

Supporting a Well-Prepared and Diverse Teacher Workforce

October 30, 2019 | #TeacherDiversity

Sponsored by the Offices of Senator Cory Booker and Congressman Donald Norcross

In conjunction with the Congressional Asian Pacific American Caucus, Congressional Black Caucus, and Congressional Hispanic Caucus



Welcome & Framing

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Research Presentation

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Researcher and Policy Analyst, Learning Policy Institute



Diversifying the Teaching Profession

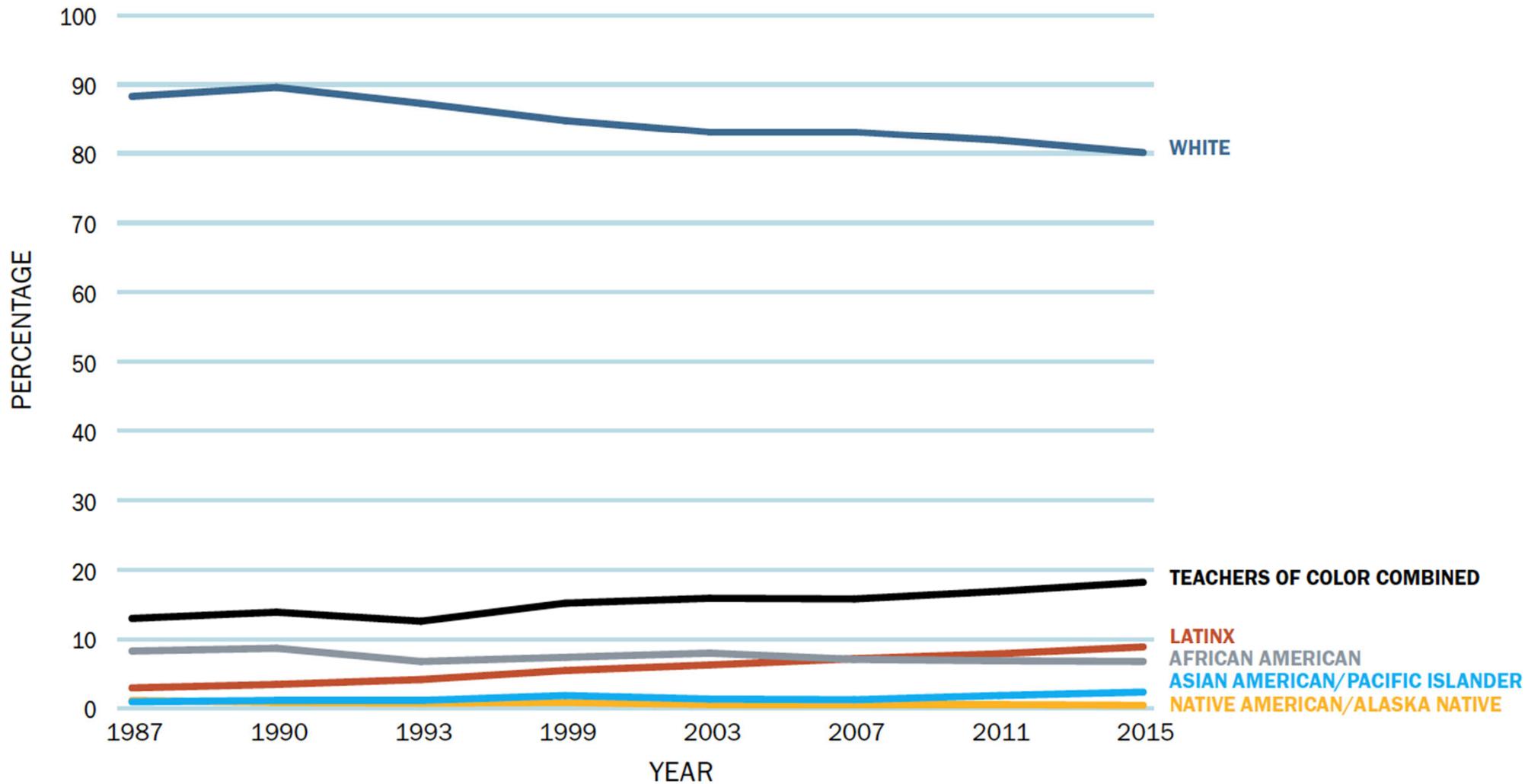
Desiree Carver-Thomas
Researcher and Policy Analyst

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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.

