



RECRUITING AND RETAINING EDUCATORS OF COLOR

A Guide for Policy and Advocacy Leaders



INTRODUCTION

In every industry and business sector, securing a skilled, diverse, ready-to-work-and-lead talent pipeline is vital for short-term success and long-term sustainability. That challenge cannot be solved without transforming our education system to truly prepare all students to succeed. America Succeeds' Equity in Education platform pursues five systemic changes to ensure every student has equitable access to quality education, and businesses have diverse talent and leadership pipelines for generations to come. Our work is focused on five pillars:

- Advancing equity in STEM
- Strengthening equity through social-emotional learning
- Recruiting and retaining educators of color
- Expanding equity in course access and options
- Achieving funding equity

We gathered BIPOC leaders, advocacy partners, policy experts, and businesses to develop a set of promising policies and practices emerging from across the country to improve equitable outcomes for students. Tapping into our partnership ecosystem's wide breadth of expertise allowed us to amplify leading voices in the conversation, build consensus, and identify impactful solutions to accelerate change and address these challenges.

At America Succeeds, we believe business is a powerful voice in crafting solutions that will dramatically improve the future talent pipeline. Our goal is to ensure business leaders have a seat at the table and can thoughtfully contribute to systemic change alongside other key stakeholders. There are multiple levers businesses can engage in to improve equity and this guide will focus specifically on recruiting and retaining educators of color.



WHAT YOU NEED TO KNOW



The Problem

Finding great educators to fill classroom vacancies is a difficult, ongoing struggle for many districts across the country, especially in schools serving high numbers of disadvantaged students. Numerous studies have pointed to having access to quality teachers as the most important school-related factor to influence student achievement, and schools are missing out when they can't draw from a pipeline of well-prepared teachers ready to lead.

The underrepresentation of teachers of color only compounds the problem. Research shows that students are more likely to experience higher academic achievement and higher graduation rates when they have teachers who share similar backgrounds and experiences (known as a 'demographic match'). Yet, recruiting and retaining educators continues to be a major challenge in nearly every district. If we want to help all students succeed and equip students of color to achieve at the same levels as their white peers, we need to solve this problem.

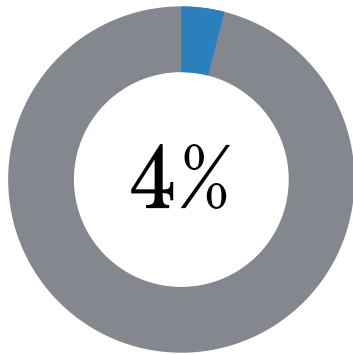
“

When students of color have teachers of color, they're more likely to have higher attendance, higher test scores ... more access to rigorous courses like AP or honors courses, and less likely to be expelled or referred for discipline.

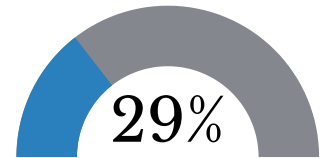
- Sharif El-Mekki, CEO of The Center for Black Educator Development

”

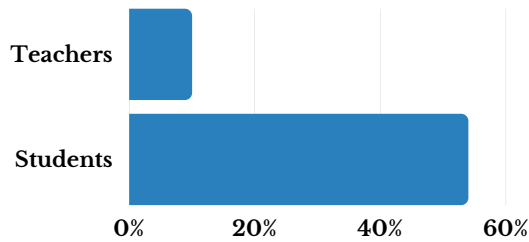
FACTS & FIGURES



Did you know that of the 28 percent of Black people and 20 percent of Hispanic people pursuing college degrees, only **four percent** are education majors?



Having at least one Black teacher reduces a Black student's likelihood of dropping out of school by up to 29 percent.



Currently, only 19 percent of teachers are individuals of color, while 54 percent of the public K-12 student population identifies as non-white.

SPOTLIGHTS

The Black Male Teachers College: Attracting Black Males to a Teaching Career

The Black Male Teachers College is a program to attract Black high school males to a teaching career. Nationally, Black males account for only two percent of the teaching workforce. This program at Bowie State University (an HBCU) provides high school students with an opportunity to participate in workshops, programs, activities, and networking events related to pursuing a career in teaching. It focuses on strategies to help Black men succeed in the classroom, examines Black history and culture, and provides college preparation assistance.

Texas: Providing Comprehensive Supports for New Teachers of Color

The Texas Beginning Educator Support System (TxBESS) is a system of comprehensive supports for teachers of color in their first year. The induction program provides mentorship opportunities with veteran teachers, coaching and feedback, seminars, and activities. Studies show that first-year teachers who receive this level of support are twice as likely to stay in the teaching profession as those who did not have early-career support.

WHAT YOU CAN DO



Support the creation of state policies that help educator preparation programs recruit qualified individuals from diverse backgrounds to enter the teaching profession through:

- Creation of a task force or advisory group focused on ensuring that programs serve a diverse corps of teacher candidates
- Development of targeted recruitment strategies
- Financial supports like grants or scholarships



Increase investments in educator preparation programs at Historically Black Colleges and Universities (HBCUs) and Minority Serving Institutions (MSIs).



Establish and prioritize goals for recruiting candidates of color into educator preparation programs.



Increase data collection on many sources of diversity, equity, and inclusion to measure progress across the field.



Incentivize and support district-level policies and programs that support the success of educators of color, such as professional development programs, mentorship opportunities, and financial incentives.



LEARN MORE

The following organizations are leading the charge to recruit and retain educators of color:



BranchED is dedicated to strengthening, growing, & amplifying the impact of educator preparation at Minority Serving Institutions (MSIs), with the longer-range goals of both diversifying the teaching profession & intentionally addressing critical issues of educational equity for all students.



The Center for Black Educator Development addresses educational inequities to improve academic and social outcomes for all students through increased teacher diversity.



TNTP works to end the injustice of educational inequality by providing excellent teachers to the students who need them most and by advancing policies and practices that ensure effective teaching in every classroom.

Leading research and resources on recruiting and retaining educators of color:

- Learning Policy Institute's report "[Diversifying the Teaching Profession](#)"
- Teach Plus's report "[Why Teachers of Color Leave and How to Disrupt Teacher Turnover](#)"
- New School Venture Fund's resource bank "[Effects of Diverse Teachers on Student Outcomes](#)"
- Brookings Institute report "[High Hopes and Harsh Realities: The Real Challenges to Building a Diverse Workforce](#)"
- National Center for Education Statistics data collection summary "[Racial/Ethnic Enrollment in Public Schools](#)"

ABOUT US

America Succeeds is a 501(c)(3) non-profit education advocacy organization committed to improving educational opportunities, outcomes, and equity by harnessing the influence and acumen of the business community in accelerating systems change.

