



WANTED:
A More
Diverse
Teaching
Force



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Assistant editor, *Education Week*

Wanted: A More Diverse Teaching Force

Expert Presenters:

Ana Maria Villegas, professor of education, Montclair State University

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Diversifying the Teacher Workforce: A Research Perspective



Ana María Villegas

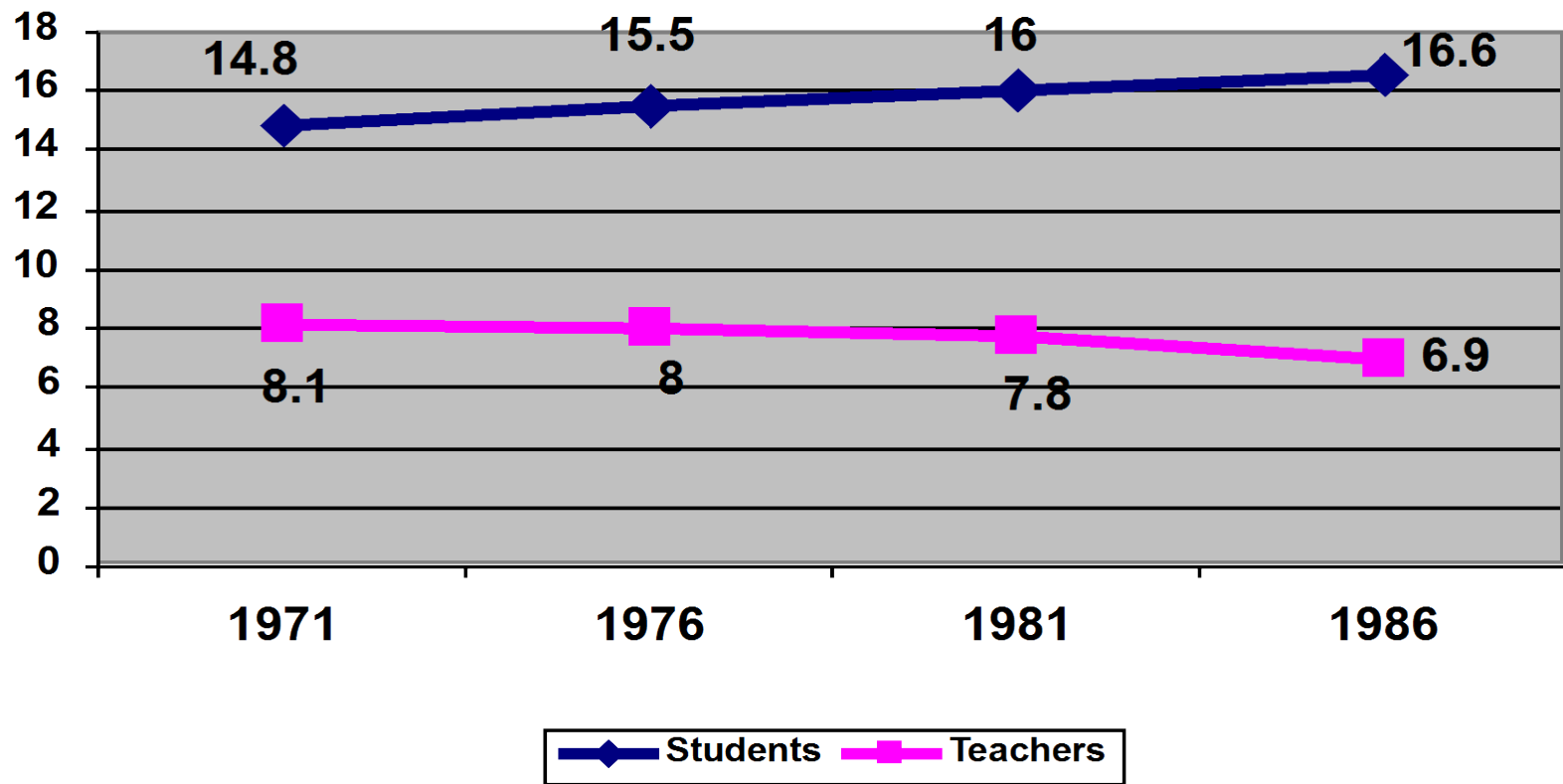
Montclair State University

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My Objective

- ❑ Tell the story of how the shortage of teachers of color first received public attention.
- ❑ Review reasons for diversifying the teacher workforce.
- ❑ Provide an overview of state level teacher diversity policies.
- ❑ Assess progress made over the years to increase the diversity of the teaching force.

Percentage of Black Students and Black Teachers in K-12 Public Schools for Selected Years



Why Diversify the Teaching Force?

- Teachers of color serve as role models for all students.
- Teacher of color, as a group, bring to teaching unique insight into the lives of students of color, which can be used to help these children build bridges to learning.

