



Recruitment & Retention: Educators of Color

Presentation to the Board's Racial Equity Oversight Committee

Wissahickon School District

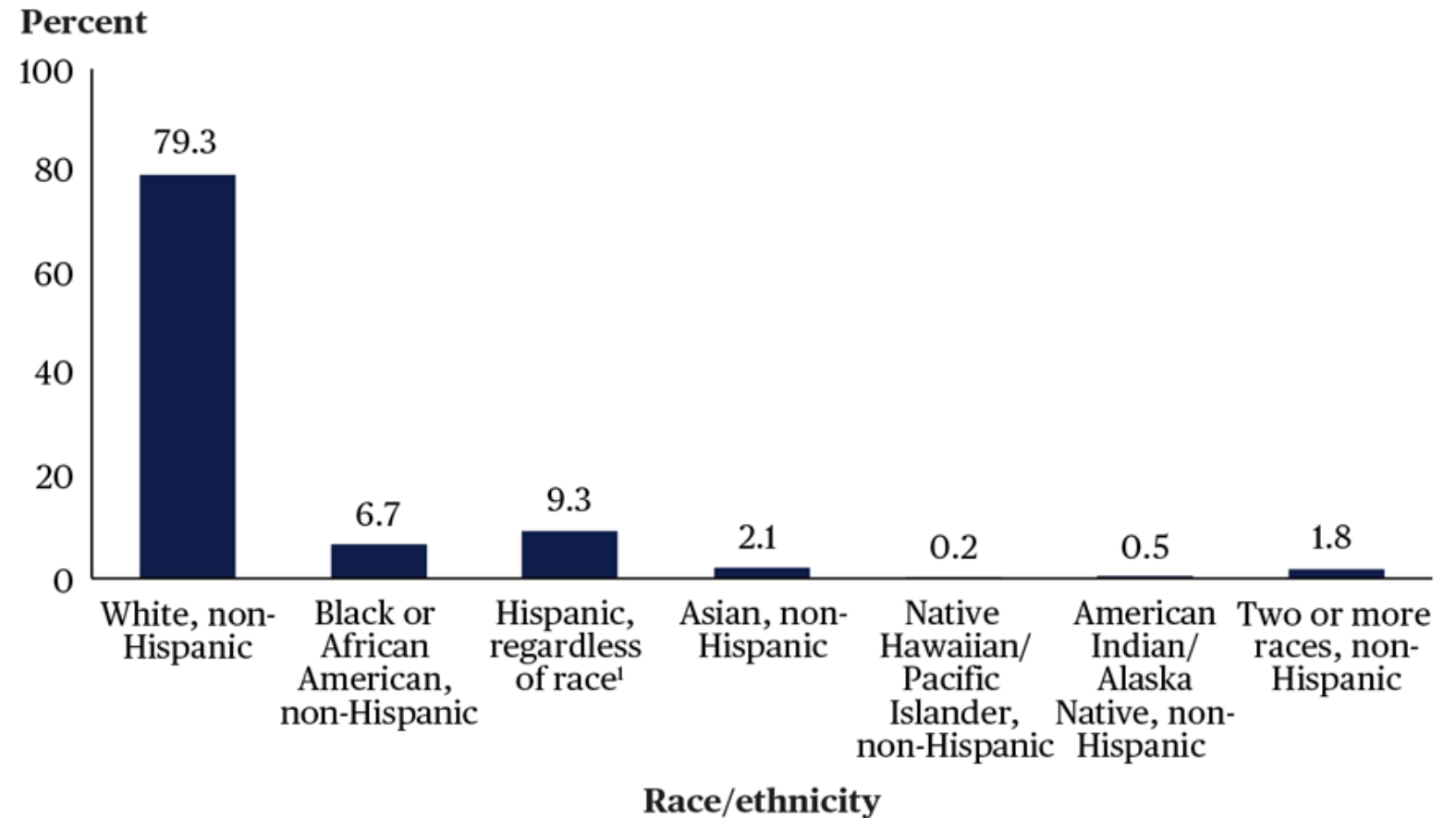
December 20, 2021

Agenda

- National, State, and WSD Data
- Why Representation Matters
- What Works (review of literature)
- WSD Current Recruitment & Retention Efforts
- Measurable Outcomes
- Next Steps

National Data

Percentage distribution of teachers by race/ethnicity: 2017-2018



SOURCE: U.S. Department of Education, National Center for Education Statistics, National Teacher and Principal Survey (NTPS), "Public School Teacher Data File," 2017-18

Pennsylvania Data

- In Pennsylvania..
 - 5.6% educators of color; 33.1% students of color
 - Secondary schools have lower rates of educators of color than elementary schools
 - Only 1% of educators are men of color

