

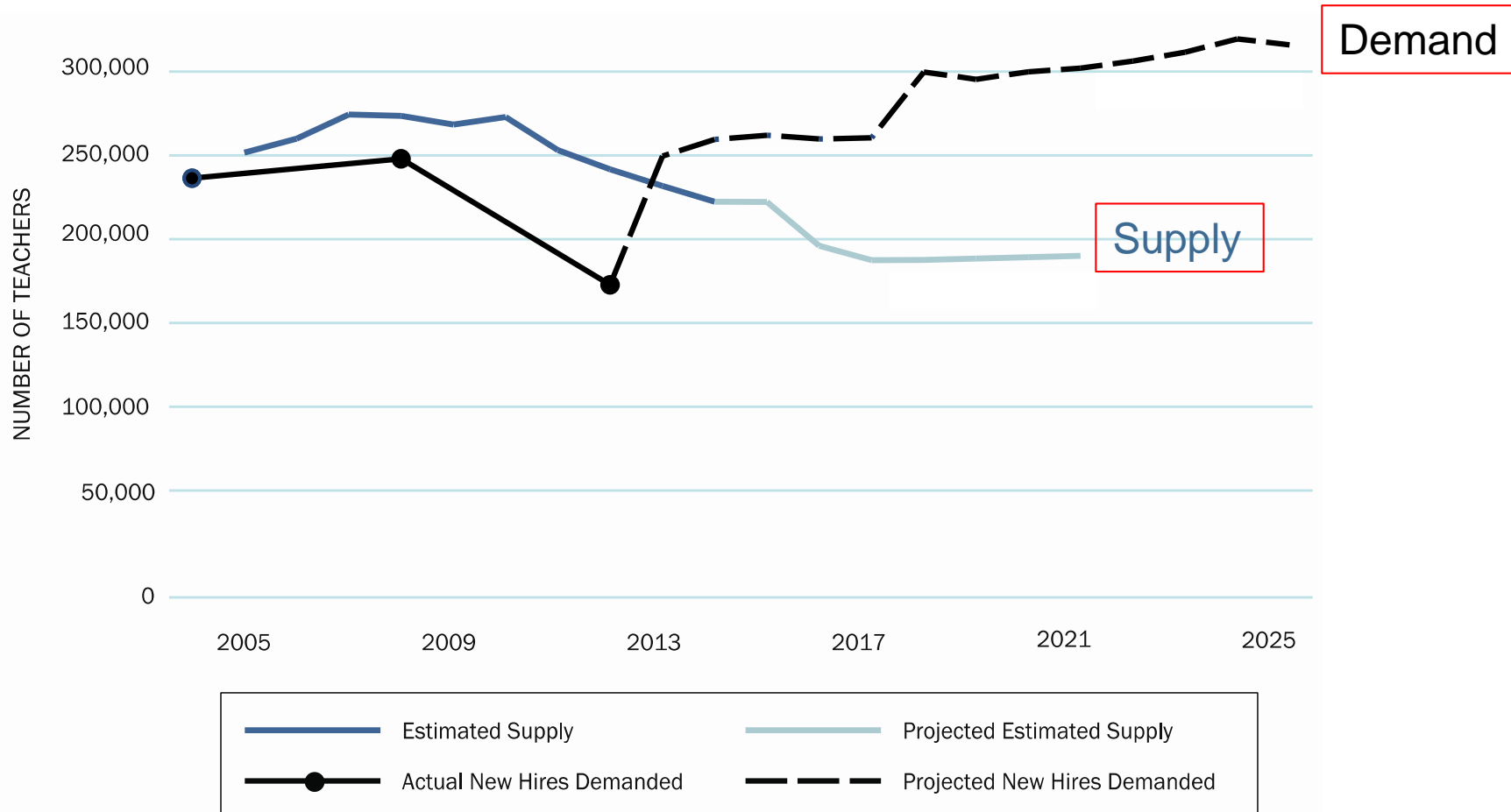
Diversifying the Teaching Profession

Desiree Carver-Thomas

Research and Policy Associate

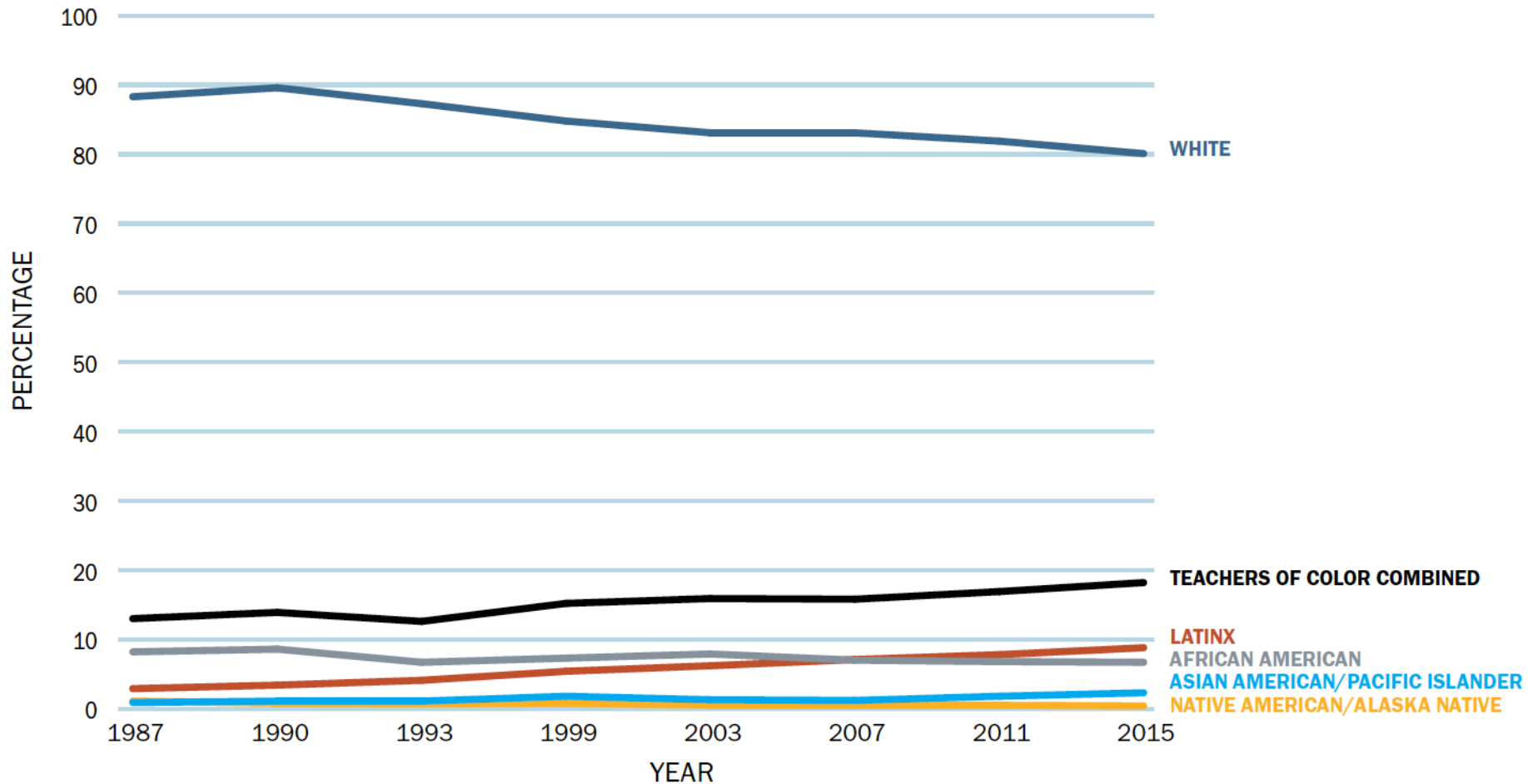


Teacher Supply and Demand Imbalance



