

# Diversifying the Educator Workforce

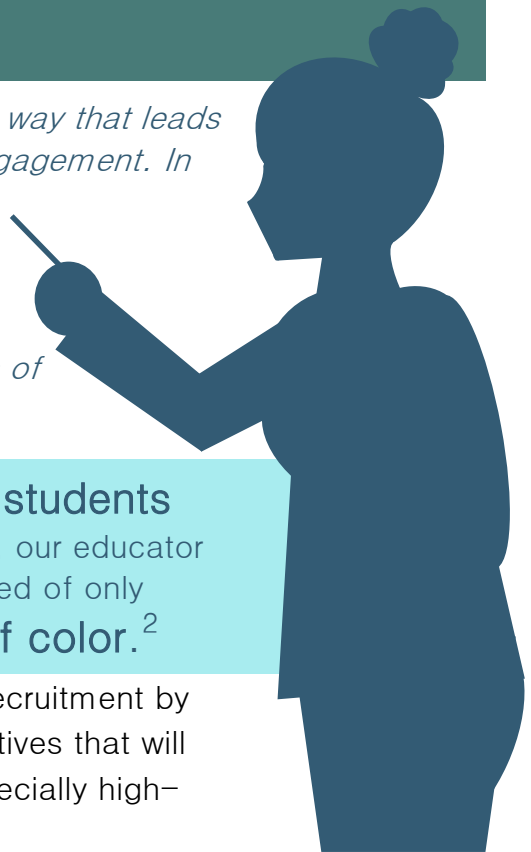
## 2019 Action Steps

*Educators of color relate to students of color in a way that leads to trusting relationships and increases student engagement. In actuality, greater diversity in the teaching workforce benefits all students by preparing them to work and interact with people of varied racial and ethnic backgrounds. All students in public schools should have the opportunity to see adults of color as educators and role models.<sup>1</sup>*

To improve recruitment of educators of color in our state, we need to advance: the pipeline through which educators, including those

of color, are developed and prepared; intentional recruitment by districts of a diverse teaching workforce; and incentives that will encourage educators to stay in the profession, especially high-performing educators of color.

While **46% of CT students** are students of color, our educator workforce is composed of only **9% educators of color.**<sup>2</sup>



### Our Goals

#### Improve the Pipeline

- Pathways leading high school students of color into careers as educators.
- Data about how school systems serve students of color in the first place.

#### Increase Recruitment and Retention

- Increase in districts' recruitment of educators of color.
- Data reportable to the state.

#### Build Incentives

- Incentives to attract educators of color.
- Subsidized housing to keep educators in high-need districts.

<sup>1</sup> Center for American Progress (2017). America Needs More Teachers of Color and a More Selective Teaching Profession. Retrieved February 2019 at <https://www.americanprogress.org/issues/education-k-12/reports/2017/09/14/437667/america-needs-teachers-color-selective-teaching-profession/>

<sup>2</sup> 2018 enrollment and FTE data from EdSight.

## Our Legislative Agenda

Proposed  
Bill No. 462

Support this bill, which calls for the establishment of guidelines for local and regional boards of education that will **increase their minority teacher recruitment by 2% annually over the next five years**, which aligns with the State Board of Education's five-year goal of a 10% increase in the number of educators of color.

Proposed  
Bill No.  
6412

Support this bill, which calls for a pilot program to provide incentives for teachers in high-need school districts to live in the communities wherein they teach.

New

Require the state to **publicly report on a diversity indicator** that compares districts' student and educator demographics, with the aim of making them more similar over time.

New

Require the Office of Higher Education to publish a public **dashboard of college completion rates** for all higher education programs, **subdivided by year and demographics**.

C.G.A. Sec.  
10a-168a

**Transfer** authority over an **incentive program** for students of color entering teaching careers from the Office of Higher Education to the **Connecticut State Department of Education** for oversight and reporting on its progress.

Proposed  
Bill No.579

Support this bill, which expands **alternate routes to certification for school administrators**. Consider expanding the bill to include increased **reciprocity** for out-of-state **administrators**.



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