All Students Benefit from a Racially Diverse Teacher Workforce

Teachers of color:

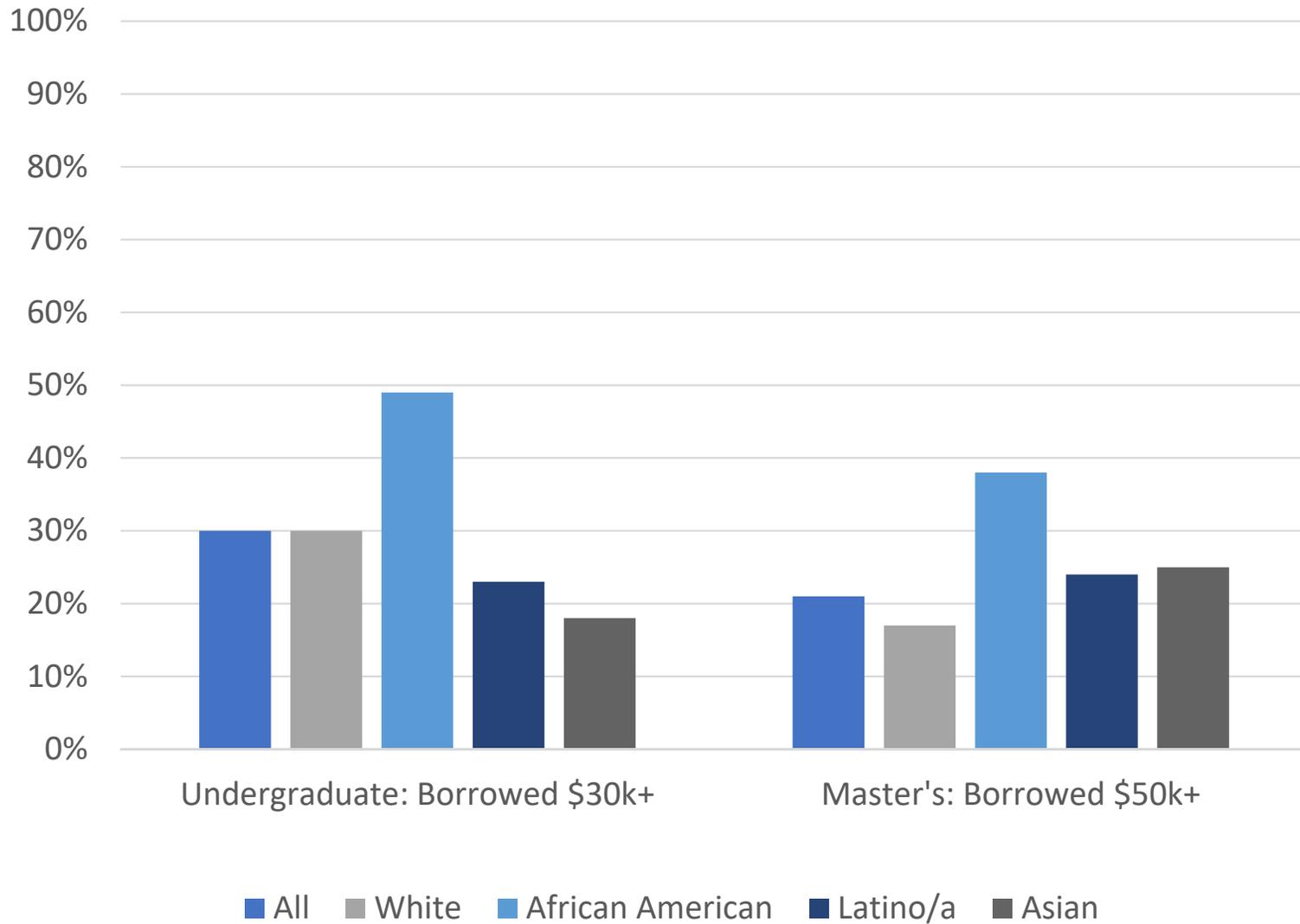
- Fill hard-to-staff positions
- Boost academic performance
- Improve attendance rates
- Influence school climate
- Improve satisfaction
- Offer benefits to all students