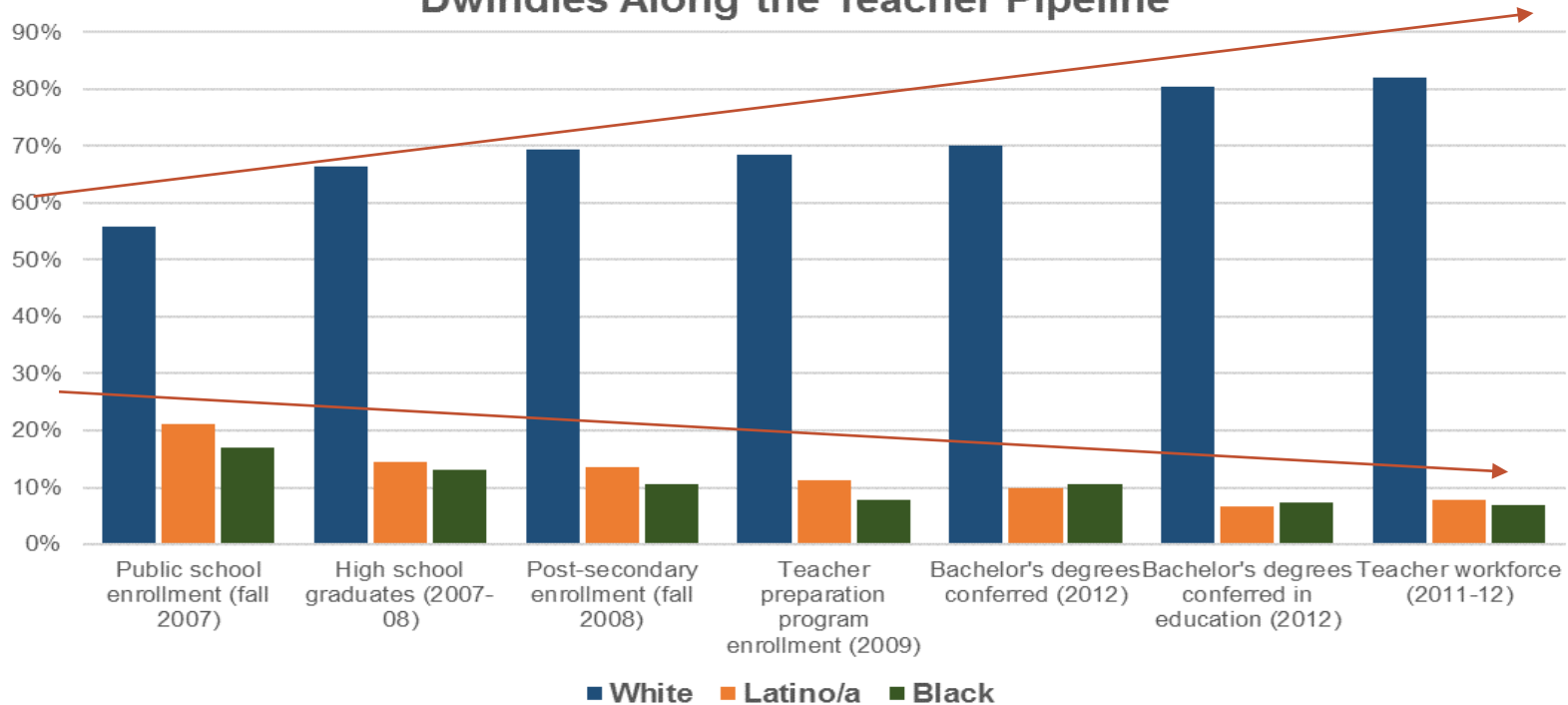
The Share of Teachers of Color in the Teacher Workforce

1987-2015



Note: Analysis by Learning Policy Institute. See the appendix for full source information.