States With and Without Minority Teacher Diversity Policies, 2010

With Minority Teacher Policies:

AL, AK, AR, CA, CT, DE, FL, GA, IL, IN, IA, KS, KY, MA,
MN, MO, NJ, NM, NY, NC, OK, OR, RI, SC, TN, TX, VT, VA,
WA, WV, WI (**31 states**)

Without Minority Teacher Policies

AZ, CO, HI, ID, LA, ME, MD, MI, MS, MT, NE, NV, NH, ND,
OH, PA, SD, UT, WY (**19 states**)

State Policies Promoting Teacher Diversity (2010)

Financial Incentives:

AL, AK, AR, CA, CT, FL, IL, IN, IA, KS, KY, MA, MN, MO, NM, NC, OK, OR, SC, TN, VT, VA, WA, WV, WI (25 states)

Government Mandates:

AL, AR, CT, DE, GA, IA, KY, MA, MN, MO, NY, OK, OR, RI, SC, TN, TX (17 states)

Specific State Supported Recruitment Program:

AK, CA, FL, IL, KY, MA, MN, NC, SC, WA (10 states)

Recruitment Center/Office:

AK, AR, CT, NJ, OK, SC (6 states)

Alternative Certification:

CT, VA (2 states)

Growth in the Minority Teacher Population, 1986-2007

<i>Year</i>	<i>Number</i>	<i>Percent in Overall Teaching Force</i>
1986	299,627	13.0
1993	344,689	13.5
1999	470,680	15.7
2007	575,364	16.9