Barriers to Recruiting and Retaining Teachers of Color

Barriers to Recruiting and Retaining Teachers of Color

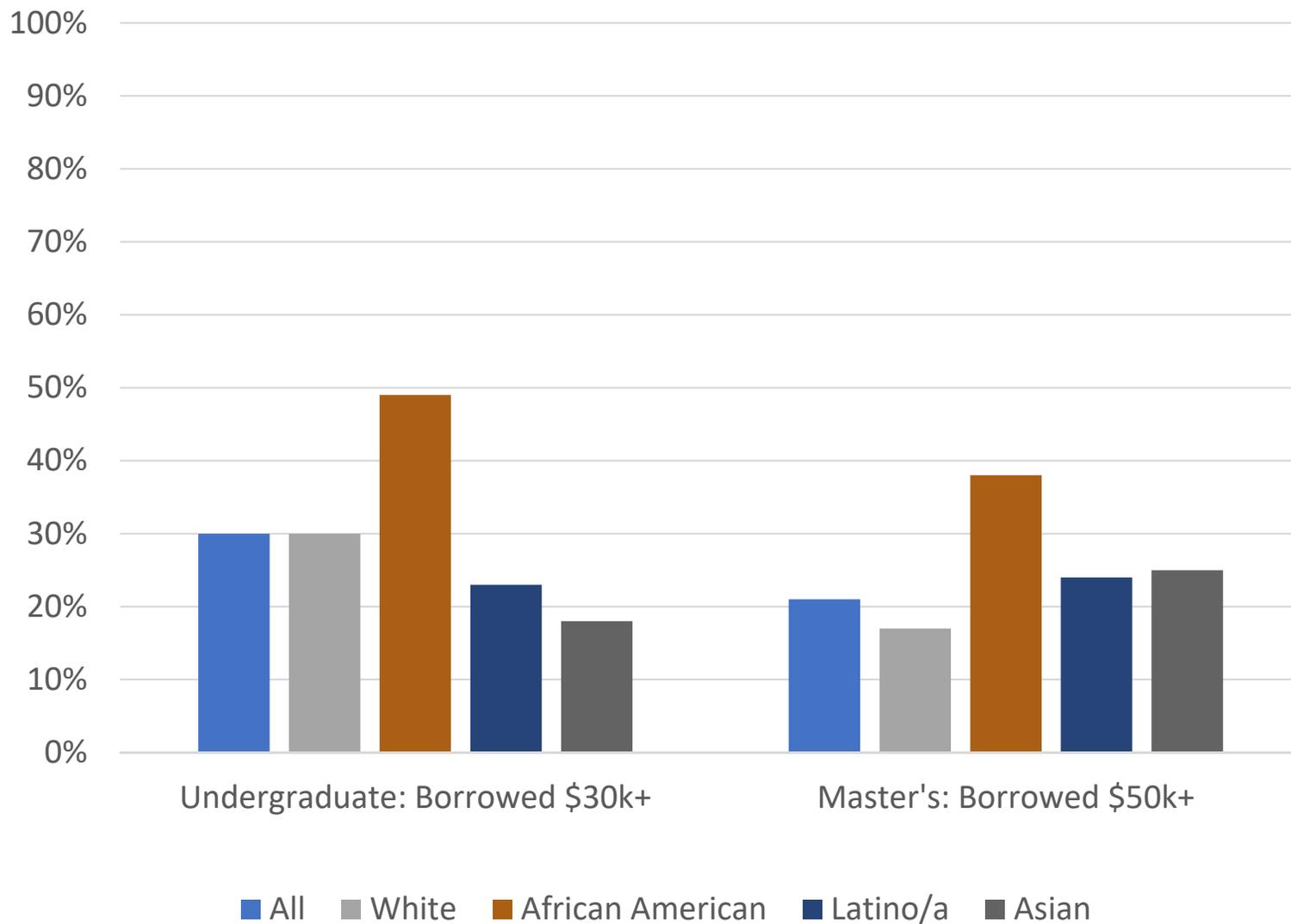