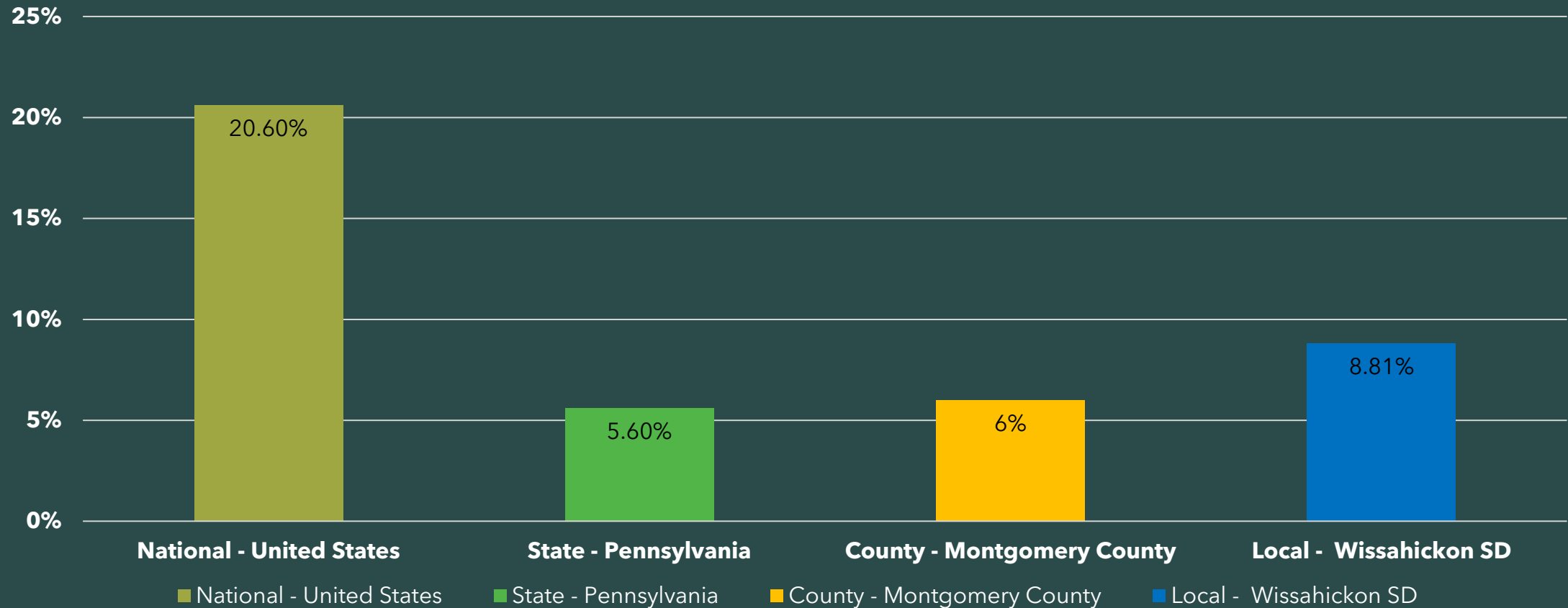


- Share toys
- help friends open food
- help build things with your friend
- play with all the kids
- help your friends need help
- give them a high

