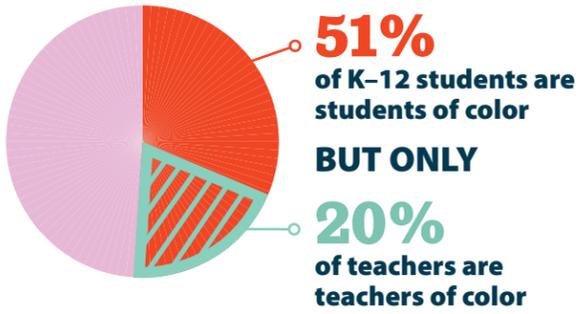


9 Strategies for Recruiting, Hiring, and Retaining Diverse Teachers

The Issue



U.S. Department of Education, National Center for Education Statistics., 2017;2018

A diverse teacher workforce provides benefits to all students.

Students of color benefit when paired with a teacher of their same race/ethnicity

- They may improve their test scores and are less likely to experience exclusionary discipline
- They benefit from higher teacher expectations
- Teachers of color may also have a greater ability to engage diverse students

All students benefit with teachers of color and increased diversity in the school

- They are exposed to multiple perspectives
- They may have an increased sense of civic engagement
- Helps students improve problem-solving, critical-thinking skills, and creativity

Recruiting, hiring, and retaining diverse teachers is possible when schools and districts use data-driven, targeted strategies to inform their outreach efforts. Here are 9 evidence-based strategies that focus on what schools and districts can do to **recruit, select, hire, onboard, and retain** teachers of color.

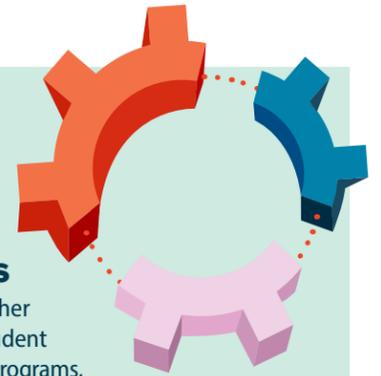
1



Data Use

Use data to forecast staffing needs and to determine who is underrepresented in the workforce. Data can also be used to create marketing campaigns that appeal to candidates of color, are specific to the position, and highlight the benefits the district has to offer.

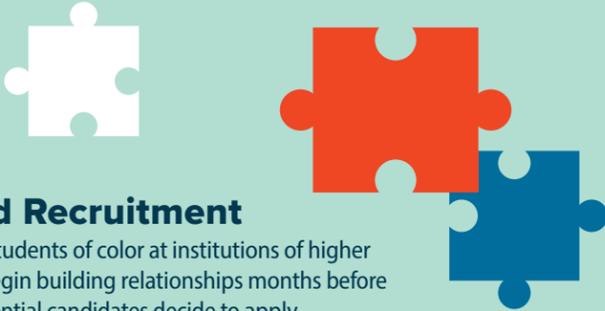
2



Institutional Partnerships

Build relationships between districts and teacher preparation programs that enroll a diverse student body, such as alternative teacher preparation programs, which are more likely to serve people of color.

3



Relationship-based Recruitment

Build personal relationships with students of color at institutions of higher education. Districts may wish to begin building relationships months before a job is posted and well before potential candidates decide to apply.

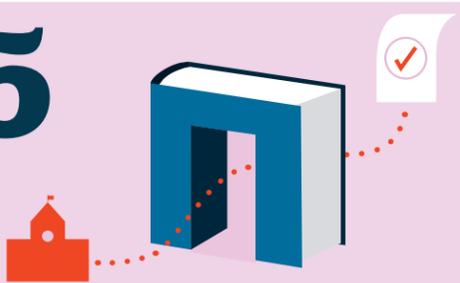
4



Early Hiring

Publish vacancy notices early in the process and hire early in the process to generate a large applicant pool. Ideally, half of the district's new teachers should be hired at least a month before the end of the prior school year.

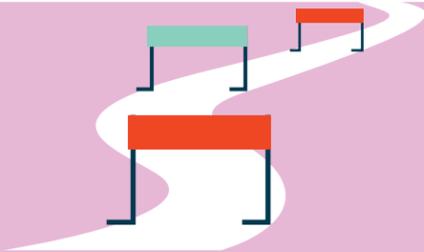
5



Implicit Bias

Train all staff members who are involved in hiring to recognize implicit bias and to use interviewing techniques that reveal candidates' experience, knowledge, and strengths.

6



Multiple Measures

Use multiple measures—including performance-based tasks—to evaluate the qualifications of applicants. Teachers' test scores, education, and experience are not always the best predictors of their performance in the classroom and may function as gatekeepers for teachers of color.

7



Intentional Placement

Consider the organizational conditions of the school, the strength of the school's leadership team, and overall fit before placing new teachers. Teachers of color are more likely to be placed in schools with weak organizational conditions, poor leadership, and difficult working conditions, which increases the likelihood of attrition.

8



Professional Learning

Design and implement high-quality professional learning opportunities for new teachers of color, such as collaborative work with other educators; support groups for new teachers; and mentoring provided by trained, qualified colleagues—particularly other teachers of color.

9



Develop Leaders

Build the capacity of school leaders to improve working conditions in the school, to support teachers of color, and to identify and support students and staff members who are interested in becoming teachers.

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This infographic is based on information found in the studies on the next page.

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