



NATIONAL
CHARTER SCHOOL
RESOURCE CENTER

Educator Diversity Matters:

*Strategies for Charter Leaders to Recruit, Hire, and Sustain
Teachers of Color*

January 12, 2023 | Virtual Presentation

charterschoolcenter.ed.gov

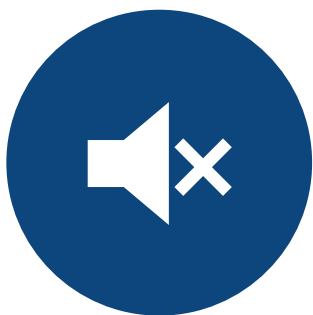
About the NCSRC

The National Charter School Resource Center (NCSRC) provides technical assistance to federal grantees and resources supporting charter sector stakeholders. NCSRC is funded by the U.S. Department of Education (ED) and managed by Manhattan Strategy Group (MSG) in partnership with WestEd.



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Norms for Webinar



Please keep yourself muted.



Actively participate in activities.



Be present and practice active listening.

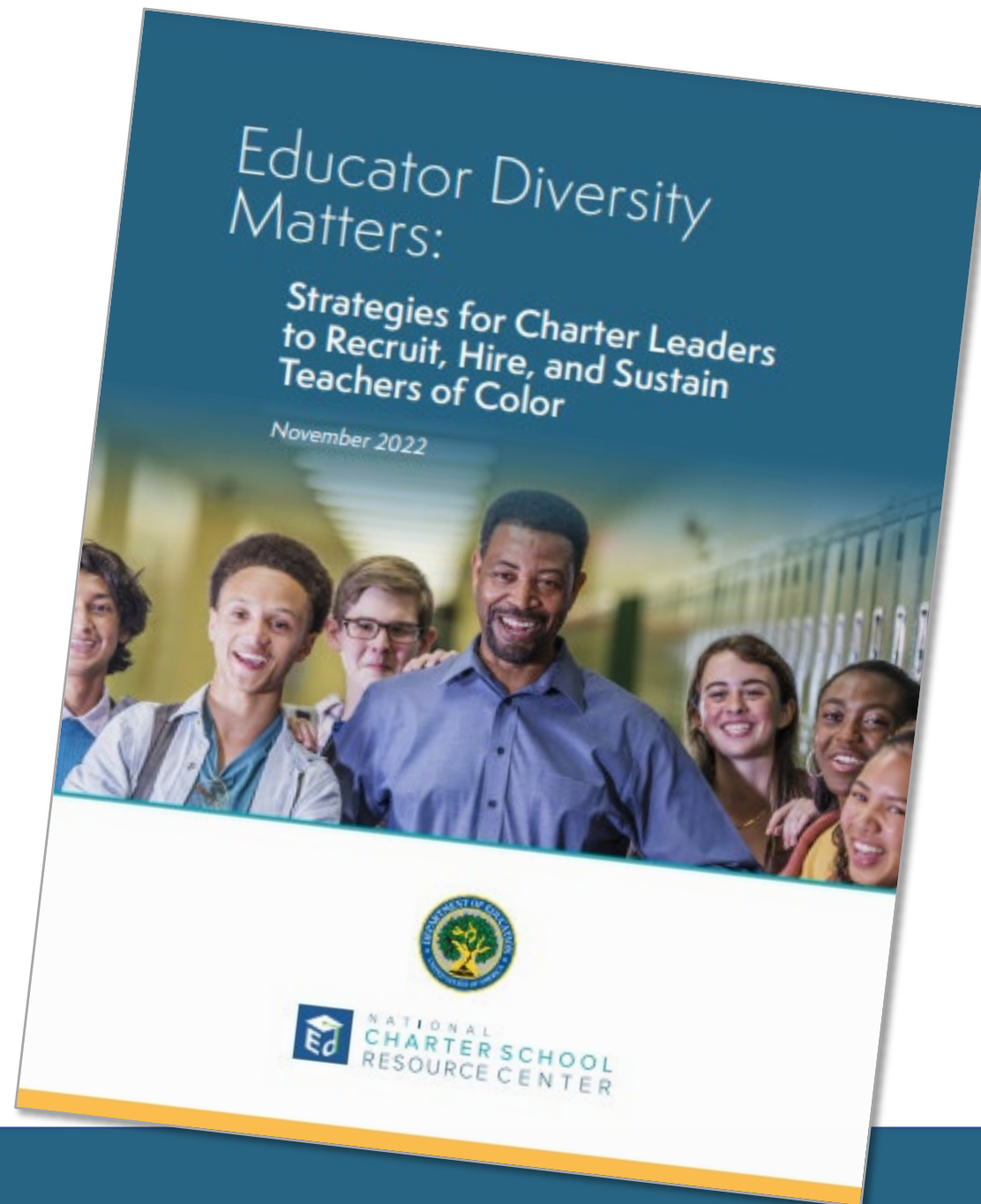


Respond to the survey.