Exhibit 1: The Pool of Potential Black and Latina/o Teachers Dwindles Along the Teacher Pipeline



Sources for Public school enrollment; High school graduates; Post-secondary enrollment: NCES. (2009). Percentage distribution of enrollment in public elementary and secondary schools, by race/ethnicity and state or jurisdiction: Fall 1997 and Fall 2007. https://nces.ed.gov/programs/digest/d09/tables/dt09_041.asp

Sources for Teacher preparation program enrollment: U.S. Department of Education. (2017). 2016 Title II Reports, National Teacher Preparation Data. <https://title2.ed.gov/Public/DataTools/Tables.aspx>

Sources for Bachelor's degrees conferred; Bachelor's degrees conferred in education: NCES. (2014). Bachelor's degrees conferred by postsecondary institutions, by race/ethnicity and field of study: 2011-12 and 2012-13. https://nces.ed.gov/programs/digest/d14/tables/dt14_322.30.asp

Sources for Teacher workforce: Learning Policy Institute analysis of Schools and Staffing Survey 2011-12.

All Students Benefit from a Racially Diverse Teacher Workforce

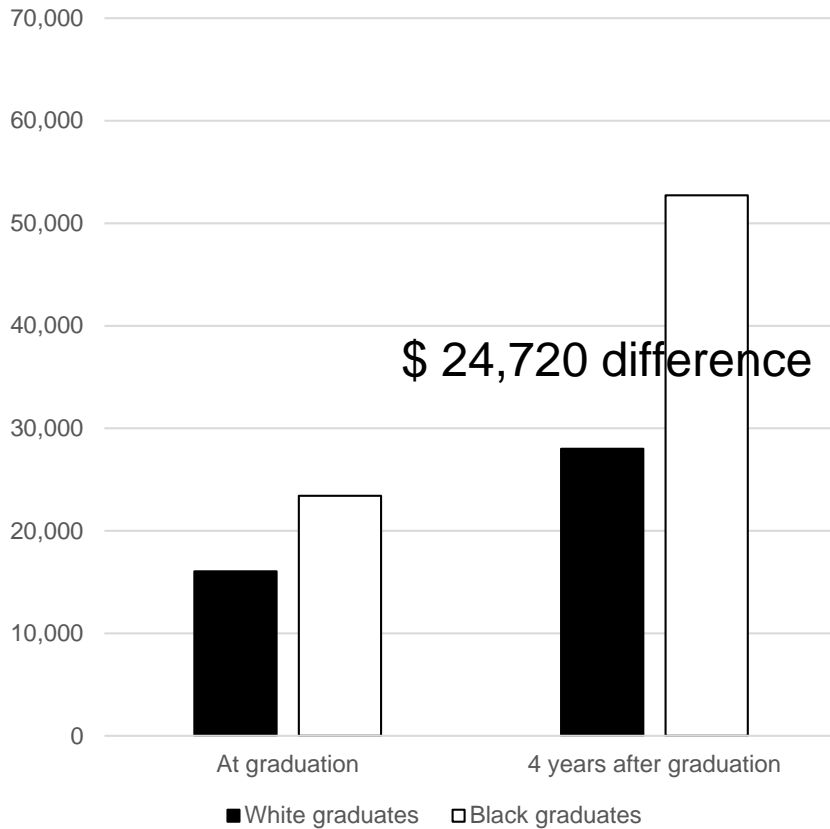
Teachers of color:

- **Often fill hard-to-staff positions**
- **Can boost academic performance, attendance rates, and school climate**
- **May improve satisfaction and decrease turnover for other teachers of color**
- **Offer benefits to all students, and especially to students of color**

