



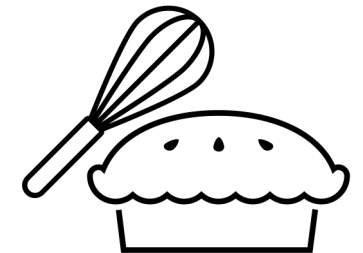
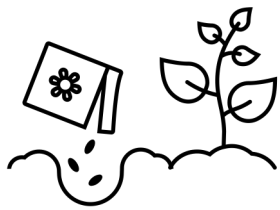
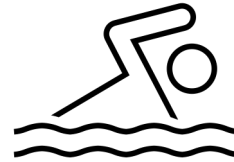
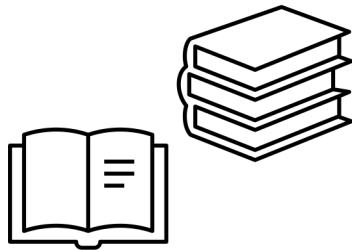
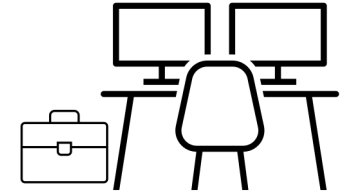
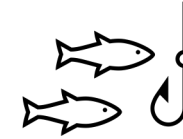
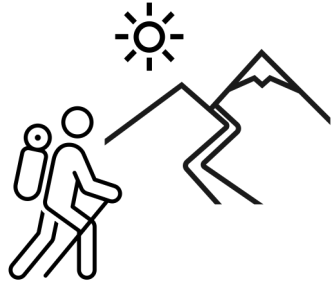
**Welcome to
Diversifying the
Teacher Workforce
Affinity Group**

**Tuesday, July 11, 2023
3:00 – 4:00 pm Eastern**

Check in question: What have you been doing this summer?

At the top of your screen, click on view options and select annotate... pick a stamp and stamp away!

Feel free to add details in chat!



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



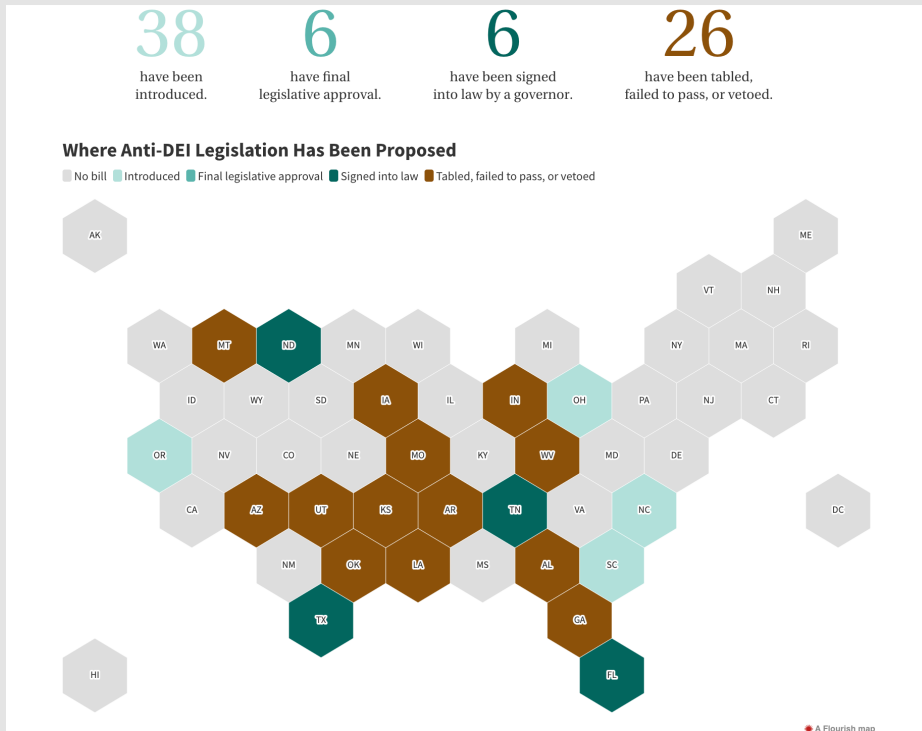


Diversifying the Teacher Workforce Scope and Sequence

Date	Topic
June 6	Overview & Framework, spotlight on Virginia
July 11	Resource Highlight & 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



