Diversifying the Teaching Profession
Teacher Supply and Demand Imbalance

Chart Source: A Coming Crisis in Teaching? (2016)
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

- Public school enrollment (fall 2007)
- High school graduates (2007-08)
- Post-secondary enrollment (fall 2008)
- Teacher preparation program enrollment (2009)
- Bachelor’s degrees conferred (2012)
- Bachelor’s degrees conferred in education (2012)
- Teacher workforce (2011-12)


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

Obstacles to completing college

4-year graduation rates, 2008 cohort

Teacher licensure exams

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

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