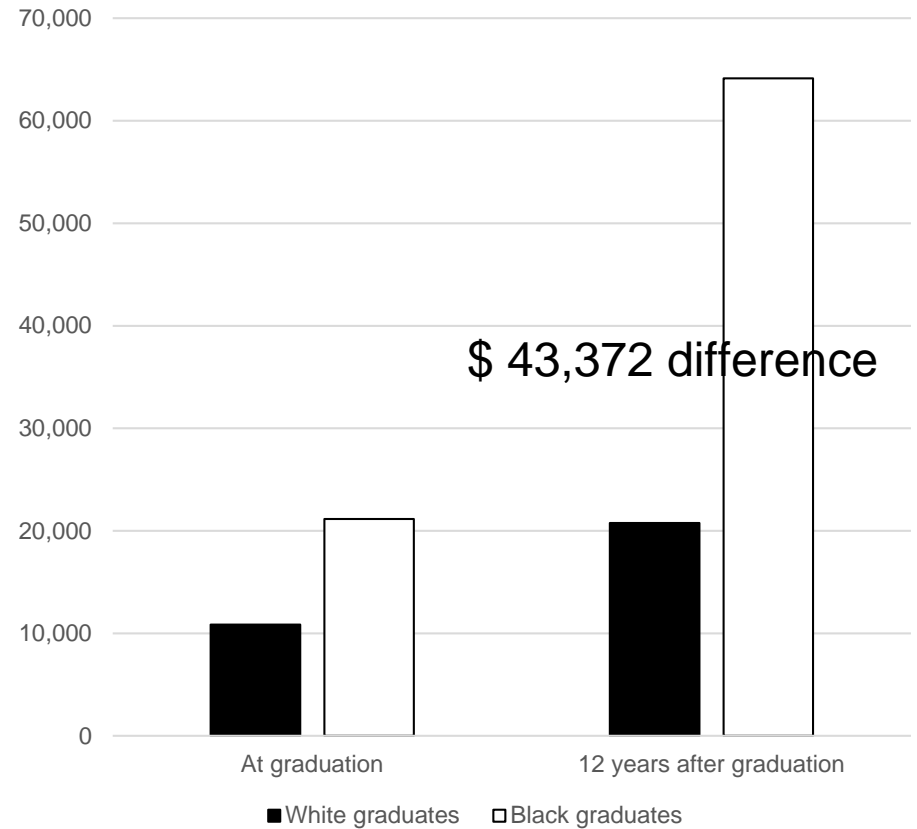
Barriers to Recruiting and Retaining Teachers of Color