Resource Highlight



 The Chronicle of Higher Education

- <https://www.chronicle.com>
- DEI Legislation Tracker

Special Guest: Examples in Action



Dr. Janet Kim

Recruitment Specialist

College of Education

University of Hawai'i at Mānoa



A photograph of a university campus. In the foreground, there is a grassy area with a wooden picnic table and a tree trunk wrapped in red and yellow caution tape. In the background, a modern, multi-story building with large windows and a tiled roof is visible, surrounded by lush green trees and palm plants under a clear blue sky.

Attracting, Supporting, and Retaining Teachers of Color in Hawai'i

Janet Kim, janetmc@hawaii.edu
University of Hawai'i at Mānoa



HAWAII

NO ETHNIC
MAJORITY

SINGLE-UNIFIED
SCHOOL DISTRICT

HIGH COST OF
LIVING

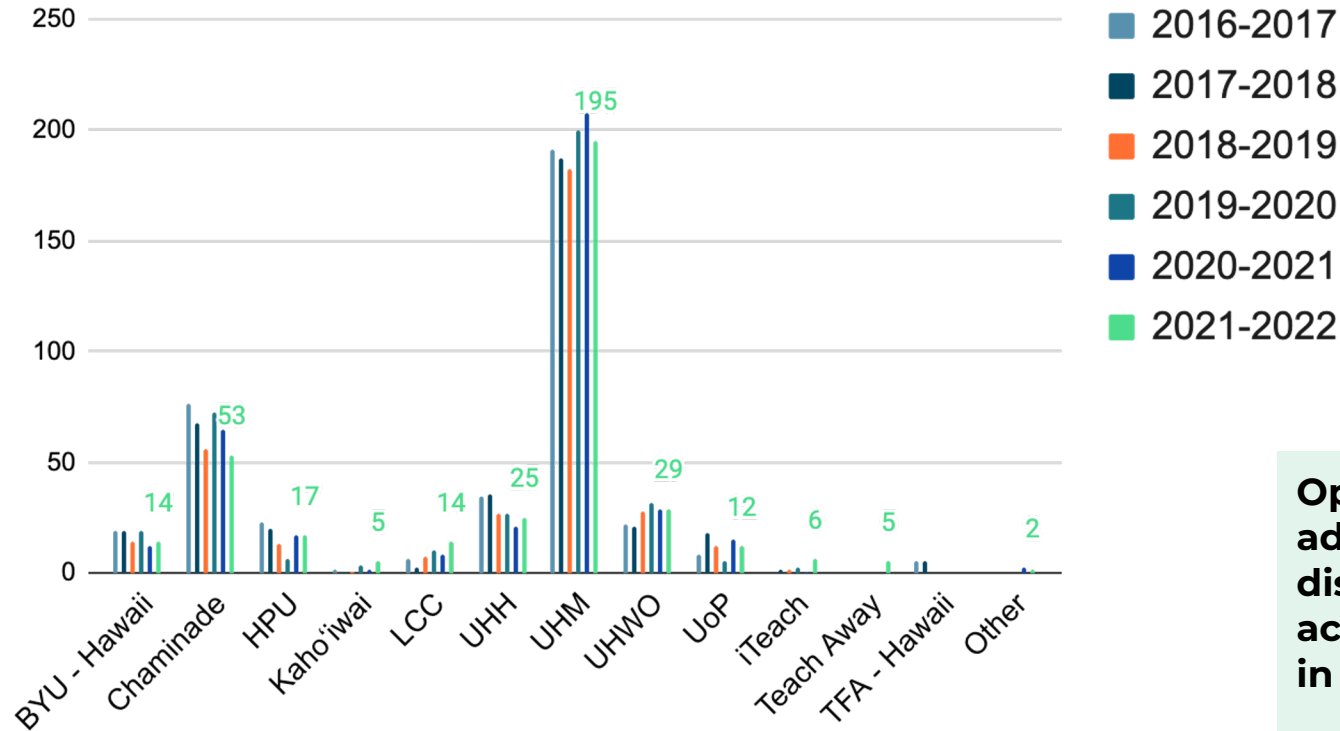
GEOGRAPHICALLY
ISOLATED

WORST SPED
SHORTAGES

(Peyton et al., 2021)

- Salary after adjusted for cost of living & when compared to otherwise similar professions
- **Ratio in production of state teacher preparation graduates**

The role of the UHM College of Education



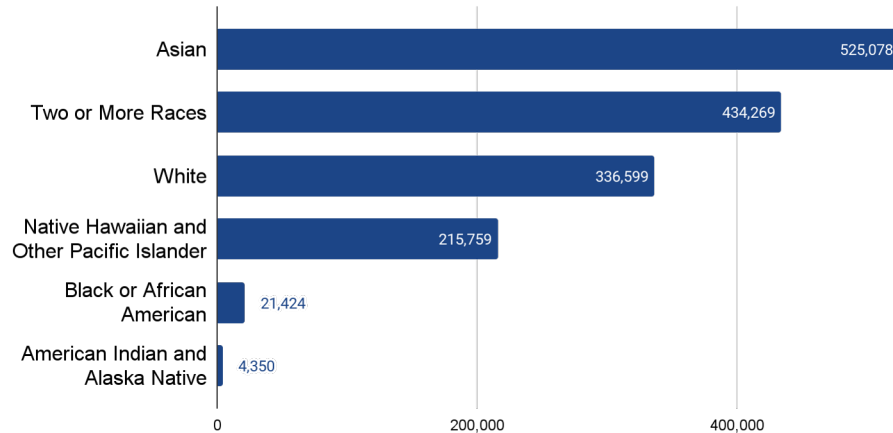
Opportunity to address disproportionality, access, and equity in Hawai'i

Note. Data taken from HIDEOE Employment Reports, 2016–2022

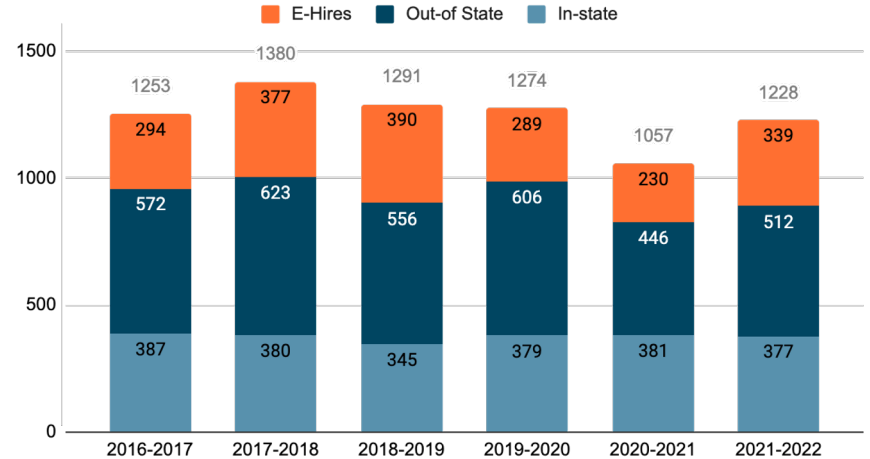
CONTEXT: HAWAII'S TEACHER SHORTAGE

- Highly qualified:
 - 93% of teachers
 - 84% of special education teachers
 - 72% of special education teachers in the Waianae-Nanakuli complex area

