

# 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

**Mark Teoh** | [@markbteoh](#) [@teachplus](#)

*Senior National Director of Research & Knowledge,*  
Teach Plus

# Research Presentation

**Desiree Carver Thomas** | @LPI\_Learning

*Researcher and Policy Analyst*, Learning Policy Institute



# Diversifying the Teaching Profession

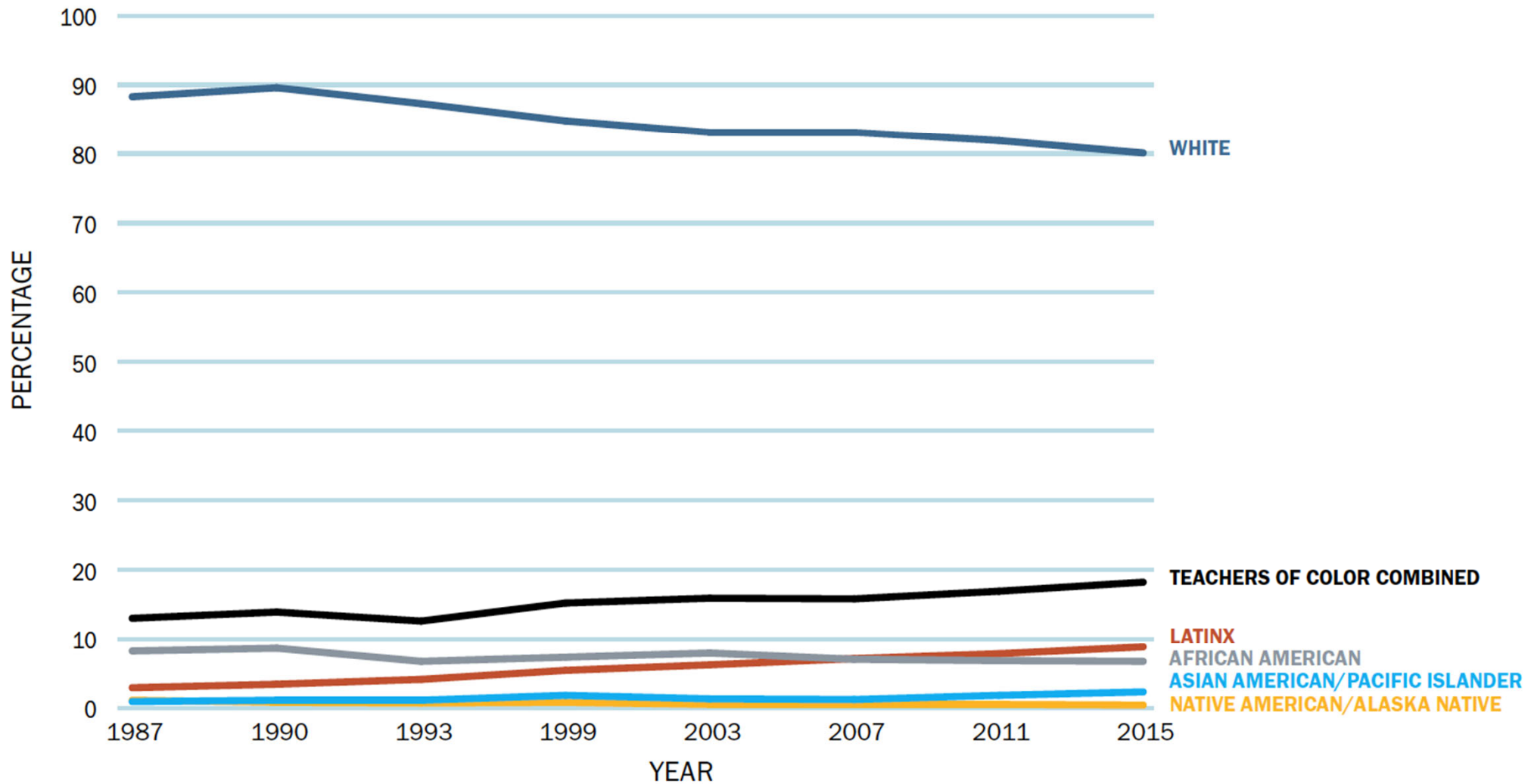
**Desiree Carver-Thomas**  
**Researcher and Policy Analyst**

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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

