Amplifying Our Voice: Leading Boldly for Our Students, Our Professions, and Our Union

Minority Teacher Recruitment Movement
Kumar Rashad and Natalie Rashad
NEA Leadership Competency progression level(s).
-ALL 3 LEVELS

NEA Leadership Competency theme(s).
-ALL 4 THEMES
NEA Strategic Goal and NEA Organizational Priority:

• NEA Strategic Goal
  -advancing opportunities that will identify, organize, and engage new and early career educators; amplify the voices of all educators, support our members’ professional growth, and promote social justice for our students, communities and our nation
  -building the capacity of the local, state and national union to ensure the success of public education.

• NEA Organizational Priorities
  -Early Career Educator
  -Racial Justice in Education
  -Supporting Professional Excellence
Hello!

We are the team of Kumar & Natalie Rashad

You can find us at kumar.rashad@jcta.org
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Why is minority teacher recruitment so important?

https://www.youtube.com/watch?v=tylFlrGX-FI
What does the data tell us?

- In 2015, data showed that just over half of American students ages 5-17 were white while 80% of teachers were white.
- 13% of students were African American while only 8% of their teachers were African American.
- Hispanic students are approx. 24% of the student population with only 9% of teachers.
“Minority students often perform better on standardized tests, have improved attendance, and are suspended less frequently... when they have at least one same-race teacher.” (Figlio, 2017)
Our process is easy

- Recruit
- Train
- Mentor
Recruitment

Who
- High School Students
- College Students
- ESP’s (Education Support Personnels)

Where
- K12 ESP Middle/High School and College Programs
- Local Professionals

How
- Local Newsletters
- Social Media Advertisement
- Professional Partnerships
- Word of Mouth
Training: A 3 step process

1. Research the regulations and needs in your area.
2. Develop Programs. Develop programs to address the areas of need.
3. Promotion of the programs to potential minority teacher candidates.
Training

Research

What are the regulations to become a teacher in your area?
Use the link below to find the qualifications in your area

https://www.teachercertificationdegrees.com/reciprocity/

-In our case researching state regulations and data trends for potential minority teachers revealed that the most difficult barrier for most candidates was the core Math and English PRAXIS exams.
Training

Develop Programs

After identifying the areas of need provide the training resources to overcome the obstacles.

Remember that cost may be prohibitive for your candidates so if possible, offer trainings for free.

- We offer free PRAXIS tutoring sessions to teacher candidates.
  (This is made possible from grants and funds/resources we lobbied from our local and state affiliates.)
Training

Develop Programs:

Securing Funding and Resources

- Identify and pursue funding/resources for training and mentoring programs (NEA and others offer grants)
- Locals/State affiliates can help (facilities, resources, volunteers)
Training

Promotion
Let potential minority teachers know about your program.

-We promoted in our locals news letter, on social media, to ed programs, and by word of mouth.
Next Steps: Mentoring

While developing your program reach out to existing education professionals to be mentors to your candidates. Also encourage candidates to form cohorts of support with one another.
Thanks!

Any questions?

You can find us at
- racialjustice/institutionalracism@
- www.mynea360.org
- kumar.rashad@jcta.org
- natalie.rashad@jcta.org
Session Outcomes (Second to last slide)

The content from this session can be used in the following ways in your current position/role:

• Outcome #1- Recruitment of new minority teachers
• Outcome #2- Develop and implement a training program for new minority teachers
• Outcome #3- Develop a mentorship program to increase minority teacher retention
Closing

• Please complete the evaluation for this breakout session by using the NEA Summit Mobile App! (Allow at least 5 minutes at the end of the session.)

• Please visit the Leadership Development Resources website at www.nea.org/leadershipdevelopment