US Census Data 2020, Hawai'i Population Demographics by Race



In-state, Out-of State and E-Hires



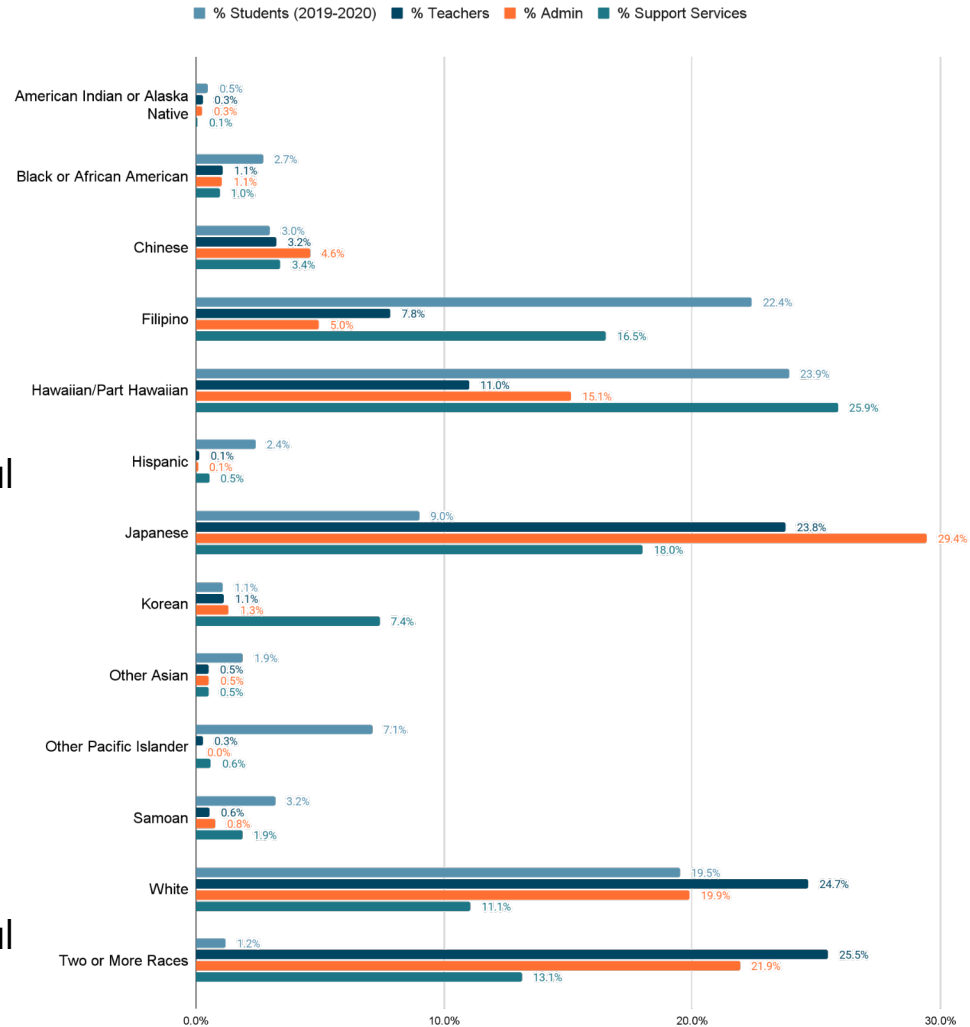
ETHNICITY

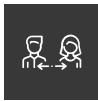
Underrepresented Groups:

- **Filipino & Native Hawaiian**
 - 23.9% of students & 25.9% of support personnel
 - 11% of teachers & 15% of admin
 - 36% of students identified for special education services

Overrepresented Groups:

- **White & Japanese**
 - 9% of students & 11.1% of support personnel
 - 23.8% of teachers and 29.4% of admin
 - 17% of students identified for special education services (Asian)





GENDER

- Need for more male teachers (26.5%)
- Especially by level (37% secondary, 12% elementary)