This session is being recorded, so you and your peers may access it at a later date.

Available on NCSRC's
Website



Session Outline

Introduction

Overview of Recent
Research on the Impact
of Recruiting, Hiring, and
Sustaining Teachers of
Color

Charter School
Spotlights: Drew Charter
School and DSST

Key Strategies for
Recruiting, Hiring, and
Sustaining Teachers of
Color in Charter Schools

Your Practices & Key
Takeaways



Learning Objectives



Encourage attendees to incorporate diversity, equity, and inclusion into their school's recruitment and retention strategies and processes.

Inform attendees about the importance of developing environments that are supportive of teachers of color.

Provide attendees with methods to build a pipeline of teachers of color through effective recruiting, hiring, and sustaining strategies.

Offer attendees direction on how to integrate culturally responsive and sustaining education (CRSE) and anti-racist practices into recruitment/hiring/retention practices.

Speakers



Nora Kern

Program Officer

*U.S. Department of
Education, Office of
Elementary &
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Programs*



**Adrian Larbi-Cherif,
Ph.D.**

Researcher

*National Charter
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**Saroja Warner,
Ph.D.**

Director of Educator
Development and
Diversity

WestEd



Terra Gay

Director of Culture &
Equity

Drew Charter School



Aaron Griffen, Ph.D.

Chief Equity Officer

DSST Public Schools



Remarks from the Charter School Programs




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Research on the Impact of Recruiting, Hiring, and Sustaining Teachers of Color

The Impact of Diversity



Schools with:

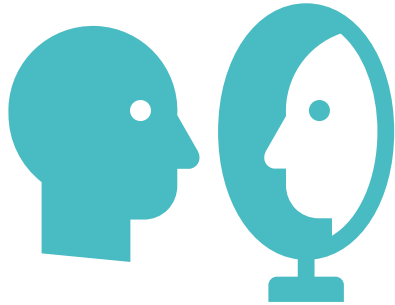
- Multicultural curriculum materials,
- Culturally responsive and sustaining school climates, and
- Teachers from racially, ethnically, and linguistically diverse backgrounds



Help students:

- Develop positive identities,
- Develop cultural competencies that can combat stereotypes,
- Reduce unconscious biases, and
- Develop greater social cohesion.

Benefit of Mirrors and Windows



The mirror makes it possible for them to see their identity and culture represented in affirming sustaining ways



The window allows them to understand and develop empathy for the experiences of others

Research shows that all students benefit from having a diverse group of teachers that come from a variety of backgrounds as they prepare to enter an increasingly global society.

Representation in Classrooms

70%

of the students attending charter schools were students of color

32%

of teachers in charter schools were teachers of color

Impact of CRSE

CRSE views diversity, culture, and language as assets and sources of knowledge and aims to build welcoming and affirming environments for all students through:

High Expectations

Rigorous
Instruction

Inclusive Curricula
and Assessments

Ongoing
Professional
Learning for
Educators

Sustaining vs. Retaining



In the work to increase educator diversity, the goal of retaining teachers of color is best met when we create conditions in schools and in the profession where those teachers are valued, safe, and thrive. Changing our focus from retaining teachers of color to sustaining teachers of color underscores the importance of establishing cultures within schools that are supportive and welcoming for teachers of color. The theory of action is that if school leaders create culturally affirming, safe, and inclusive schools where teachers feel sustained in their work to advance educational equity, then teachers of color will both be attracted to work in those schools and choose to stay. Through establishing such a school culture, teacher retention, particularly for teachers of color, becomes less of an issue.



– Dr. Saroja Warner, WestEd



Impact on Teacher Retention



Charter Schools Leading the Way



To help fill the gap, Bloomberg Philanthropies will fund a new \$10 million initiative at the United Negro College Fund (UNCF) that will build on its work with HBCUs and their schools of education to help start new public charter schools, and recruit substantially more Black teachers and principals to work in them. This work could involve incubating new public charter schools on HBCU campuses, helping alumni to start new charters and supporting community-led efforts to open and expand charters.



