



**Welcome to
Diversifying the
Teacher Workforce
Affinity Group**

**Tuesday, June 6, 2023
3:00 – 4:00 pm Eastern**

Check in question: Where are you joining us from today?



Welcome & Introductions



LaRon Scott

Associate Dean for Diversity,
Equity and Inclusion Associate
Professor, University of Virginia



Nichole Spalding

Technical Assistance Specialist,
CEEDAR, University of Florida



Definition & Framework for Diversifying the Teacher Workforce

What does diversity in the teacher workforce look like?

Framework



Recruiting/Attracting




Supporting



Retaining

Diversifying the Teacher Workforce

Scope and Sequence



Date	Topic
June 6	Overview & Framework, spotlight on Virginia
July 11	Spotlight on Hawaii
August 1	Spotlight on alternative pathways in Florida
Sept. 5	Spotlight on mentorship in Mississippi
Oct. 3	TBD
Nov. 7	TBD
Dec. 5	TBD

Initial Content: 3 Buckets Strategies

Special Guest: Examples in Action



Dr. Cassandra Willis

Principal,
Researcher,
Staff Developer,
Innovator,
Track record of turning I can'ts into I cans!



What had happened was....

Teacher Shortages, Retention and Diversity in Virginia

Dr. Cassandra Willis



Teacher Retention and Shortages in VA

2017 - 40% increase in unfilled positions over 10 years
Petersburg reported $\frac{1}{3}$ of positions unfilled prior to the 2017-2018 school year

Special Education, Mathematics, Career and Technical Education AND Foreign Language, ESL, and English

Now Post Pandemic
Teachers Leaving at 12% higher rates
Even fewer entering the profession



Teacher Shortages over Time

2018-2019

800 vacant teaching positions

2019 -2020

1000 vacant teaching positions

2021 -2022

2800 vacant teaching positions

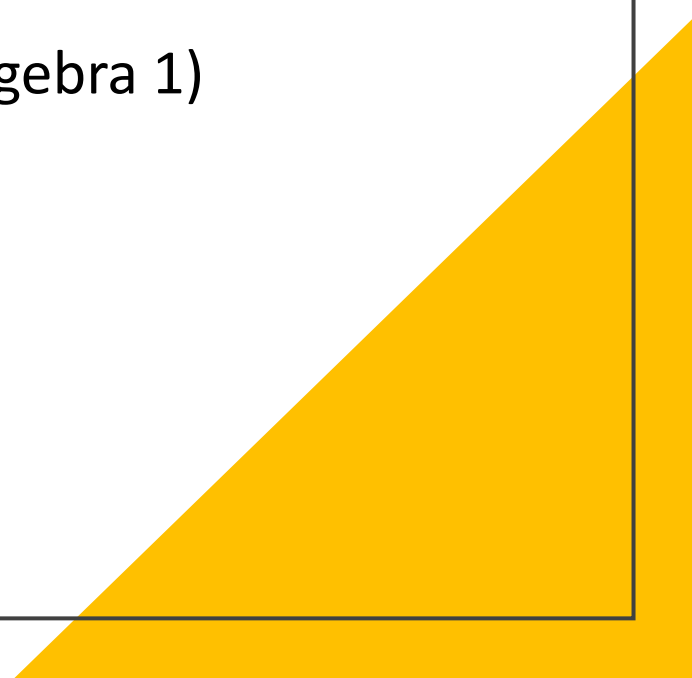
2022-2023

3500 vacant teaching positions



Source: VDOE Staffing and Vacancy Report

Shortage Areas

1. Elementary Education PreK-6
 2. Special Education
 3. Middle Education Grades 6-8
 4. Career and Technical Education
 5. Mathematics Grades 6-12 (including Algebra 1)
 6. Science (Secondary)
 7. Foreign Language PreK-12
 8. English (Secondary)
 9. History and social science (secondary)
 10. Health and physical education
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Virginia's response to Teacher Shortages



TDVEP - Taskforce to Diversify Virginia's Educator Pipeline

Developed to address the shortage of teachers of Color (2017)

ACTS - Advisory Committee on Teacher Shortages

Advisory Committee on Teacher Shortages developed recommendations (2017)

Teacher Retention Summit

Collaborate and create policy recommendations in an effort to retain our best teachers. (2018)

Covid Hits.....

- Trauma to the profession
- Decrease enrollment = Decrease in resources
- Shortage in support staff
- Greener, younger, less experienced
- Continuation of virtual instruction
- Decrease enrollment, decrease in resources
- Additional waivers around licensing

COVID-19 Incentives

Increased Technology
Hazard Pay/Bonus
Increase in substitute pay
Additional Staff members
Extra pay for increased
workloads



JLARC Report on State Operations

Helping Divisions recruit and retain teachers

Fragmented and under resourced

Data Collection about teachers

Inadequate to improve recruiting and retention

Teacher Mentorship

Not targeted at divisions with largest shortages and lacks structure; minimal and outdated guidance



JLARC Report on State Operations

Strengthen efforts to help schools

Expand office to better analyze data

Sustained full attention of Board of
Education

Strategies vague and not actionable

Teacher Licensure Process

Inefficient



Source: JLARC: Operations and Performance of the Virginia Department of Education

Did You Know This?