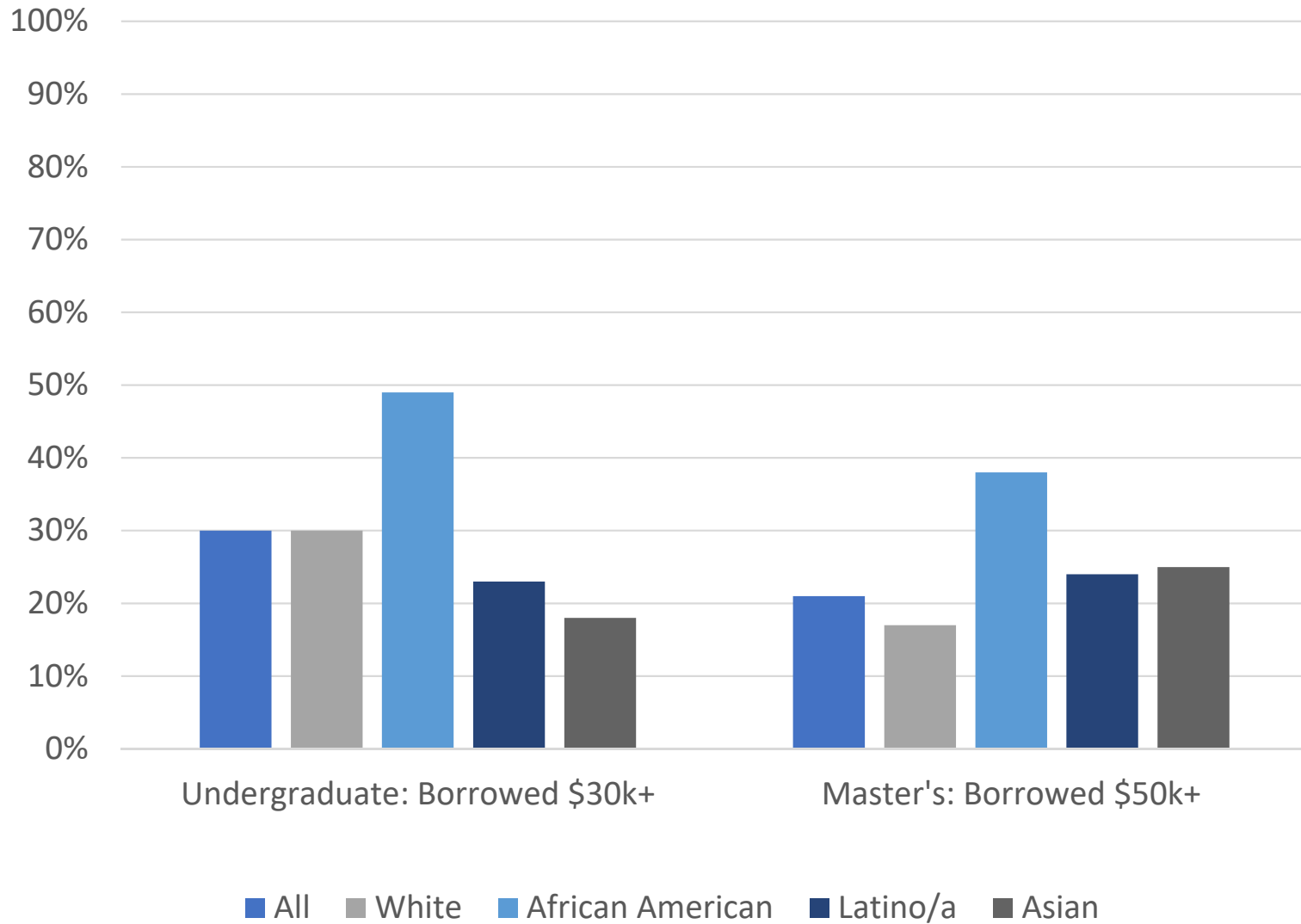
# Barriers to Recruiting and Retaining Teachers of Color