The cost of college

2008 Graduates



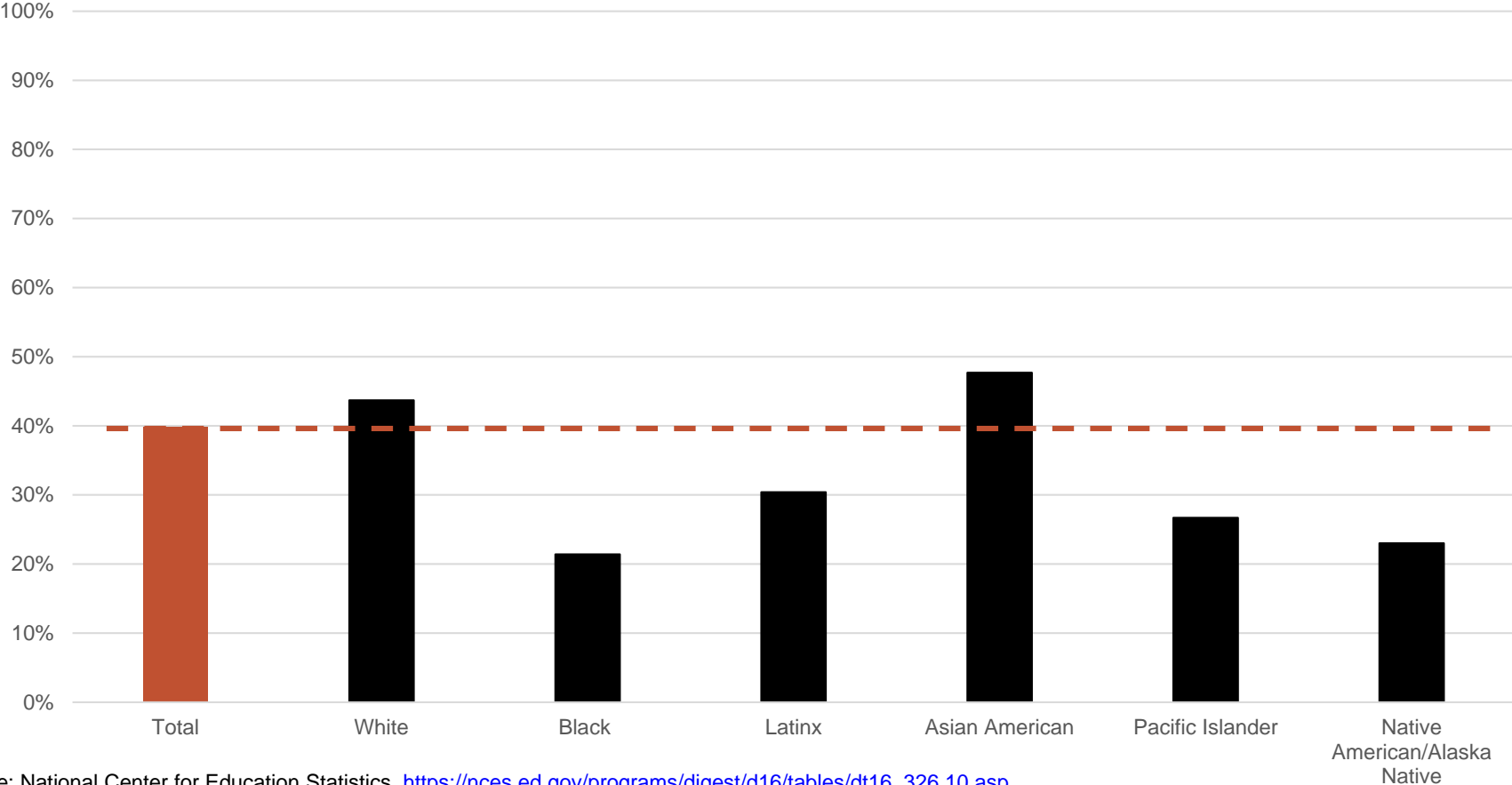
2004 Graduates