Barrier 1

Potential bias Teacher
Evaluation System



Barrier 2

Potential bias in supervision
requirements



Barrier 3

Use of Subjective Language



Barrier 4

Disparities in opportunities



Barrier 5

Bias in Licensure
assessments

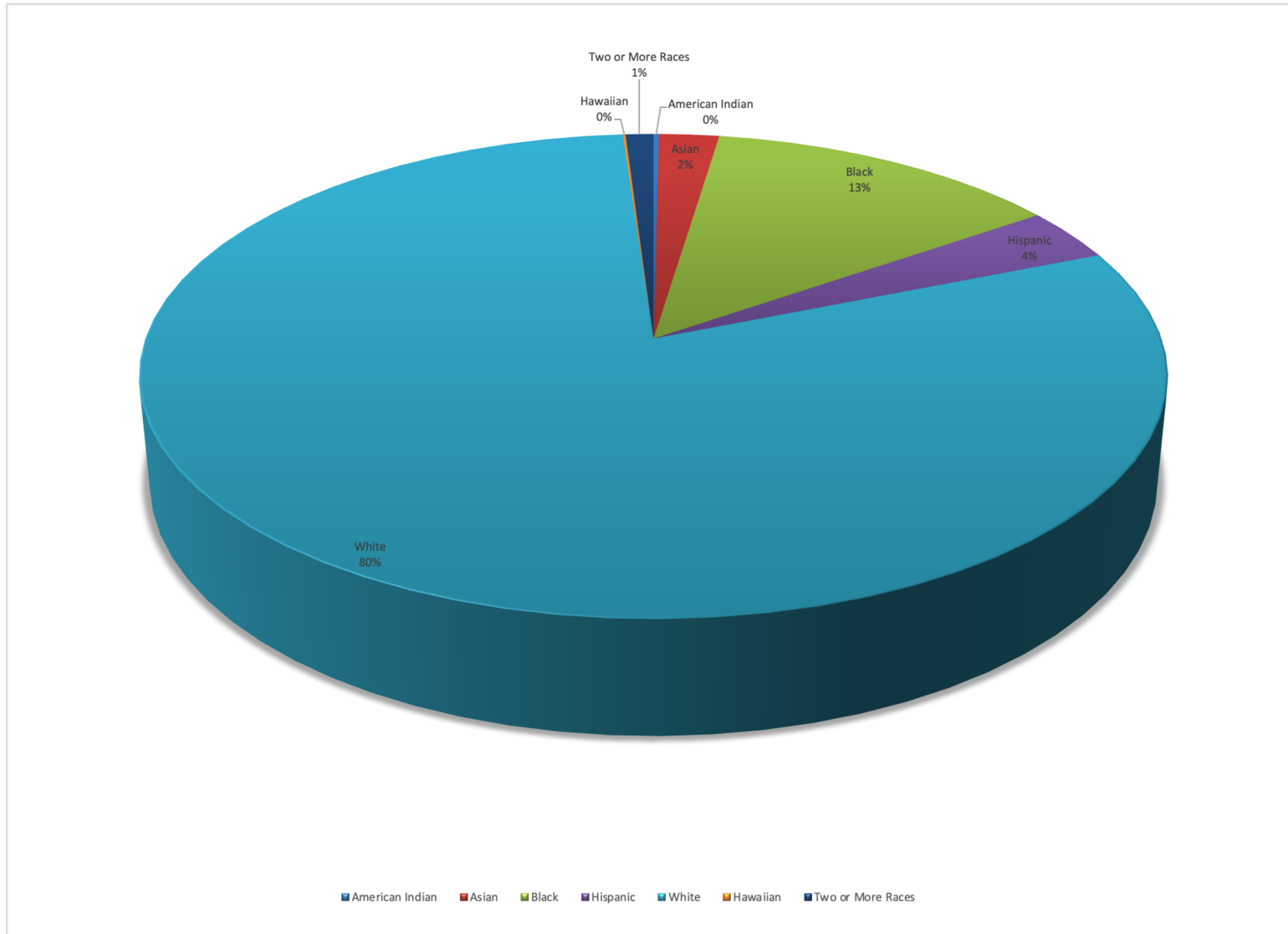


Barrier 6

Challenges in
Communication and
Processing

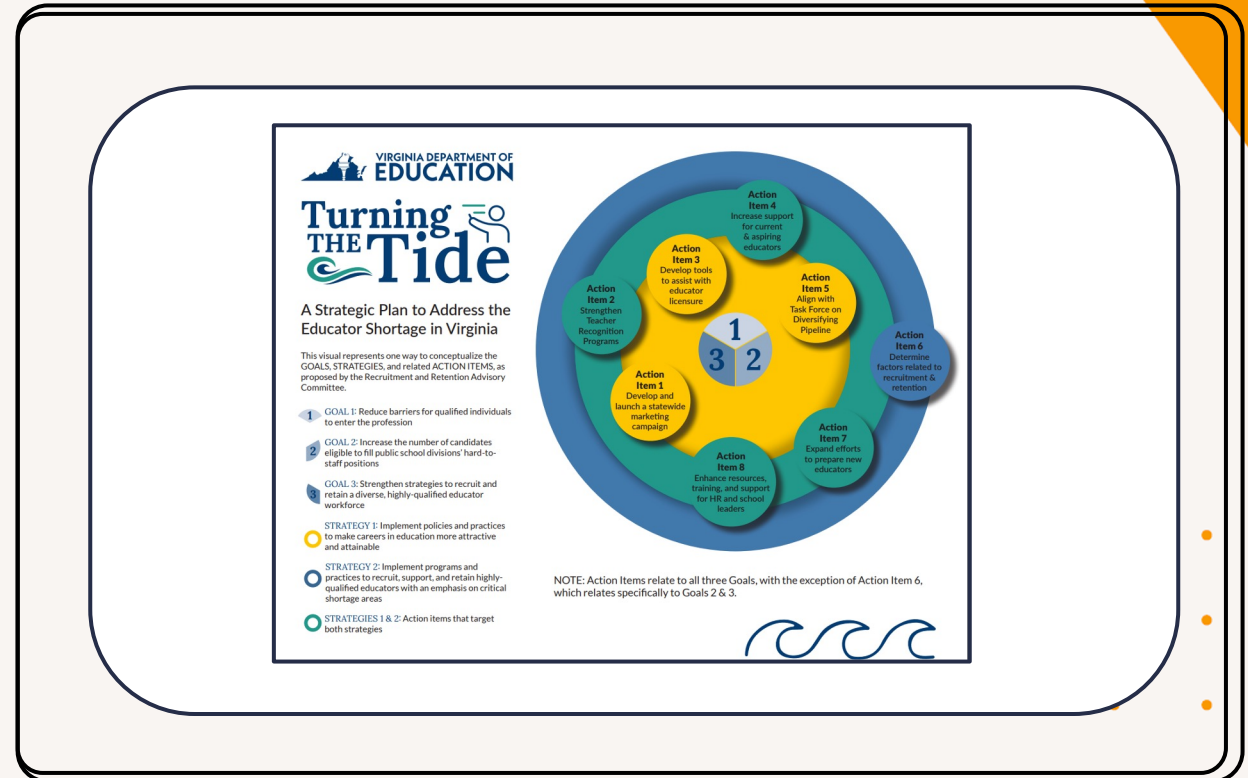
Source: Study on Teacher Licensure: Virginia Teacher Licensure Policy: Biases and Barriers to Diversifying the Workforce

Teacher Diversity in Virginia



Current Strategies

Recruitment and Retention Advisory Committee



Virginia's Response



01

Funding

ESSER III, Apprentice Implementation Grant, Recruitment and Support Grants, Recruitment Incentive for Public Education (RIPE) Grant

02

Policies

Licensure impact, provisional, extensions, 10 year licenses

03

Programs

Virginia Teaching Scholarship Loan Program

04

Resources

Dedicated Web site, marketing tools

Where do we go now?