# Barriers to Recruiting and Retaining Teachers of Color

- The cost of college

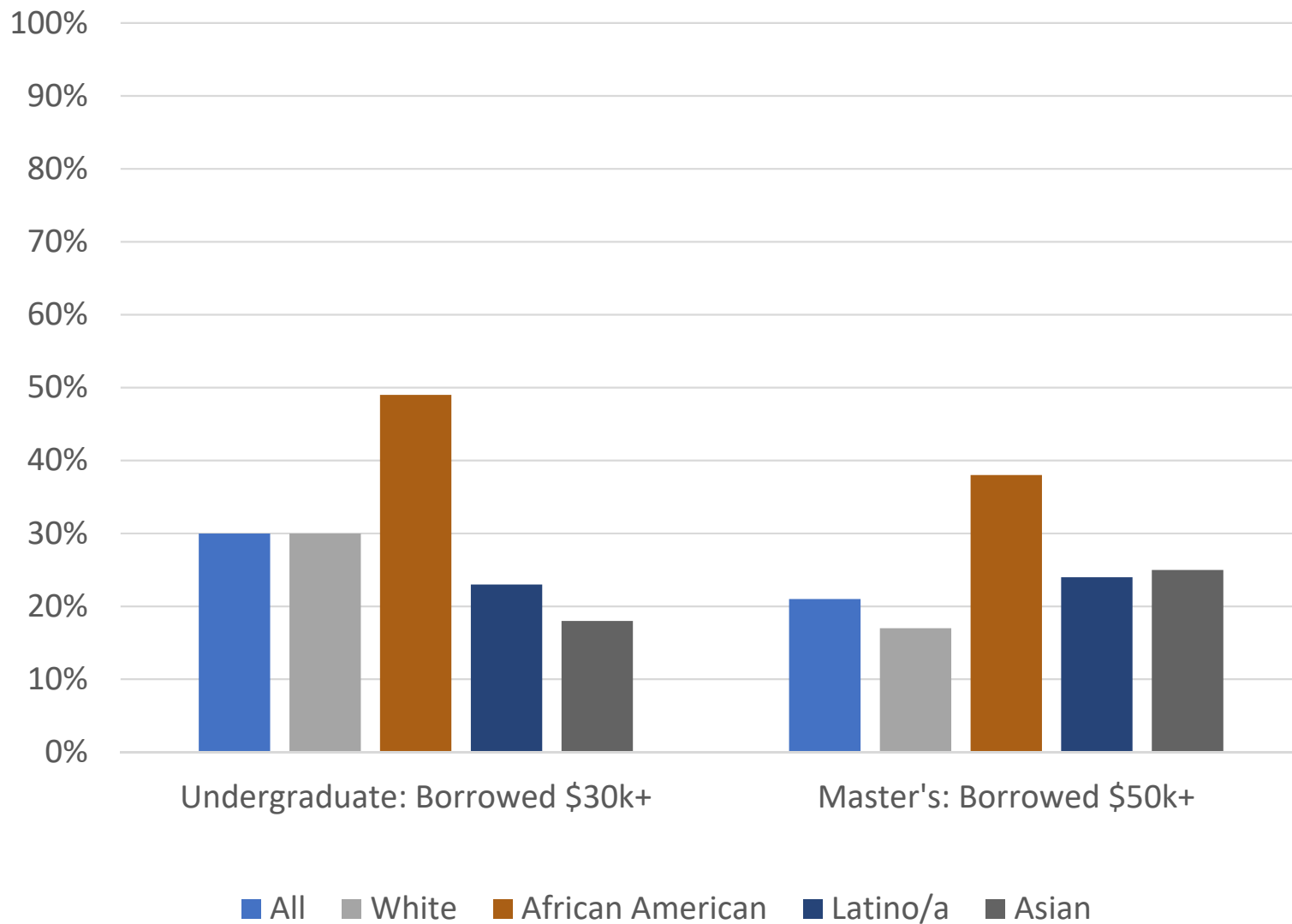


## 2016 Graduates



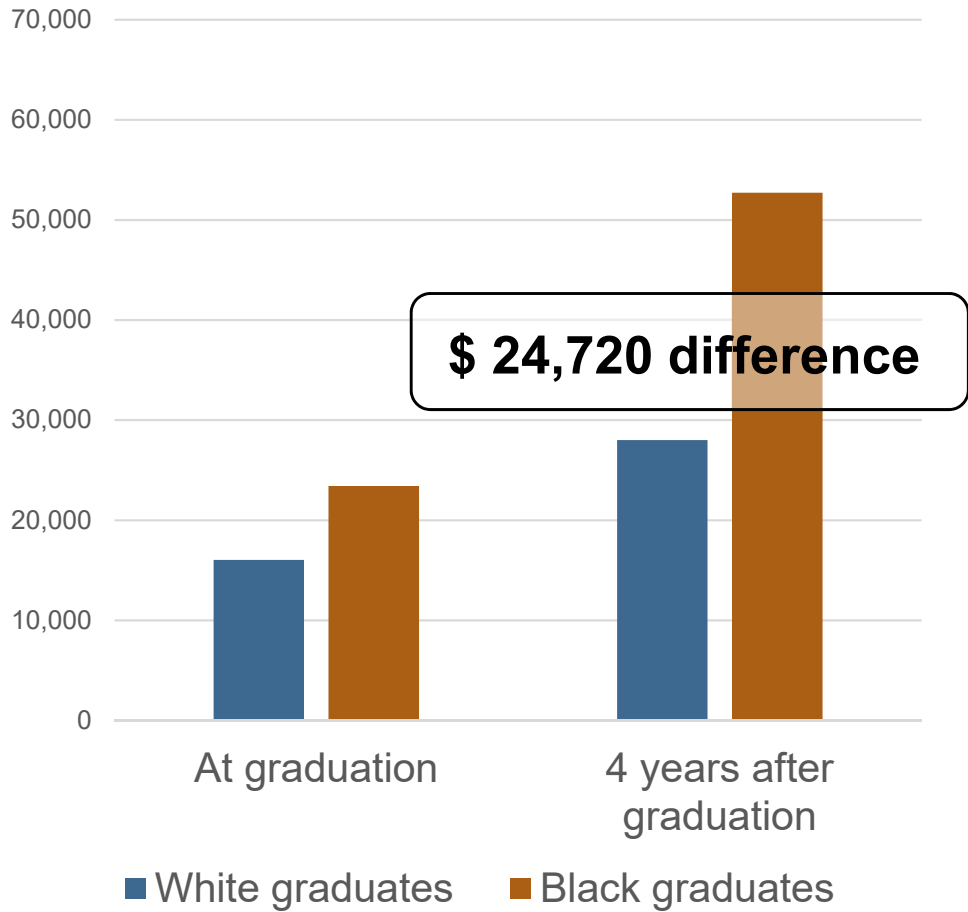