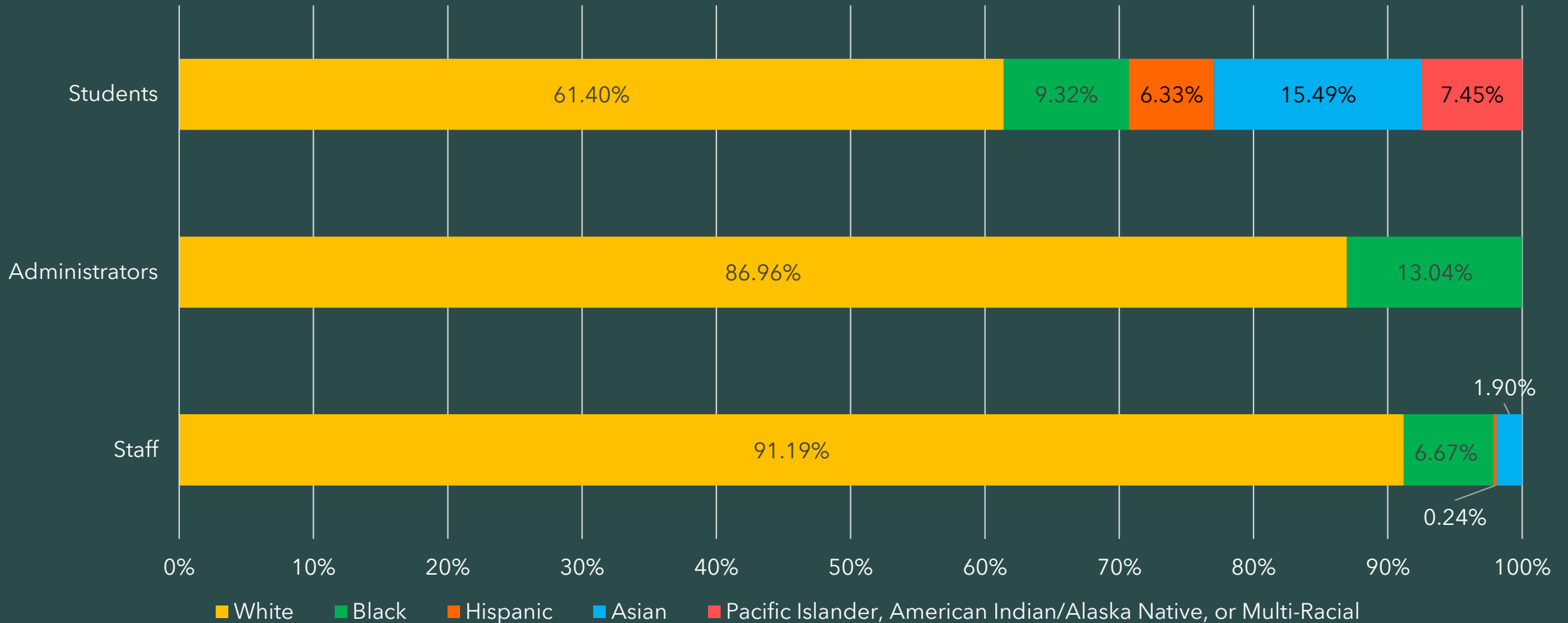
WSD Staff Demography

Staff self-reported racial/ethnic identification

Comparison of Educators of Color at National, State, County and Local Levels

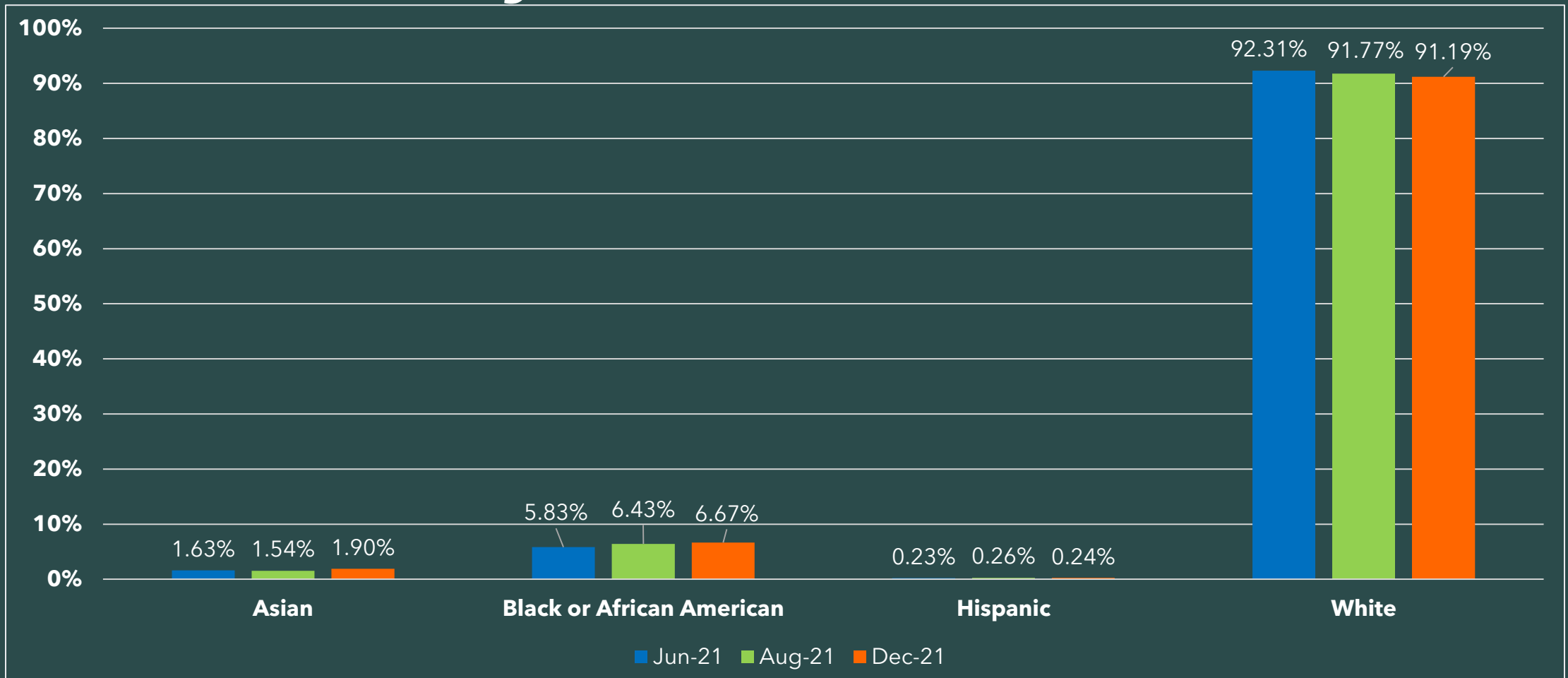


Proportion of Wissahickon Students, Administrators, and Staff by Race/Ethnicity



