Approaches for improving the quality and diversity of the educator workforce
PRESENTERS

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GETTING STARTED: Why Diversity the Workforce?

Discuss one or more of the following topics with someone sitting near you for 5 minutes.

What are the advantages of diversifying the workforce for teachers? For school administrators? For students?

- Debrief—What are identified advantages you’d like to share with the group?
- Which advantages are most likely to provide motivation for policymakers to take on this work?
I Educate Montgomery County: A Collaborative Effort to Restore Diversity to the Teaching Profession

Christa Agiro, Wright State University, Dayton, Ohio and many others
Christa Preston Agiro—Wright State University
Guiding Statements

1. The presence of minoritized teachers has a positive impact on all students.
2. Schools have a responsibility to maintain a climate in which all educators can thrive.

Website for Candidates and Stakeholders
Recruit

- Testimonial Videos
- Teacher Academies
- Tuition Scholarships
- Tutoring Jobs
- Pathways to Licensure
- Phone Calls & Postcards

SINCLAIR DIVERSE TEACHER PATHWAY

HIGH SCHOOL JR.  | HIGH SCHOOL SR.

YEAR 1 | YEAR 2 | YEAR 3 | YEAR 4

Pathway as a High School Junior and/or Senior
Completion of Associate Degree at Sinclair College
Completion of Bachelor's Degree at Four-Year Institution

Tutoring Jobs
Pathways to Licensure
Phone Calls & Postcards

Preschool Promise Scholarship
Earn a Teaching Degree for free!

Preschool Promise is offering up to $15,000 per year for tuition toward a degree at the college of your choice in Pre-K-5 education.

Details:
Must work for at least 5 hours per week at a Preschool Promise location. Get paid an hourly rate.

Summer work options are available.
Retain

- Unlicensed Teacher Outreach
- Licensure Study Group
- Mentorship & Cohorts
- Fee Reimbursement
- Study Materials & Practice Test
- Stipends for Licensure Exam Success

FREE Test Prep Sessions for Black Educators
Wednesday, September 29, 2021
6:30 P.M.

MONTGOMERY COUNTY TEACHER COHORT

- October-January, 1 hour weekly sessions via Zoom
- Free study materials
- Free Retakes of the OAE licensure exams
- You will receive a stipend if you pass the exam
- You will work with experts from The University of Dayton
- Connect with other Black Teachers who have passed the exams
Support

- Mutual Mentorship
- Student Advisory Board
- Belonging & Trust
- Accessible Communication
- Compensation
- Affinity Group Support
Sustain

- Critical Literacy Groups
- Professional Development Systems
- Data-Informed Action Plans
- Cultural Humility in Education Certificate
- Minoritized Voice Centering
Going Virtual with Minnesota State University Moorhead’s Elementary Inclusive Education Degree

Keri DeSutter & Ok-Hee Lee, Minnesota State University-Moorhead
Thoughtful planning can transform a traditional face-to-face teacher preparation program into an online program in order to meet the geographical and diversity demands of a state.
Essential Questions

**OHIO**

#1 – What is keeping capable minoritized professionals out of classrooms?

#2 – How do minoritized people experience educational spaces?

**MINNESOTA**

#1 - After making programming accessible, how can we encourage individuals to pursue teacher education?
Whole Group Debrief & Closing Connections

• What are your key takeaways from this session to share with your state team? Strategies? Lessons Learned? Things to avoid?

• What about networking? Who should you connect with later? What should you follow up on?
CEEDAR’s Winning Aspiration

Every student with a disability has an equitable opportunity to achieve.
Our Mission

To support students with disabilities (SWDs) in achieving college- and career-ready standards by building the capacity of state personnel preparation systems to prepare teachers and leaders to implement evidence-based practices (EBPs) within multi-tiered systems of support (MTSS).
Disclaimer

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