Source: Espinosa, L.L., Turk, J.M., Taylor, M., & Chessman, H.M. (2019)

## 2016 Graduates

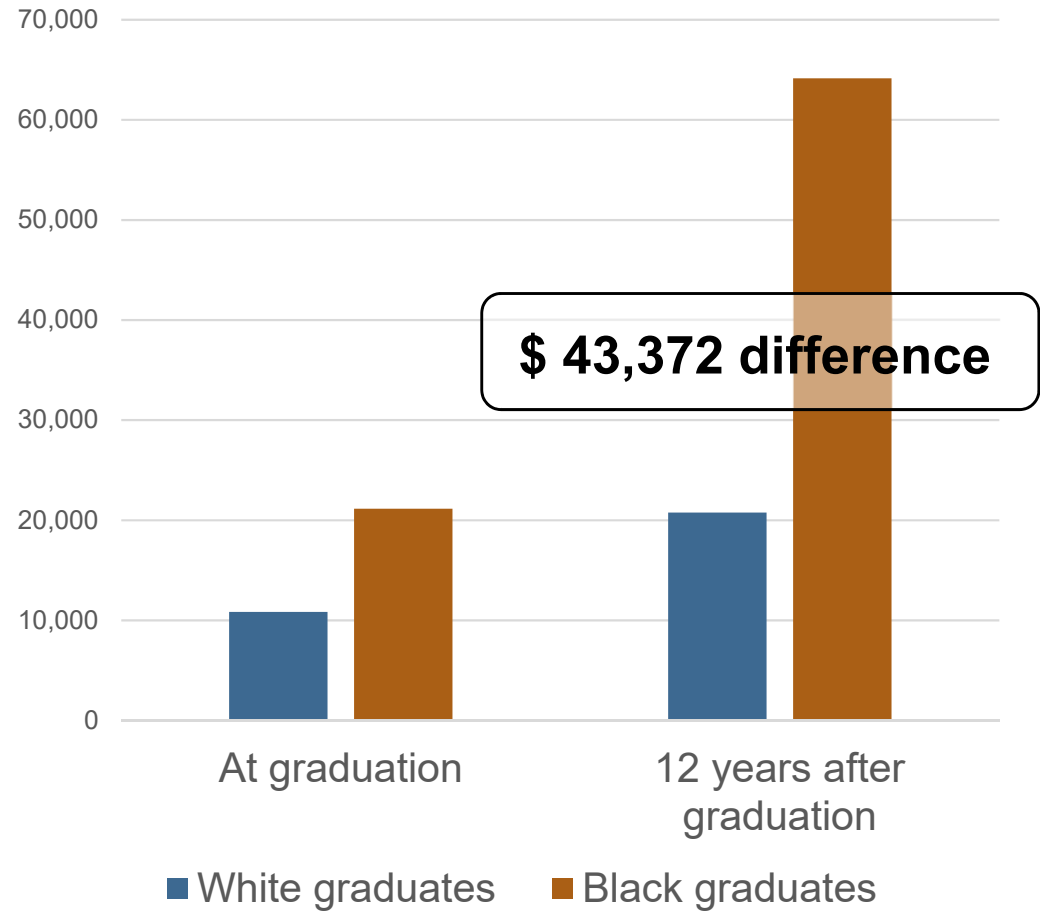


Source: Espinosa, L.L., Turk, J.M., Taylor, M., & Chessman, H.M. (2019)