- The cost of college

2016 Graduates



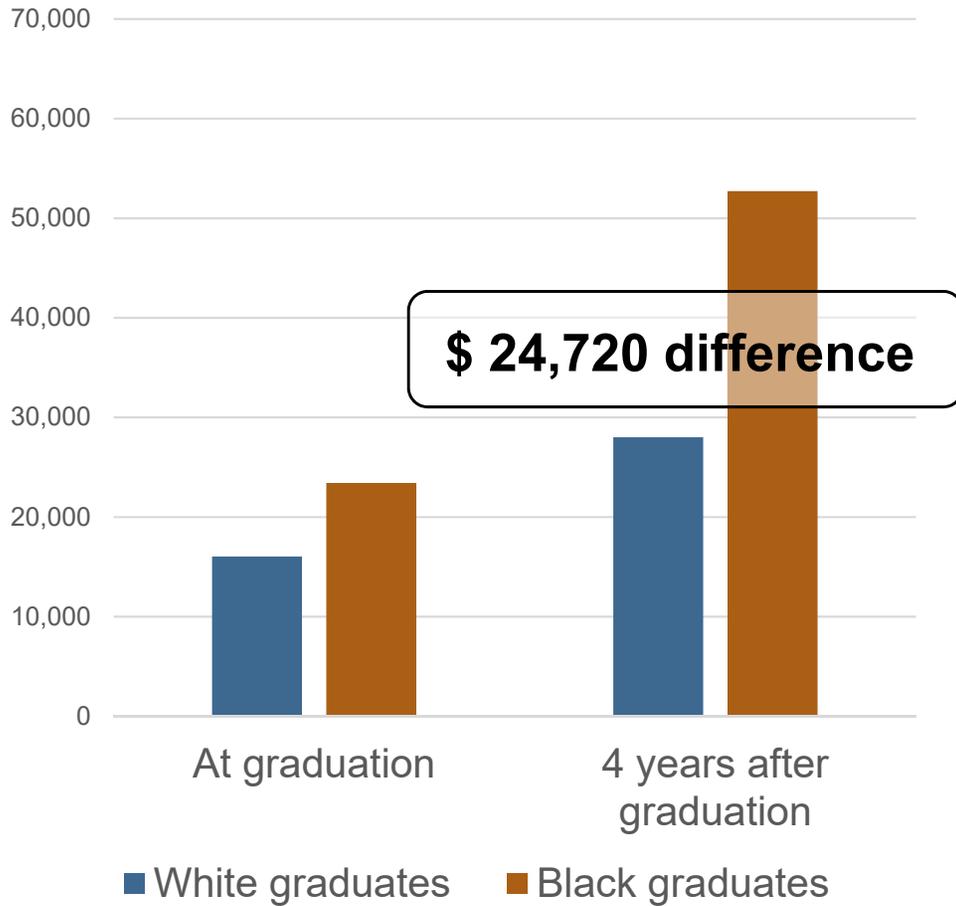
Source: Espinosa, L.L., Turk, J.M., Taylor, M., & Chessman, H.M. (2019)

