Cards Released
29	26	Alabama Board of Education Work Session



## ALABAMA EDUCATION NEWS

**VOL 27 • NO 5 JANUARY 2004**

### Alabama Board of Education Members

Gov. Bob Riley, President

- Dist. 1 - Randy McKinney, Gulf Shores
- Dist. 2 - Betty Peters, Dothan
- Dist. 3 - Stephanie W. Bell, Montgomery
- Dist. 4 - Ethel H. Hall, Vice Pres., Fairfield
- Dist. 5 - Ella B. Bell, Montgomery
- Dist. 6 - David F. Byers Jr., Birmingham
- Dist. 7 - Sandra Ray, Tuscaloosa
- Dist. 8 - Mary Jane Caylor, Huntsville

Ed Richardson,

State Superintendent of Education  
and Secretary and Executive Officer  
of the Alabama Board of Education

### Editorial Staff - (334) 242-9950

- Managing Editor - Mitch Edwards
- Editor - Rebecca Leigh White
- Contributing Editor - Tom Salter
- Contributing Editor - Anne Graham
- Graphic Artist - Mary Nell Shaw

The Alabama Department of Education publishes *Alabama Education News* (USPS 387-290) monthly except for June, July, and December. Editorial offices are located in the Gordon Persons Building, Montgomery 36130-2101. *Alabama Education News* is composed by the Department of Education's Communication Section and printed by EBSCO Media of Birmingham. Periodicals are postage paid in Montgomery and at an additional mailing office.

This publication, authorized by Section 16-2-4 of the Code of Alabama, as recompiled in 1975, is a public service of the Alabama Department of Education designed to inform citizens and educators about programs and goals of public education in Alabama.

POSTMASTER: Send address changes to *Alabama Education News*, Alabama Department of Education, P.O. Box 302101, Montgomery, AL 36130-2101.

No person shall be denied employment, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any program or activity on the basis of disability, sex, race, religion, national origin, color, or age. Ref: Sec. 1983, Civil Rights Act, 42 U.S.C.; Title VI and VII, Civil Rights Act of 1964; Rehabilitation Act of 1973, Sec. 504; Age Discrimination in Employment Act; Equal Pay Act of 1963; Title IX of the Education Amendment of 1972; Title IX Coordinator, P.O. Box 302101, Montgomery, Alabama 36130-2101 or call (334) 242-8444.