Teacher/Student Parity Index

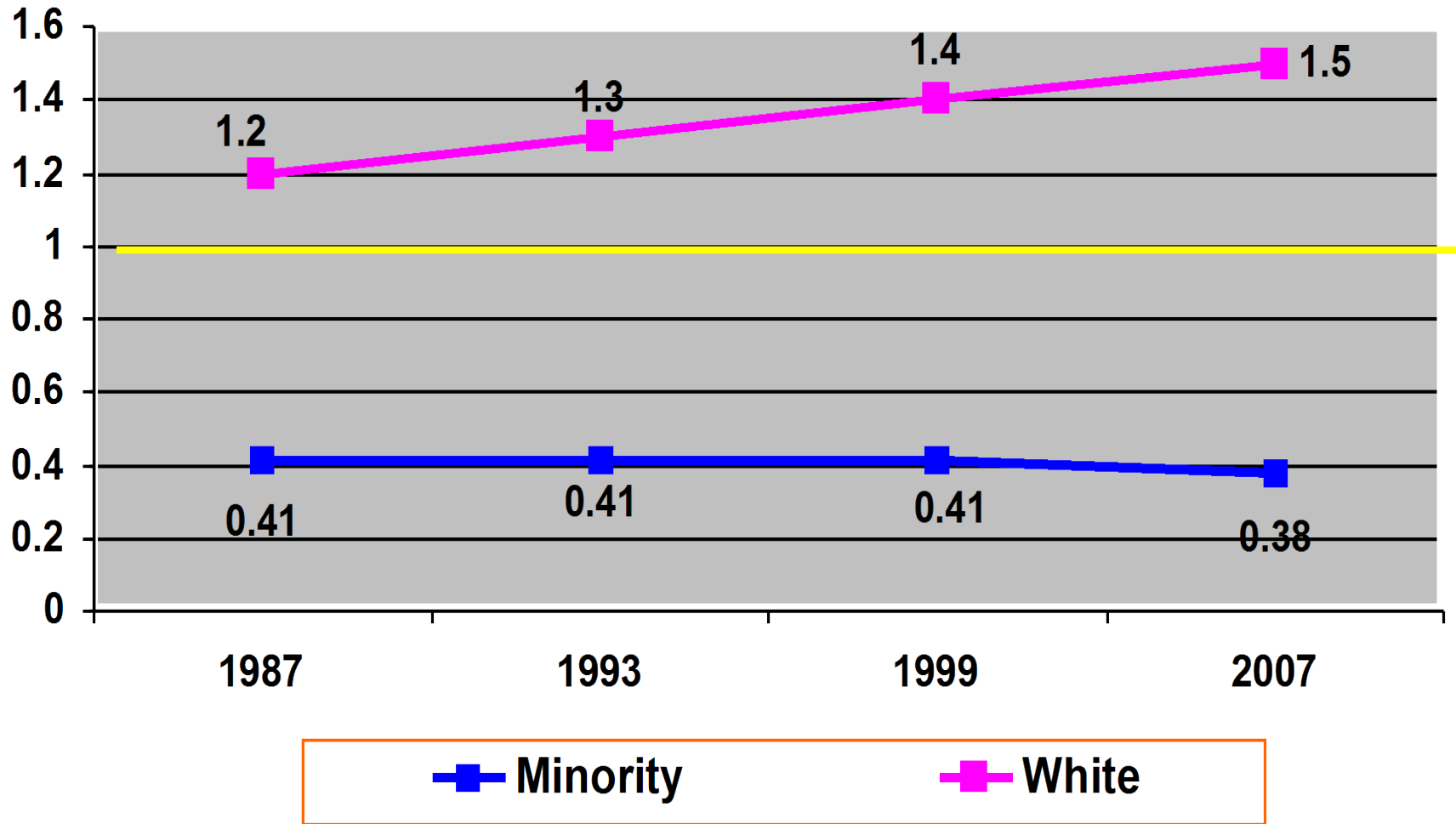
$$\frac{\% \text{ of teachers of a given group}}{\% \text{ of students of the same group}}$$

1 = parity

>1 = teachers are over-represented

<1 = teachers are under-represented

Teacher-Student Parity Indices by Race/Ethnicity



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Recruitment & Selection



Placement



Support



Effective Teaching and Leadership

Local, diverse candidates have a deepened commitment to Oakland's children and the resilience to develop their craft for at least five years.

Rigorous 4-step selection process yields greater results.

OUSD and local charter schools are motivated to hire diverse, local TTO teachers

Targeted, rigorous, routine and purposeful support result in higher TTO retention rates

TTO support and services allow teachers to develop greater mastery of instructional practice as demonstrated by:

- High rates of student attendance
- Improved CST performance data

Context of Racism

Contributes to teacher
and administrative turnover

Enables systemic inability
to support the academic
and social development
of students.