2016 Graduates

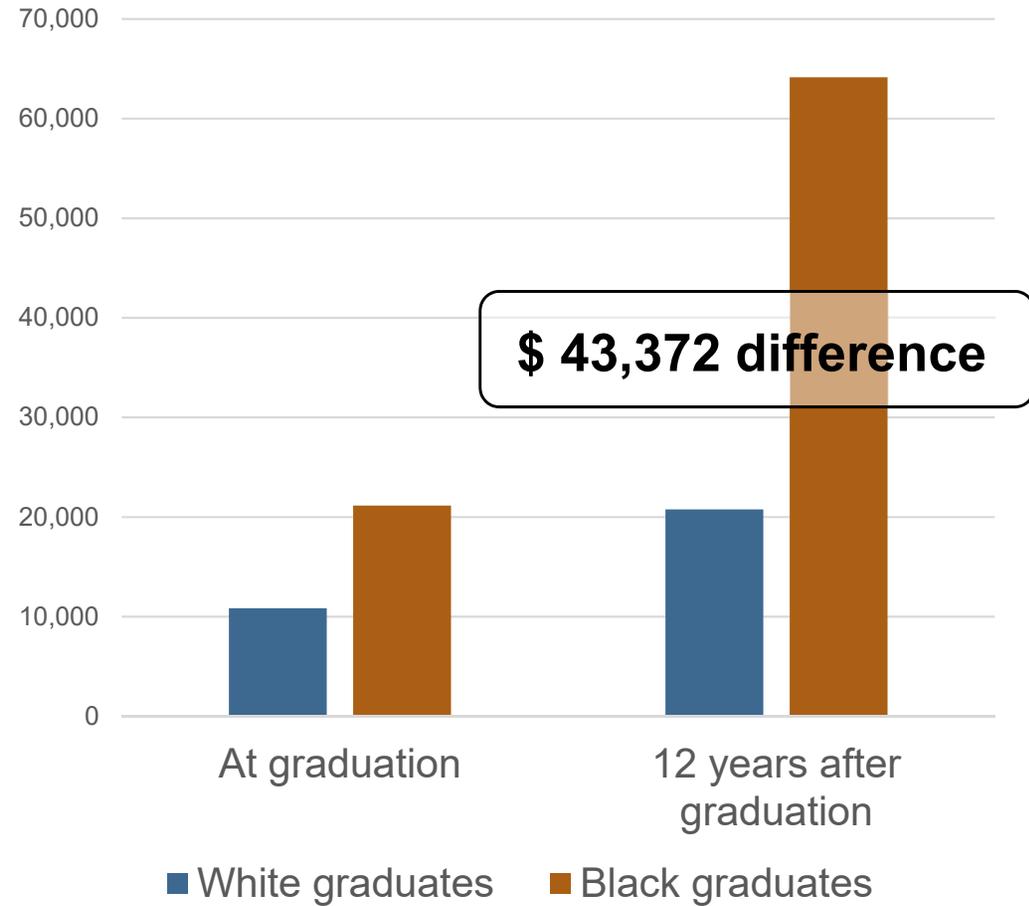


Source: Espinosa, L.L., Turk, J.M., Taylor, M., & Chessman, H.M. (2019)