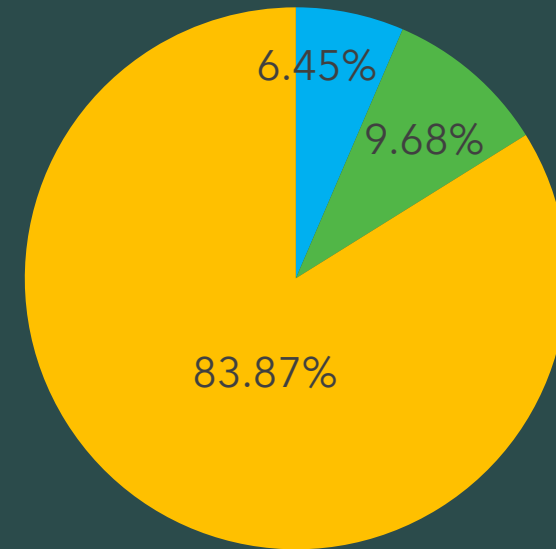
2021-2022 School Year

Comparison of Wissahickon Staff between 2020-21 and 2021-22, by Race/Ethnicity



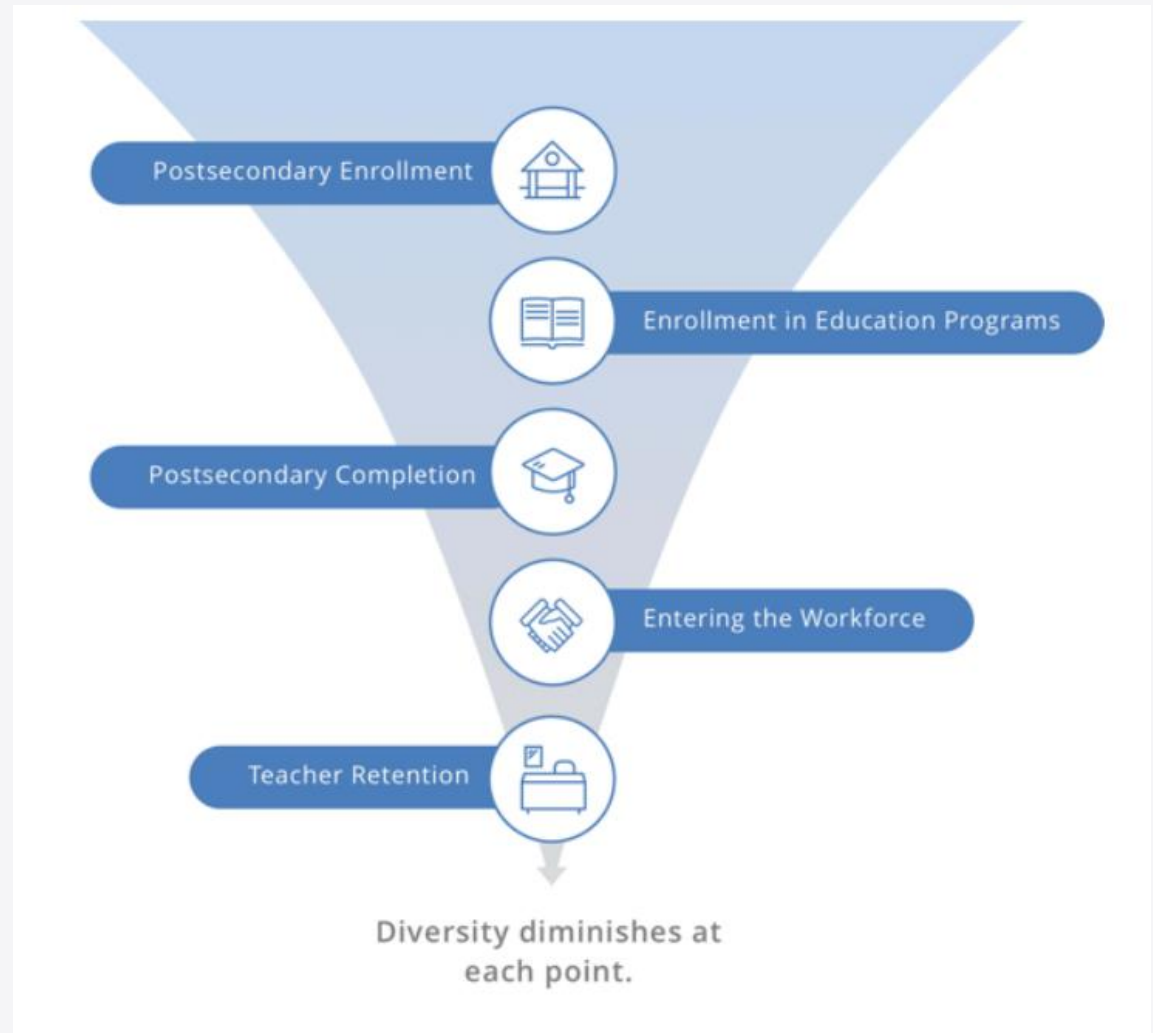
Newly Hired Staff in 2021-22, by Race/Ethnicity

