

cultivating

A RACIALLY DIVERSE & THRIVING EDUCATOR WORKFORCE

2023-2024



CHALLENGE

Our communities are filled with many brilliant and diverse future educators. However, the pathway into a career in education is filled with barriers, particularly for communities of color. Our district partners' work to recruit, retain and sustain future educators of color on their journey to certification has illuminated our opportunities to transform our systems so that educators of color can thrive at all stages of their professional journey.

WHY IT MATTERS

EOC have a positive impact on the success of Students of Color and their white peers (1).

Our students, families and communities of color, as well as our local school boards and state agencies have named educator diversity as a top priority (2).

Collectively impacting the systemic barriers inherent in our teacher recruitment, preparation, hiring, placement and retention systems, will allow us to create a healthy ecosystem of support that nurtures and retains our future educators.

2023-2024 LEARNING & ACTION CONVENINGS

This learning and action series builds from the foundational belief that in order to effectively diversify our workforce, we must first create lasting environments and professional pathways for Educators of Color to thrive.

Over the last year, participating teams worked on district priorities around retention and recruitment while learning from regional and national experts. This year we will dive more deeply into last year's learnings by focusing our topic areas on the "Opportunities of Practice" named by our participating districts last year (see below!).

Additionally, our ongoing work as a regional convener for the **LEADER** initiative continues! **LEADER** is a multi-year, multi-system project to align our higher education and district systems around diversifying the educator workforce. This statewide initiative will support our regional work with resources, staff, and a leadership team of local experts who represent teachers and administrators of color, higher education partners, tribal, community and student voices, who will inform and support this work. We will keep you updated on our progress and our ongoing work with our higher education partners.



2023-2024 LEARNING & ACTION CONVENING TOPICS: OPPORTUNITIES OF PRACTICE

The following Opportunities of Practice were developed through feedback from last year's convening. We saw these consistent themes arise across all our districts. The focus of this year's convening will be to develop and share strategies to address barriers and to identify collective opportunities to meet these challenges as a region.

MENTORING:

- How can we ensure new and future EOC experience culturally relevant and responsive mentoring that affirms their identity?
- How can we tap into the cultural abundance and wisdom of ECLC members to ensure the availability of Mentors of Color?

CLIMATE:

- In what ways can districts provide systemic support to retain and sustain EOC?
- What is the formalized district support for Educators of Color to participate in district and or regional retention spaces/affinity groups such as ECLC?

STUDENT TEACHER EXPERIENCES:

Retention of Teacher Candidates/Educators of Color/ Content & Climate

- How can we ensure our future and new educators of color are supported to be the antiracist teachers they want to be?
- How can teacher preparation programs and school districts partner to ensure that teacher candidates will learn and be supported to student teach in alignment with our antiracist commitments?

ORGANIZATIONAL STRUCTURES:

- What specific hiring and onboarding partnerships and practices support smooth and effective transitions into districts?
- How can Higher Ed and K-12 Districts partner to create smoother transitions for candidates from teacher prep programs into districts?

FUNDING AND ADVOCACY FOR INVESTMENT IN A DIVERSE AND THRIVING EDUCATOR WORKFORCE

How can we work together to advocate for funding to support low-or no tuition teacher preparation experiences for our region's Paraeducators and community members of Color?