2008 Graduates



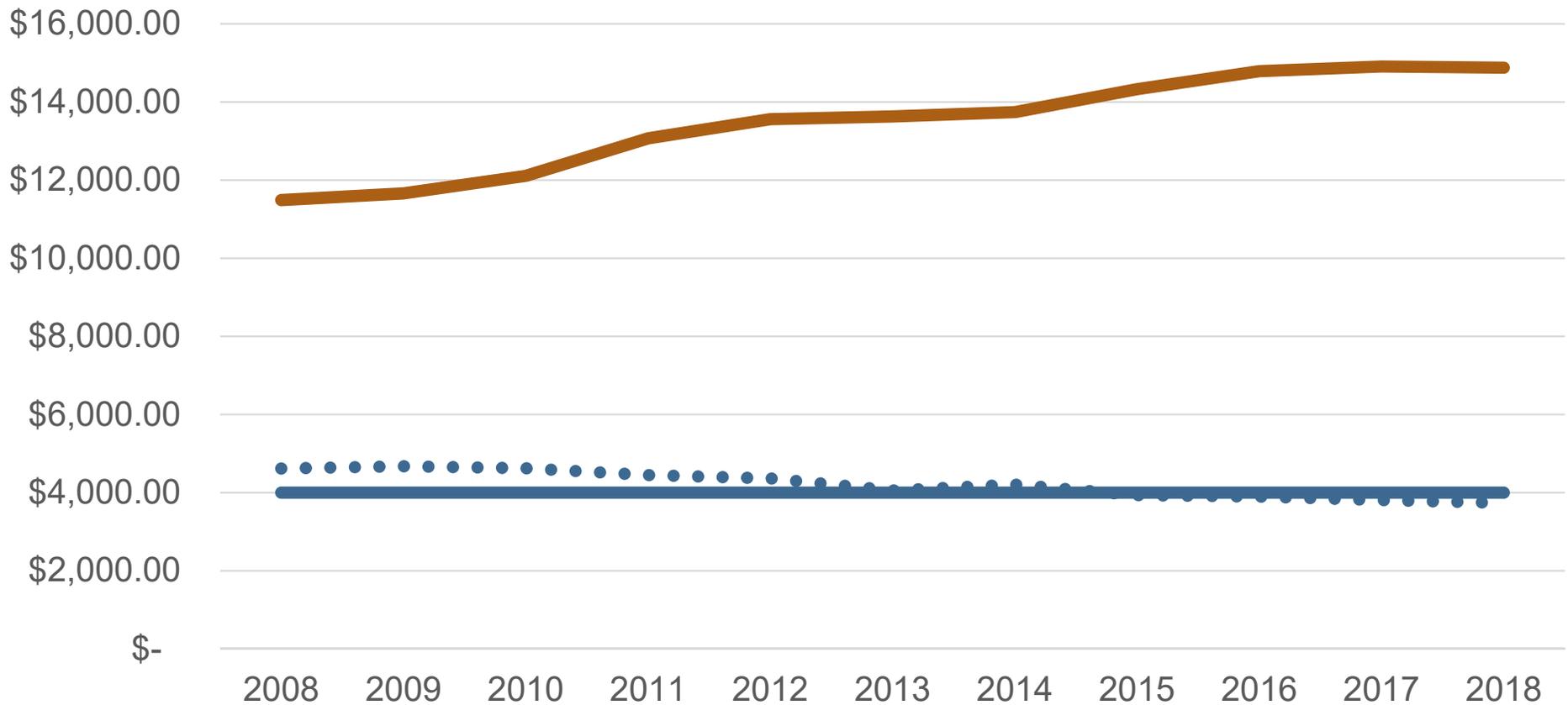
2004 Graduates



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

TEACH Grant Program

College costs vs. TEACH grant awards, 2008-09 to 2018-19



- TEACH grant award (unadjusted)
- TEACH grant actual value (2018 dollars)
- Net tuition, fees, room and board (2018 dollars)