AGE

- Declining enrollment in younger, traditional students
- Nontraditional students are at-risk for failure in traditional model of higher education

INEQUITIES



LOCALE

- Higher turnover in urban and rural schools. 80% of state population is concentrated in Honolulu on O'ahu
- Rural & remote schools have the hardest time recruiting - access and opportunity



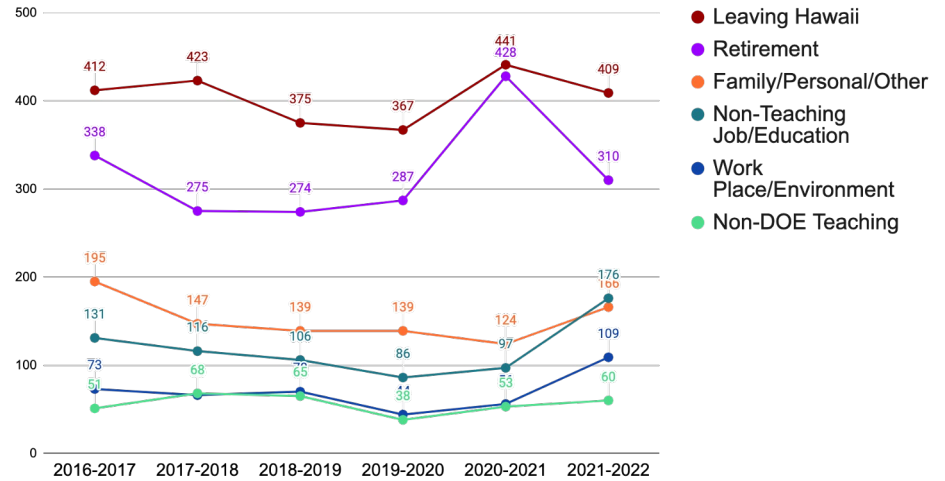
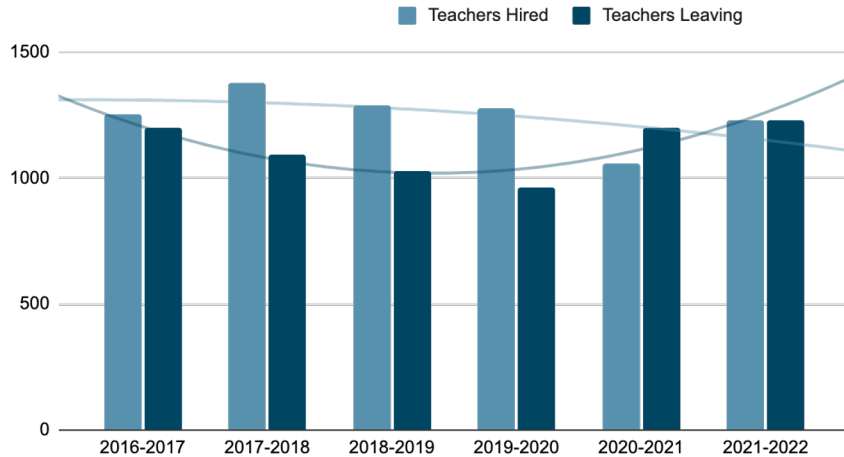
ETHNICITY

- Teacher workforce does not mirror student population
- Differences may contribute to disproportionate representation of certain groups in special education

Kim, J. M. (2022). *Understanding the Special Education Teacher Pipeline in Hawaii: How Characteristics, Motivations, and Program Preferences Influenced Enrollment Outcomes among Targeted Populations* (Doctoral dissertation, University of Hawai'i at Manoa).