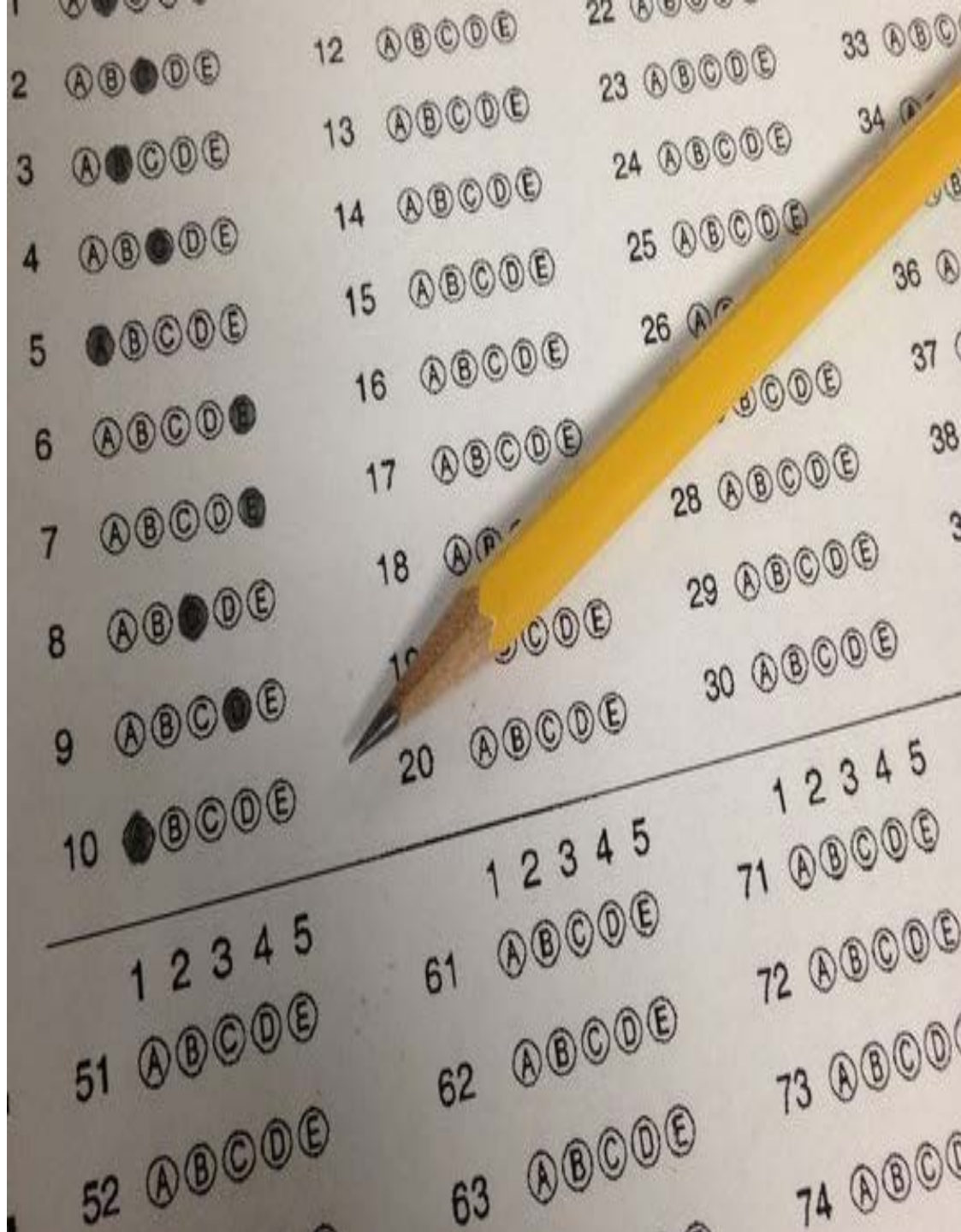
Source: Scott-Clayton, J. & Li, J. (2016); Scott-Clayton, J. (2018).