Recruitment Bias

- Testing bias
- Selection bias
- Non local bias
- Elite bias

Lack of Institutional Support

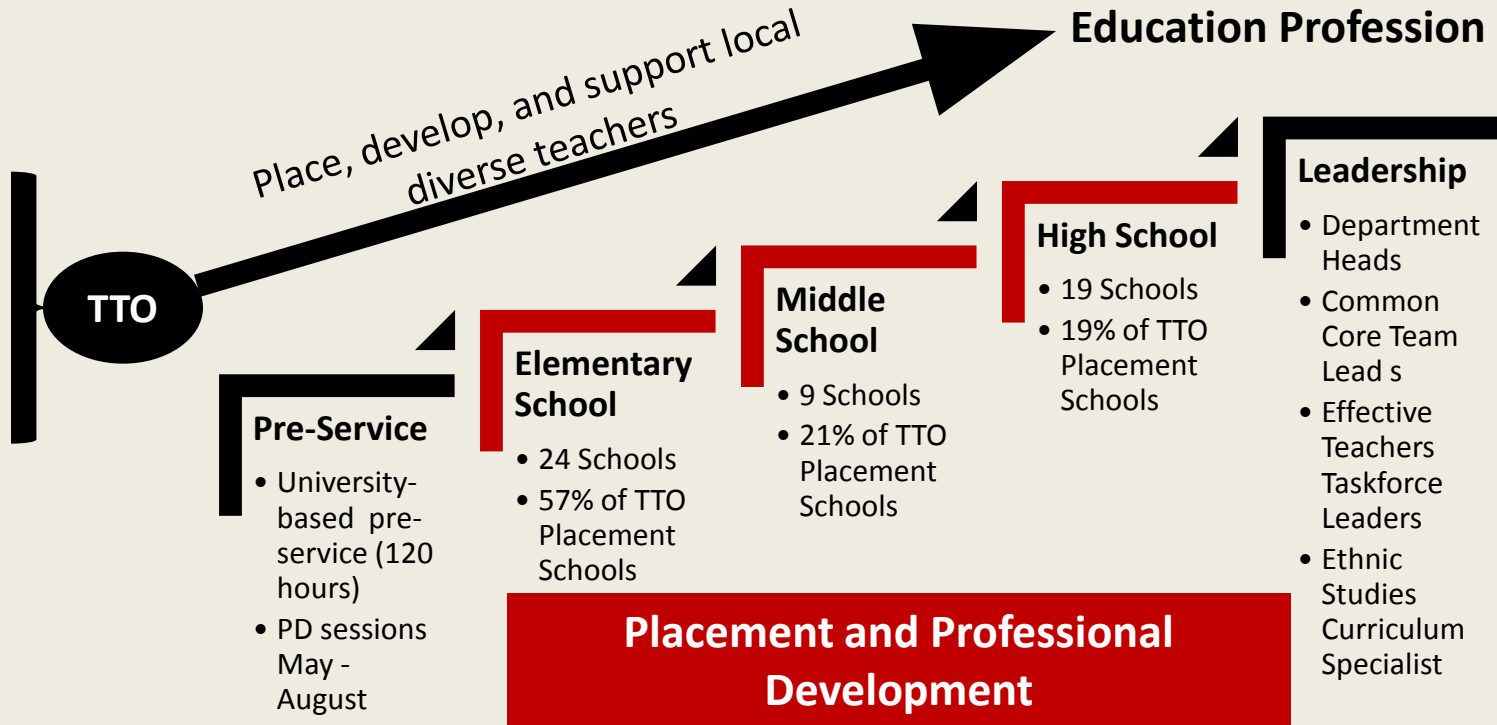
- Leadership bias
- Professional evaluations that are not culturally responsive
- Lack of supportive peer culture
- Lack of instructional support