Clear on messaging

All students benefit from diversity

Division level plans

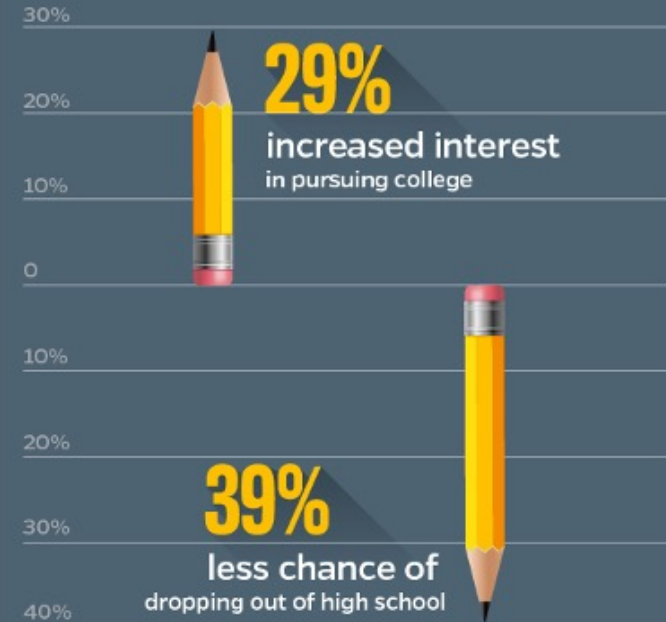
Divisions are nuanced, use state resources and research to develop division strategic plans

Pipelines and GYO

Looking at pipelines now and forecasting

BLACK TEACHERS MAKE A DIFFERENCE

Persistently low-income black boys
with a black teacher in 3rd-5th grade



Let's talk about it!

Dr. Cassandra B. Willis

boydcf@vcu.edu



Diversifying the Teacher Workforce (double click anywhere to answer)

with Dr. Cassandra Willis

What are the barriers to diversity in the teacher workforce in your state?



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What do you need to help diversify the teacher workforce?



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How does what Dr. Willis shared fit into your context? What are your next steps?



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Before We Go

Next Meeting: July 11, 2023