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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*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

- **WHITE**
- **TEACHERS OF COLOR COMBINED**
- **LATINX**
- **AFRICAN AMERICAN**
- **ASIAN AMERICAN/PACIFIC ISLANDER**
- **NATIVE AMERICAN/ALASKA NATIVE**

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

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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

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Barriers to Recruiting and Retaining Teachers of Color
Barriers to Recruiting and Retaining Teachers of Color

- The cost of college
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2016 Graduates

Undergraduate: Borrowed $30k+

Master's: Borrowed $50k+

# Teacher Diversity

2016 Graduates

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<tr>
<th></th>
<th>Undergraduate: Borrowed $30k+</th>
<th>Master's: Borrowed $50k+</th>
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<tr>
<td>White</td>
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<td>Asian</td>
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At graduation 4 years after graduation

2008 Graduates

$24,720 difference


At graduation 12 years after graduation

2004 Graduates

$43,372 difference


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TEACH Grant Program

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

- $2,000.00  $4,000.00  $6,000.00  $8,000.00
- $10,000.00  $12,000.00  $14,000.00  $16,000.00

- 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


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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
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

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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

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Panel Discussion

MODERATOR

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

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

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Closing Remarks

Michael Rady | @SenBooker

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

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Diversifying the Teaching Profession:
How to Recruit and Retain Teachers of Color
Desiree Carver-Thomas

APRIL 2018