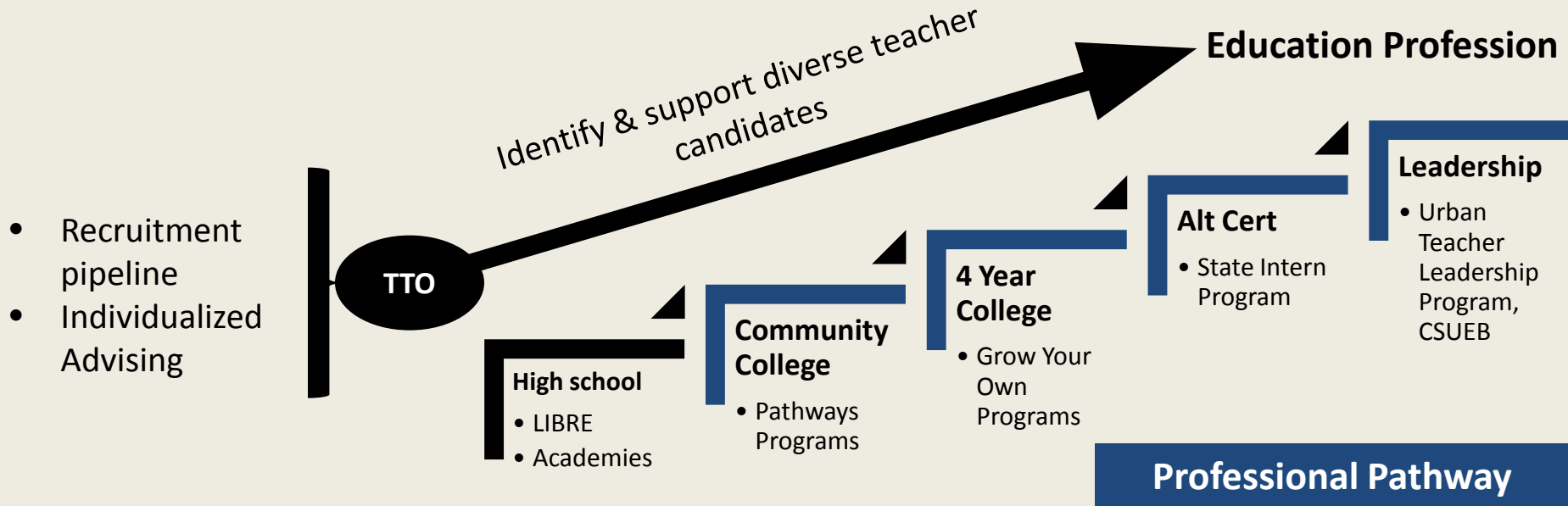
Placement Bias

- School placement
- Classroom placement

Placement and Professional Development

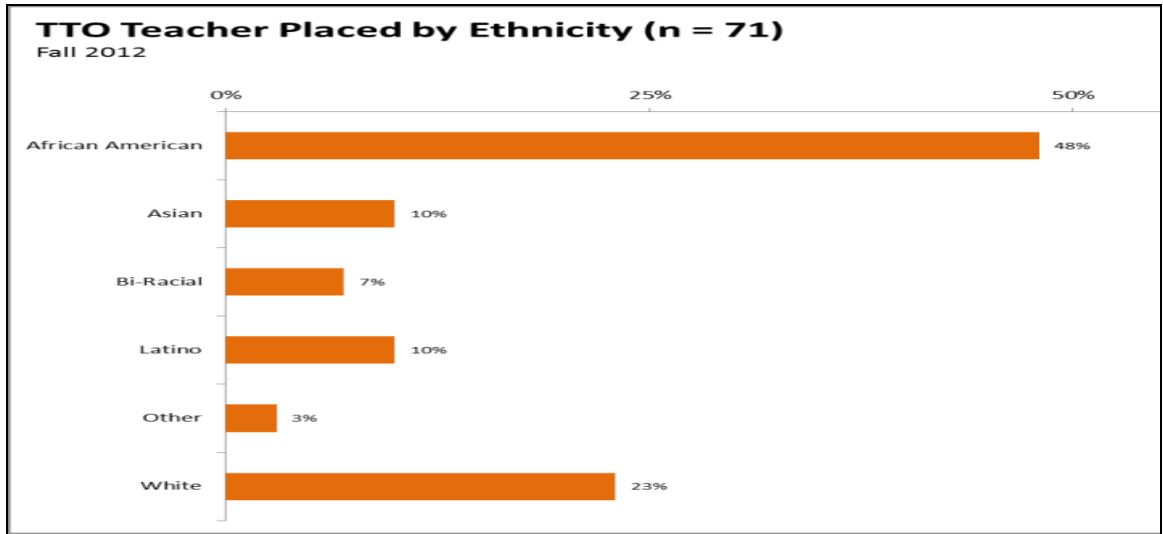
- Placement
- Retention
- Monthly Professional Development
- Advocacy



