Insights on Diversifying the Educator Workforce

Data Tool for Practitioners

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The US Educator Workforce is Predominantly White

What diverse educators do?

- holding higher expectations from minority students
- serving as role models for students
- equitable assignment to gifted and talented programs
- improvements on disciplinary outcomes
- improving academic outcomes for students


Diversifying the Educator Workforce is About Educator Effectiveness

Diversify the Education Profession

Culturally Responsive Practice

Equitable Access to Effective Educators for Each Child
Root Cause Analysis as a Key to Diversify the Educator Workforce

- Which groups of students are most severely underrepresented in the educator workforce?
- Is the educator workforce predominantly white due to
  - Challenges in recruiting candidates of color?
  - Poor quality of preparation?
  - Discrimination in Hiring?
  - High attrition of teachers of color?
- The root causes may be different for different schools, districts and states

New AIR Data Tool to Diversify the Educator Workforce

- Enable practitioners to use available data and easily generate insights through with three charts:
  - The Development of Gaps
  - The Hiring Minority Funnel
  - Parity Gaps
Which stages contribute to the gap? Which maintain it? Which close it?
In which stages are we losing significant numbers of educators of color?

Which groups are most underrepresented in the workforce?