	Number of Newly Hired Staff
Asian	2
Black or African American	3
White	26
Total	31



- Asian
- Black or African American
- White

Educator Pipeline



Why Representation Matters

- Achievement of students of color
- Benefits ALL students
- Pipeline for more educators of color



What Works (review of the literature)

- State Level - teacher residency programs; alternative certification requirements
- Local level - Grow Your Own programs; targeted training and support for teachers of color (affinity groups); partnerships with local universities; improve school/district staff climate; increase cultural awareness and cultural responsiveness of all staff



Current Recruitment Efforts

- **Grow Your Own Program:** Pipeline for Current Wiss Students
- **Future Teachers of America at WHS**
- **DEI/Belonging Website**
- **Recruitment Organizations**
 - Nemnet, National Diversity Recruitment & Consulting Firm,
Assists schools and organizations in the recruitment and retention of diverse teachers, administrators, and coaches
Postings of professional and administrative jobs are accessible on Nemnet's online employment center.
 - Delaware Valley Consortium for Excellence & Equity, Penn Graduate School of Studies
Offers a job board and mailing list to seek applicants of color
Postings of professional and administrative jobs are accessible on their online employment center.

Current Recruitment Efforts

- Other Efforts
 - **March DVCEE Recruitment and Retention Symposium**

Interactive forum exploring approaches for diversifying the teaching profession and retention
 - **April Annual DVCEE Educators of Color Recruitment Fair**

Wissahickon teachers and administrators of color representing District at event
Opportunity for highly-qualified and prospective candidates to connect with districts
 - **Spring MCIU Diversity Recruitment Fair**
 - **Guest Teacher Program**

Partnership with Substitute Teacher Services (STS), hiring building, longer-term and per-diem teacher substitutes.
 - **District Equity Planning Committee**

Ongoing collaborative planning of the Recruitment & Retention Subcommittee



Revised Teacher Recruitment Brochure

Why Teach at Wissahickon?

Embracing Diversity

Wissahickon School District seeks to broaden and deepen the educational environment and experience for students, staff and community by recruiting, hiring, and retaining candidates with diverse backgrounds.

WSD believes that our diversity makes us stronger. This core value is demonstrated through:

- › A steadfast commitment to increasing racial and cultural diversity in our teacher workforce
- › An understanding that diversity encompasses multiple demographic characteristics, which should be recognized and celebrated
- › A welcoming and inclusive environment to foster a sense of belonging where everyone is valued
- › A dedication to equity and social justice throughout the district

Current Retention Efforts

- Current efforts focus primarily on developing cultural awareness and cultural responsiveness of staff



Measurable Outcomes

- Teacher-student Parity
- Culture of Belonging
- Educator Retention



Next Steps

- Continue with our current recruitment efforts
- Grow Your Own Program
- Belonging/Climate Survey
- Staff Affinity Groups
- Partnerships with Universities/Colleges with higher rates of students of color (including HBCU's)
- Improve Data Collection and Transparency

Feedback/Ideas/Suggestions from Committee