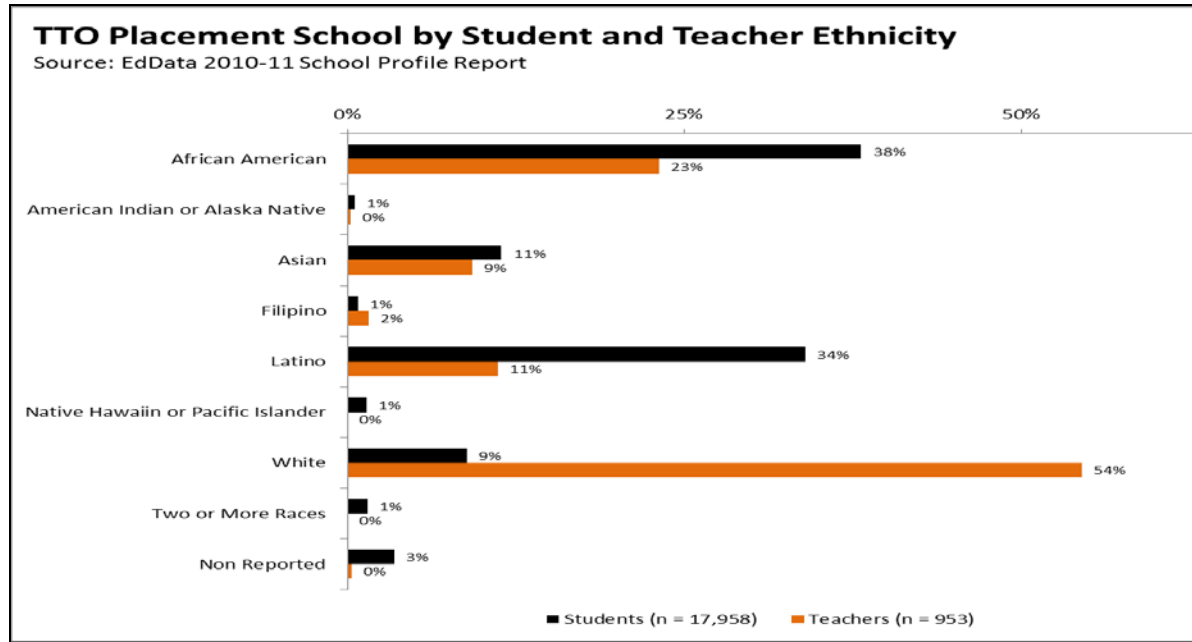




Teach Tomorrow in Oakland Data Dashboard Fall 2012



Local people of color account for **77%** of the teachers placed by TTO. Placements have been made in **44%** of OUSD schools