– Michael Bloomberg and Michael Lomax
Guest Column in the Atlanta Journal Constitution on March 29, 2022



Charter School Spotlight

Drew Charter School



DSST Public Schools



Discussion Questions

Everyone wants more diversity in the educator workforce, yet recruiting, hiring, and sustaining teachers of color is easier said than done. What is one key strategy that you have found to be foundational for recruiting, hiring, and sustaining teachers of color?

One of the things that we learned about **DSST** in this work is how your network changed community engagement because of the pandemic. Can you say more about how community engagement and your community engagement managers have helped build school culture and retain teachers of color?

In our interview, we learned how **Drew** prioritizes recruiting and sustaining Black male educators. Can you say a little about how your school has operationalized this priority and the impact it has had on Drew?

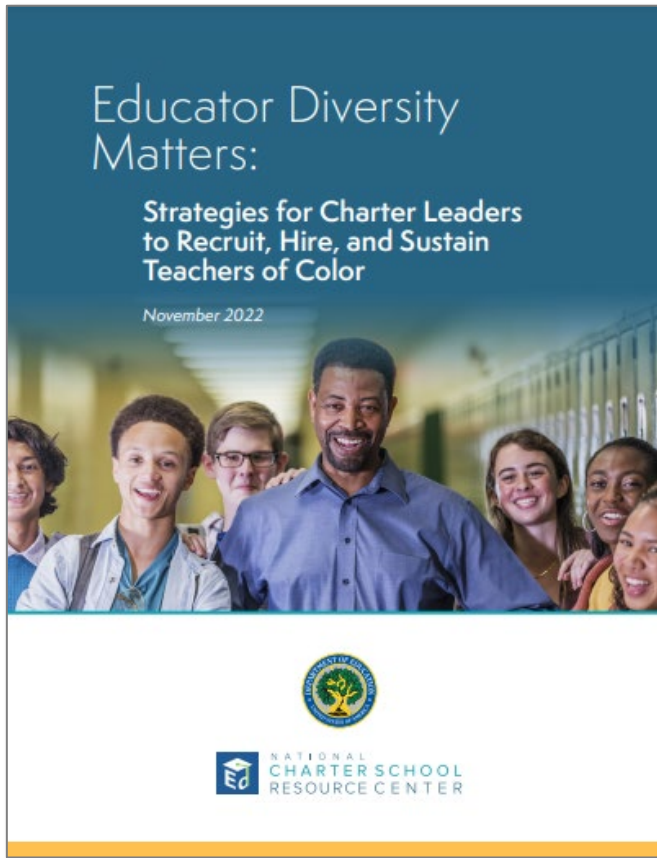
In the publication, **Drew** shares details of its partnership with Georgia State University through the CREATE Teacher Residency. Can you provide us with some highlights of this partnership, including how you came to work the university and the benefits of your partnership?

Closing Thoughts: What is your take-home message for schools looking to recruit, hire, and sustain teachers of color?



Strategies for Recruiting, Hiring, and Sustaining Teachers of Color

Toolkit for Developing Strategies



Strategies



Reflection Questions



Additional Resources

Hiring Strategies



Use data to inform recruitment strategies.



Partner with organizations, such as Higher Education Institutions and other non-profits that prepare future teachers of color.



Develop grow your own (GYO) programs.

Recruitment Strategies



Form diverse hiring teams.



Reduce bias of hiring staff.



Use multiple measures when evaluating candidates.

Sustaining Strategies



Cultivate culturally responsive and sustaining pedagogies.



Fairly compensate teachers of color for their time and value their expertise.



Create opportunities for teachers of color to connect.



Provide leadership and growth opportunities for teachers of color.



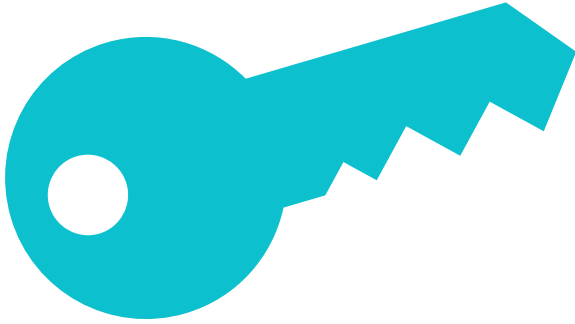
Your Practices & Takeaways

Let's Share



Tell us something good! What successes have you encountered when recruiting and sustaining teachers of color?

Key Takeaways



Incorporate

- Incorporate diversity, equity, and inclusion into your school's mission, vision, and values.

Establish

- Establish SMART goals for recruiting, hiring, retaining, and sustaining teachers of color.

Integrate

- Integrate CRSE and anti-racist practices into schools.



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