IMPACTS OF THE COVID-19 PANDEMIC ON THE WORKFORCE

HIDOE Teacher Employment Data



Note. Data taken from HIDOE Employment Reports, 2016–2022

Focus on Recruitment and Retention

SOLUTIONS

- **Teacher Education Coordinating Committee (TECC)**
 - Started in 2017 by the legislature to identify, study, take action, or make recommendations of matter of education of common interest
 - Led by Hawaii DOE Superintendent and the Dean of UHM College of Education, meets monthly
 - Members include:
 - Teacher's Union President (HSTA)
 - Licensure Board Director (HTSB)
 - Representative from all State EPPs (IHEs and alternative)
 - Additional Stakeholders (e.g., Hawaii P-20)

Key Initiatives



Image

Revive social status of teachers, increase attractiveness

- Annual It's Great to be a Teacher Event
- UH Mānoa
 - Be a Hero Campaign (Video Link)
 - Someone Special for Students Campaign



Training

Comprehensive training programs built on partnerships

- HIDOE + University of Hawaii
 - Special Education Tuition Stipends
 - Grow our Own (GOO) Stipends
 - Traditional & Alternative Routes to Certification



HIDOE Salary Modernization Project

Teacher Salary
Range:

\$50,819 - \$91,948

- + Differentials implemented in February 2020
- + Addressed Teacher Compression in 2022
- + Added additional Class for Advancement

Category (10-month-classroom teachers)	Differential
Special education	\$10,000
Hawaiian language immersion	\$8,000
Hard-to-staff Tier 1 (Kea'au and Pāhoa complexes)	\$3,000
Hard-to-staff Tier 2 (Kealakehe, Kohala, Konawaena and Lahainaluna complexes)	\$5,000
Hard-to-staff Tier 3 (Honoka'a and Ka'ū complexes)	\$7,500
Hard-to-staff Tier 4 (Hāna, Lāna'i, Moloka'i, Nānākuli, and Wai'anae complexes. Also includes Olomana School and Hawai'i School for the Deaf and the Blind)	\$8,000

Source:

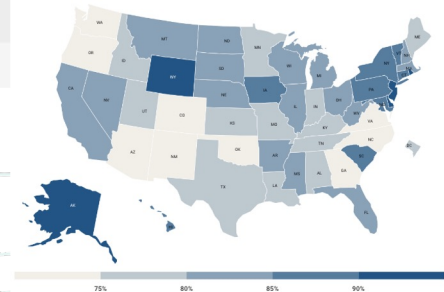
<http://www.hawaiipublicschools.org/DOE%20Forms/OTM/Teacher%20Salary%20Modernization%20Project.pdf>



Teacher Salary (Nationally)

State	Starting Salary (2019–20)*	Starting Salary Rank (2019–20)*	Cost-of-Living Adjusted Starting Salary (2019–20)**	Cost-of-Living Adjusted Starting Salary Rank (2019–20)**	Wage Competitiveness Index***	Wage Competitiveness Rank***
District of Columbia	\$56,313	1	\$50,505	1	78.7%	31
New Jersey	\$53,177	2	\$47,821	3	96.9%	3
California	\$49,303	3	\$44,659	14	84.5%	16
Washington	\$49,113	4	\$45,729	7	71.9%	46
Alaska	\$48,469	5	\$46,966	5	90.3%	4
Hawaii	\$48,428	6	\$43,239	19	89.1%	6
Maryland	\$47,959	7	\$45,032	11	88.6%	7
Massachusetts	\$47,396	8	\$44,130	15	82.0%	22
New York	\$47,181	9	\$42,814	21	88.0%	8
Connecticut	\$46,905	10	\$45,363	8	86.5%	12

Teacher Wage Competitiveness by State, 2014–19



Understanding Teacher Compensation:
A State-by-State Analysis of Annual Starting Salary (2022)



Nichole Spalding-Watson • 1m

Diversifying the Teacher Workforce (click on comment button to answer)

with Dr. Janet Kim

5 minutes: What is working in your state to help create a more diverse teacher workforce?



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5 minutes: In today's climate, how can we all continue to make diversity in the teacher workplace a priority?



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10-15 minutes: What are your next steps?



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Final Thoughts/Takeaways?

See you next time!

Next Meeting: August 1, 2023