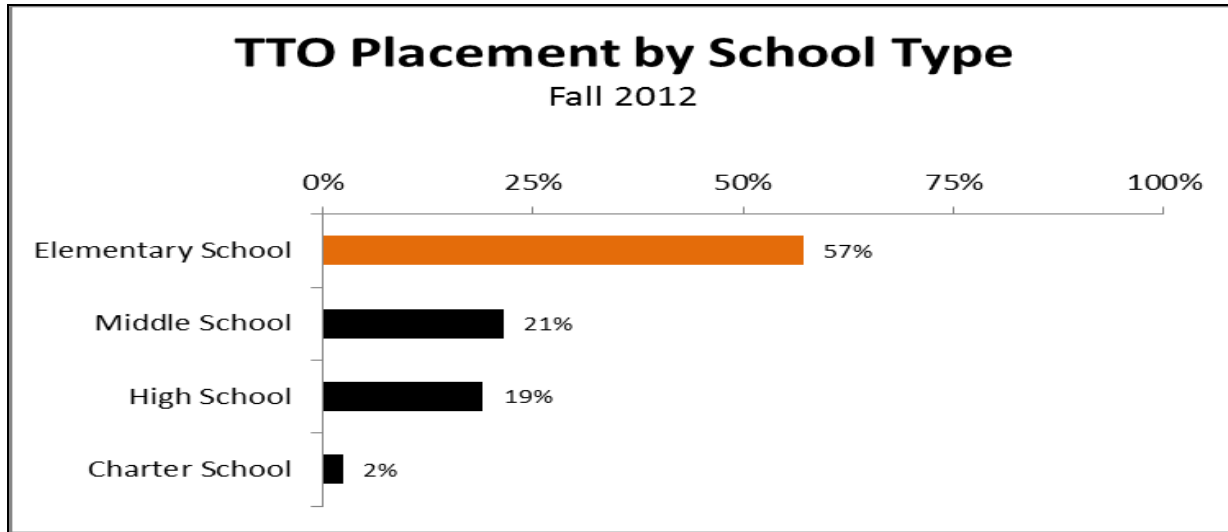


African Americans account for over **48%** of placements made by TTO

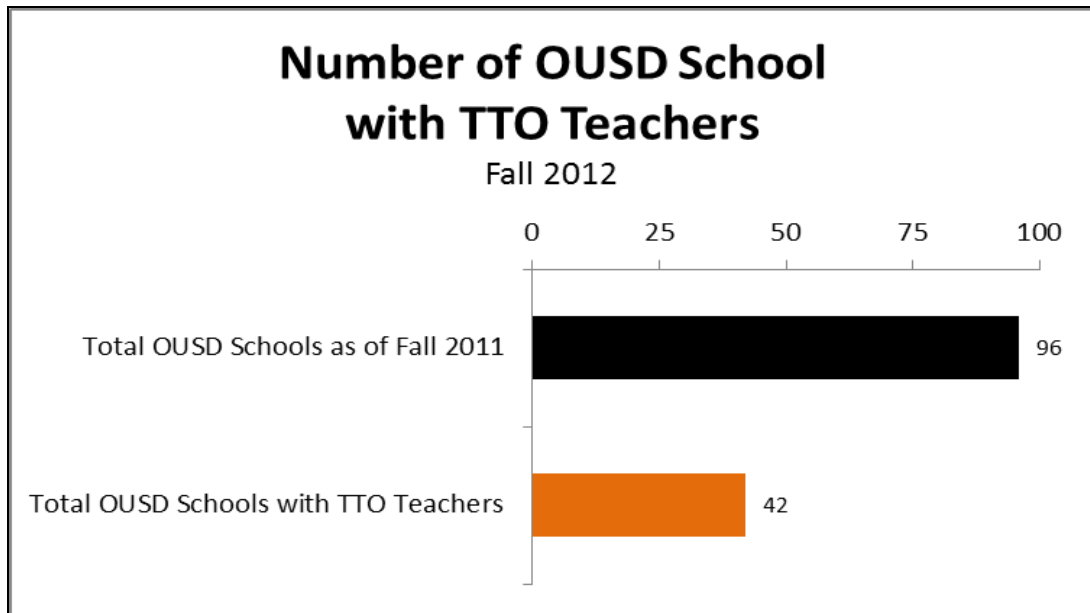
In schools where TTO teachers are placed, students of color account for over **90%** of enrollment, while people of color are **46%** of the teaching staff



Teach Tomorrow in Oakland Data Dashboard Fall 2012



Elementary schools account for **57%** of the OUSD schools where TTO teachers are placed



Since 2009 TTO has placed **84** teachers. **71** continue to teach, and **25** have completed at least two consecutive years of teaching

Contact info:



Teach Tomorrow in Oakland

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Q & A

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Required Reading from *Education Week*:

[Calif. Program Takes Aim at 'Teacher-Diversity Gap'](#)

As the country's K-12 student population grows more ethnically diverse, students of color face the troubling possibility of never having a teacher who looks like them. But a new project is taking a deeper aim at the factors contributing to what's sometimes called the "teacher-diversity gap."