Obstacles to completing college

4-year graduation rates, 2008 cohort



Source: National Center for Education Statistics. https://nces.ed.gov/programs/digest/d16/tables/dt16_326.10.asp



Teacher licensure exams

- Long history of disparate pass rates by race
- Little evidence that common pencil-and-paper exams predict teacher effectiveness

Insufficient preparation

- **1 in 4 teachers of color enter through alternative certification pathways**
- **Alternative certification is associated with 25% higher turnover rates**

Challenging teaching conditions

- **Accountability pressures**
- **Lack of resources and support**
- **Lack of classroom autonomy & school influence**
- **Racial discrimination & stereotyping**
- **Job assignments or workload**

School employment policies

- **High involuntary turnover rates**
- **School turnaround policies**



Promising Practices

Increase access to high-retention pathways into teaching

- **Service scholarships & loan forgiveness**
- **Teacher residencies**
- **Grow Your Own programs**
- **Inclusive admissions policies**
- **Course articulation agreements**
- **Ongoing mentorship & support**



We understand that life gets in the way sometimes, especially [for students from] hard-to-serve communities. We don't water down anything that we do, but we do provide safety nets.”

—Roberta Martel, Program Coordinator
Leeward Community College
2+2 Program

Other recruitment and retention policies

- **Data & licensure policies**
 - Monitor teacher preparation program diversity data
 - Use performance assessments for teacher licensure
- **Proactive hiring and induction strategies**
 - Partner with minority-serving institutions
 - Offer comprehensive induction
- **Improve school teaching conditions**
 - 3% Title II set-aside, 7% Title I set-aside, Title IV Student Support and Academic Enrichment Grants

Invest in Existing Higher Education Act Authorizations

- **Title II, Part A, Teacher Quality Partnership Grants**
- **Title III, Enhancing Teacher Education at Minority Serving Institutions**
 - (a) Predominantly Black Institutions
 - (b) Minority Science and Engineering Improvement Programs (MSEIP)
 - (c) Strengthening Historically Black Colleges and Universities and Other Minority Serving Institutions (MSI)
- **Title IV, Public Service Loan Forgiveness and TEACH Grants**

For more information:

Full report available at:
learningpolicyinstitute.org

Contact us:

Desiree Carver-Thomas,
Research and Policy Associate
dcarverthomas@learningpolicyinstitute.org