### 2008 Graduates



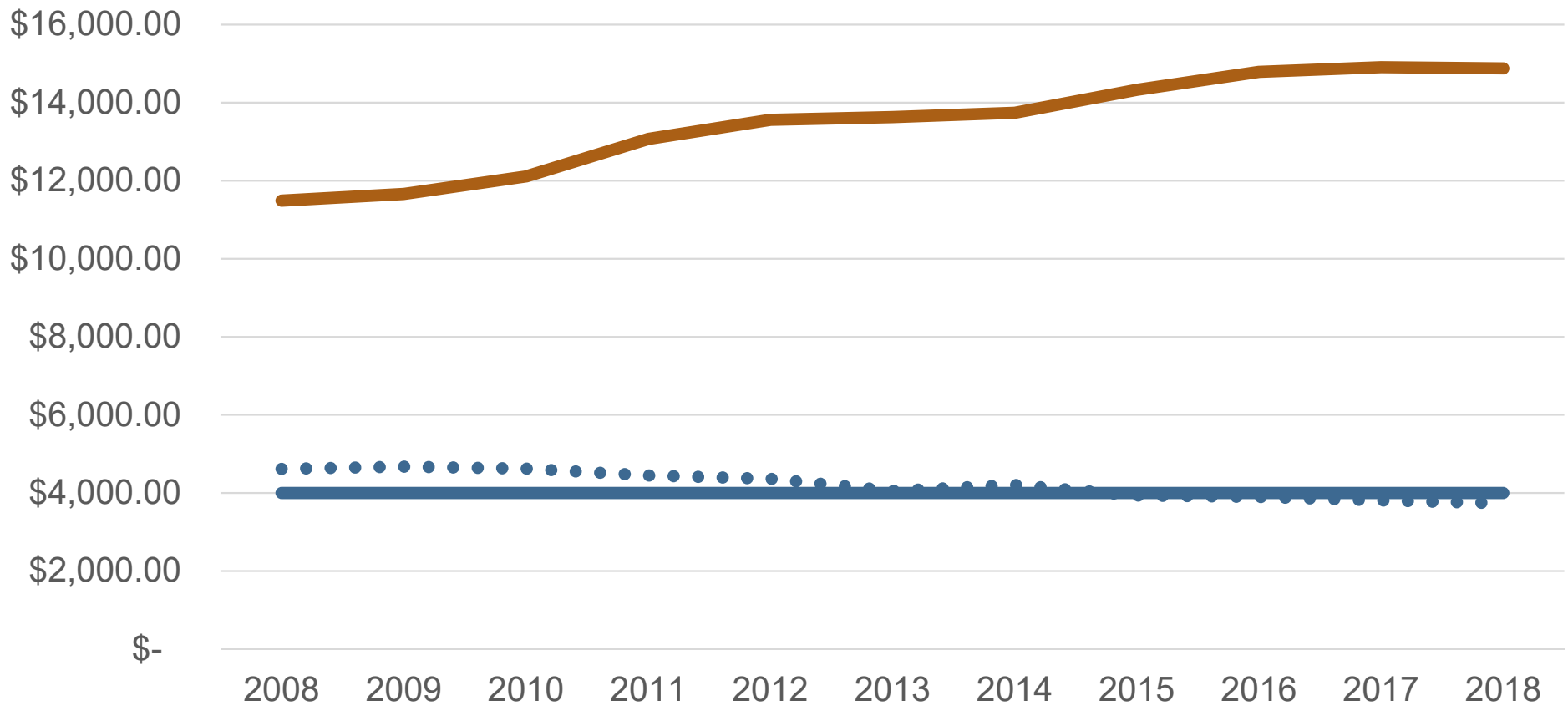
### 2004 Graduates



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)

