Recruitment and Retention of Teachers of Color & American Indian Teachers

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Reimagine MN
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Pipeline for Diverse K-12 Educators

- High School programs / Summer intensives
- College / University Experience / Degree
- Licensing
- Recruitment
- Retention

EXPLORE
BECOME
GROW
THRIVE
Centering the Work with HR Directors

- Past and current recruitment and retention efforts are needed, but not enough
- Gaps remain between existing policies and the implementation of those policies
Centering the Work with HR Directors

- Uniquely positioned to meet this adaptive challenge
- Supports shift in organizational culture toward educational equity
World’s Best Workforce (WBWF)

- WBWF legislation, ESSA and the Achievement & Integration program all include requirements for districts to address the disparities in equitable access to excellent teachers
- Create a district Teacher Equity Plan to increase equitable access at the local level
- **Equitable access toolkit** provides options for data to help inform your Teacher Equity Plan
- Recruit, Attract, Assign, Develop & Retain TOCAIT

Source: MN Department of Education, WBWF. Overview: Equitable Access to Excellent Teachers
TeachMN2020 Strategy Mapping Partners (to date)

**EXPLORE**
- Breakthrough Twin Cities
- NWSISD
- MnEEP (Imprint)
- B8 Workforce
- MDE

**BECOME**
- St. Thomas
- Teach For America
- Univ & Minnesota
- PELSB

**GROW**
- Hopkins
- TFA
- MPS
- SPPS
- Roseville
- MN Comeback
- Equity Alliance

**THRIVE**
- Hopkins
- E4E
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- Generation Next

Example of a very mature application of strategy mapping: www.thrivingweld.com
Developing Scorecards with the OMTA Framework

OMTA: Objectives, Measures, Targets and Actions

Examples of using OMTA

Activity: use the OMTA framework to think about a strategy/program/initiative you have in your district’s Teacher Equity Plan (as part of the WBWF legislation)
<table>
<thead>
<tr>
<th>Objectives</th>
<th>Measures</th>
<th>Targets</th>
<th>Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase Biking and Walking to Work</td>
<td>% of Employees who bike or walk to work (quarterly)</td>
<td>2014: 10%</td>
<td>Conduct biking &amp; walking route audit to prioritize upgrades</td>
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<tr>
<td></td>
<td></td>
<td>2015: 15%</td>
<td>Distribute promotional materials to employers</td>
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<td></td>
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<td>2016: 20%</td>
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<td></td>
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<td>2017: 25%</td>
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<td></td>
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<td>2018: 30%</td>
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Current State:
1. There are not as many teacher fellows of color as white fellows.
2. Our teaching fellows do not reflect the student population demographics.

Desired State:
1. There are many teacher fellows who identify as people of color or American Indian.
2. The teacher fellows demographics are reflective of the student population.

<table>
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<th>Objective</th>
<th>Measure</th>
<th>Target</th>
<th>Actions / Activities</th>
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| Increase percentage of applicant pool identifying as a person of color/American Indian (POC/Al). | Numbers of applicants. Baseline: 40% (72 out of 179) applicants identified as POC/Al in 2016. | 50% of applicant pool (at least 90 candidates) identifying as POC/Al in 2018. | *Reach out to student/campus organizations that work with POC/Al
*Build recruitment relationships with communities of color
*Host information sessions with orgs and communities
*Direct prospective students to strengthening applications (resume, essay, recommendation letter, teaching a lesson)
*Follow up with orgs/communities on application process and barriers |
## Current State

1. 
2. 
3. 

## Desired State

1. 
2. 
3. 

### Strategy (along the teacher journey of Explore, Become, Grow and Thrive):

<table>
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<tr>
<th>Objective: What is the program/initiative trying to achieve?</th>
<th>Measure: What will success look like? How will we track it?</th>
<th>Benchmark: The baseline data</th>
<th>Target: What performance level is required in the desired state?</th>
<th>Actions: What are the actions or activities to achieve the target?</th>
<th>Priority Dates: Start and End Dates</th>
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Join Us!

- Be a partner in the strategy mapping and collaborative engagement process
- Be a partner in elevating the teaching profession through ImprintU.org

Questions? Feedback?
- Contact Rose Chu at rchu@mneep.org 651-329-5952 cell/txt
You are Invited!

Professional Development for HR Directors to Support the Recruitment and Retention of Teachers of Color

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