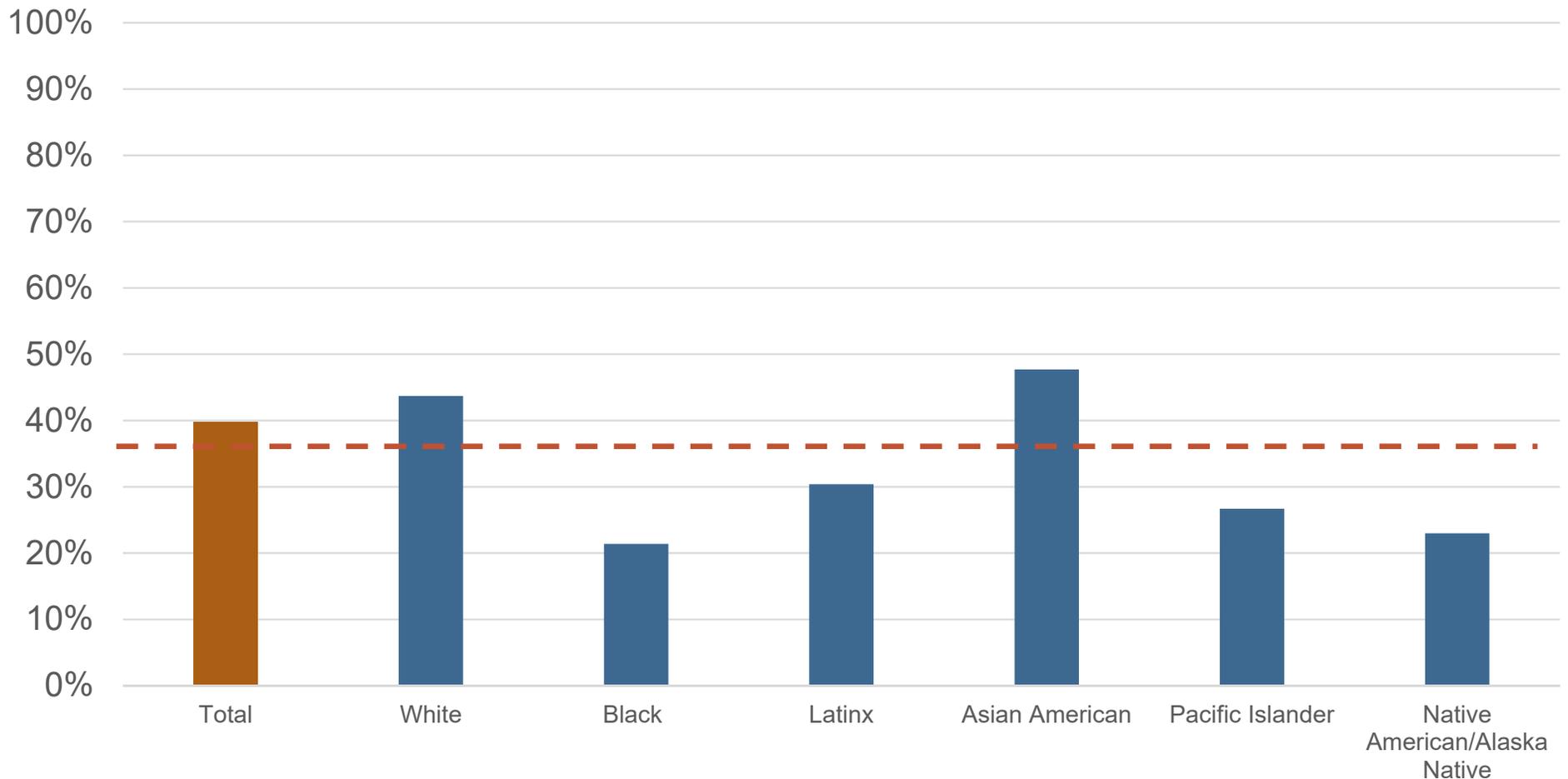


Barriers to Recruiting and Retaining Teachers of Color

- The cost of college
- Obstacles to completing college & preparation

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



Barriers to Recruiting and Retaining Teachers of Color

- The cost of college
- Obstacles to completing college & preparation
- Insufficient preparation

Insufficient Preparation

- Comprehensive preparation matters
- Higher alternative certification rates
- 25% higher teacher turnover

Barriers to Recruiting and Retaining Teachers of Color

- The cost of college
- Obstacles to completing college & preparation
- Insufficient preparation
- Challenging teaching conditions

Challenging Teaching Conditions

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

Promising Practices

The background is a solid blue color. In the bottom right corner, there are several overlapping geometric shapes: a light blue triangle pointing up and to the right, a darker blue triangle pointing down and to the right, and a reddish-brown triangle pointing up and to the right.

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 and licensure policies
- Hiring and induction strategies
- School teaching conditions

For More Information

Full report available at:
learningpolicyinstitute.org

Contact us:

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Diversifying the Teaching Profession: How to Recruit and Retain Teachers of Color

Desiree Carver-Thomas



APRIL 2018

#TeacherDiversity

Panel Discussion

MODERATOR

Amalia Chamorro | @AmaliaChamorro @WeAreUnidosUS
Associate Director of Education Policy, UnidosUS

LaNeá Austin | @hartsacademy @LASchools
English Teacher/GATE Coordinator, Humanities and Arts Academy of Los Angeles, LAUSD; Policy Fellow, Teach Plus

Khalilah Harris | @Ed2BeFree @EdProgress
Managing Director for K-12 Education Policy, Center for American Progress

Cassandra Herring | @Branch_EDU
Founder, President, and CEO, Branch Alliance for Educator Diversity

Closing Remarks

Michael Rady | @SenBooker

Legislative Fellow, U.S. Senator Cory A. Booker

Question & Answer

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Learning Policy Institute Resources



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