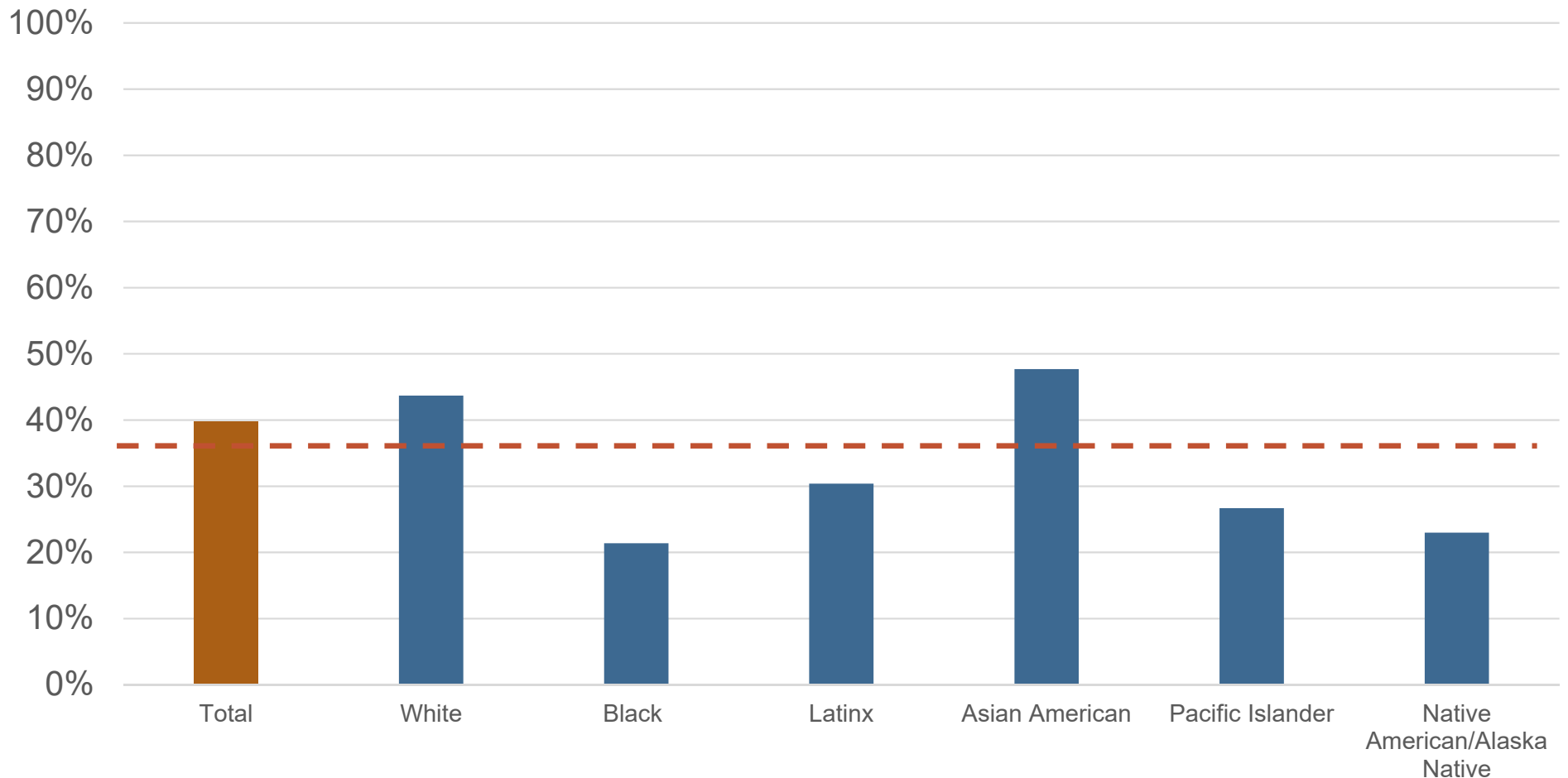


# Barriers to Recruiting and Retaining Teachers of Color

- 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](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 bottom right corner of the slide features a decorative graphic consisting of several overlapping, semi-transparent geometric shapes. These shapes are primarily triangles and quadrilaterals in shades of light blue, teal, and a muted reddish-brown, creating a modern, abstract design.

# 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](https://learningpolicyinstitute.org)

**Contact us:**

**Desiree Carver-Thomas**

Researcher and Policy Analyst

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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*

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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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**Khalilah Harris** | [@Ed2BeFree](#) [@EdProgress](#)  
*Managing Director for K-12 Education Policy, Center for American Progress*

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**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

MODERATOR

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# Learning Policy Institute Resources



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APRIL 2018

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