

Cultivating a Diverse, High-Performing Teacher Workforce at CPS

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Susan Bunte
Assistant
Superintendent

Passion Statement

Hiring and retaining diverse, high-performing teachers to maximize student achievement



Key Messages

- To maximize diversity and teacher quality, we're cultivating multiple pathways into teaching at CPS.
- Our hiring and retention strategies will embrace practices that research shows have a significant impact on student achievement.





1

**Student-Centered
Decision Making**

2

**Health and
Safety**

3

**Community
Engagement and
Influence**

4

**Optimized
Capabilities**

5

Growth

Strategic Focus

Optimized Capabilities





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Sarah Brody

Director of Talent Development

Priority #1 - Teacher Diversity

- A Black student who has one Black teacher in the elementary years is more likely to **graduate from high school and enroll in college**.
- Black students are more likely to choose to take **advanced courses** when they see advanced courses being taught by Black teachers.



Teacher Workforce Demographics

New CPS Hires, 2018-present

78% of new teacher
hires have been
female; just 16%
identified as people
of color

Entire CPS Teacher Workforce, SY20-21

79% of all teachers
are female;
27% identified as
people of color

Strategies for Increasing Diversity

**Targeted Recruitment
with Alternative and
Traditional EPPs**

**Internal Teacher
Pipeline Program
for Support Staff**

**Grow Your Own
Programming and
Internal Referrals**

Internal CPS Teacher Pipeline Program

Goal:

25 new teachers prepared and/or licensed within two years.

Target population:

CPS support staff, such as paraprofessionals, who are committed to becoming teachers and have demonstrated ability to support student learning.

Different paths to degree and/or licensure:

3 tracks offered depending on a candidate's credentials and experience.

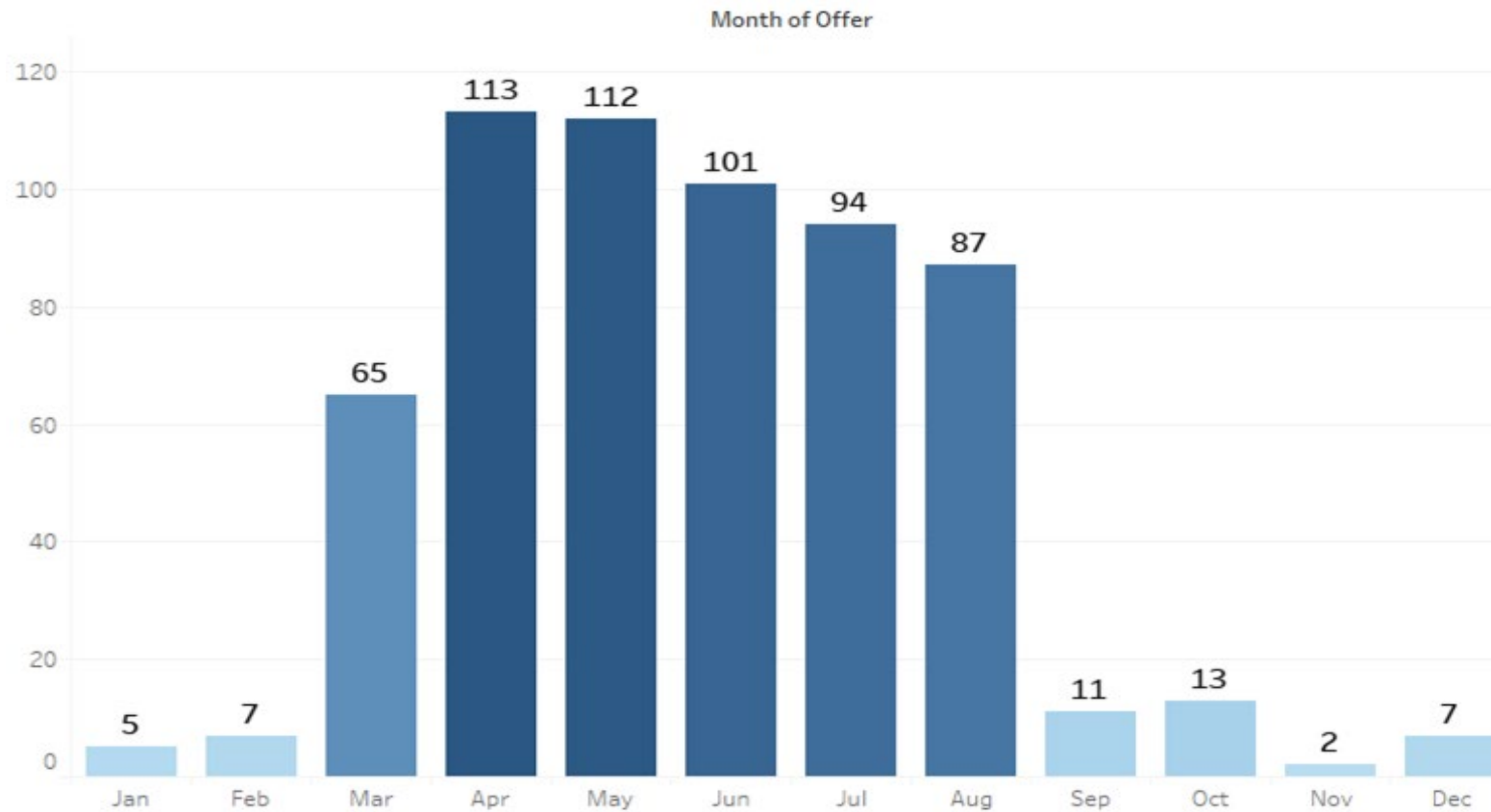
Priority #2 - Early Hiring

- Late teacher hiring leads to missed opportunities to hire the best teachers.
- Teachers hired earlier (March-May) are more effective.
- June and July hires are more likely to leave within a year.



Timeline of New Teacher Hires in CPS

2018-2020



Strategies for Hiring Earlier

**Blanket Contracts
Ongoing**

**Student Teacher
Cultivation and
Conversion**

**Understand
Vacancies/Intent to
Return**

Priority #3 - Retention

When an 'Irreplaceable' leaves a school, it can take 11 hires to find one teacher of comparable quality.

— The New Teacher Project - TNTP



Teacher Retention at CPS

2018-2020

- 1-year turnover rate: 14%
- 3-year turnover rate: 17%
- Equity check: Race did not predict turnover rates between black and white teachers.
- Our top performers tend to leave at a lower rate.



Strategies for Retaining High-Performers

Stay Conversations

Coaching and
Mentoring

Data Monitoring

Teacher Leadership

Evaluation System and PD that Foster Growth & Development

Gallup Employee Engagement Initiative

Thank You

Questions and Answers

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