

A photograph of a male teacher with short dark hair and a light beard, wearing a light pink button-down shirt, leaning over a young boy with curly hair and a green shirt. They are both looking down at something out of frame. In the background, a young girl with long dark hair is also looking down. The setting appears to be a classroom with colorful posters on the wall.

# **Approaches for improving the quality and diversity of the educator workforce**

# PRESENTERS

- Christa Agiro, Wright State University
- Keri DeSutter, Minnesota State University—Moorhead
- Ok-Hee Lee, Minnesota State University—Moorhead

# 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





# OHIO



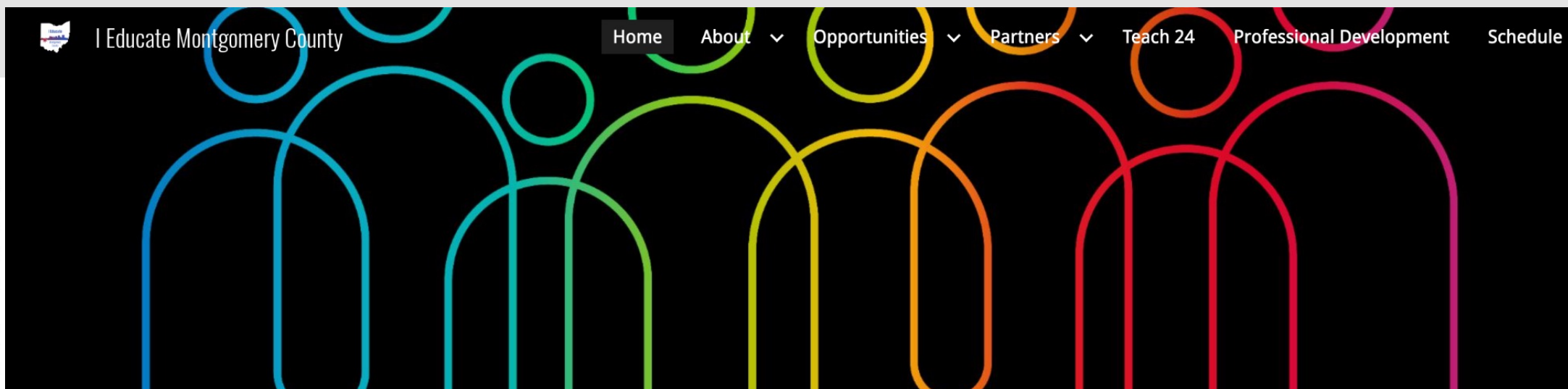
**Christa Preston Agiro—Wright State University**

# 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



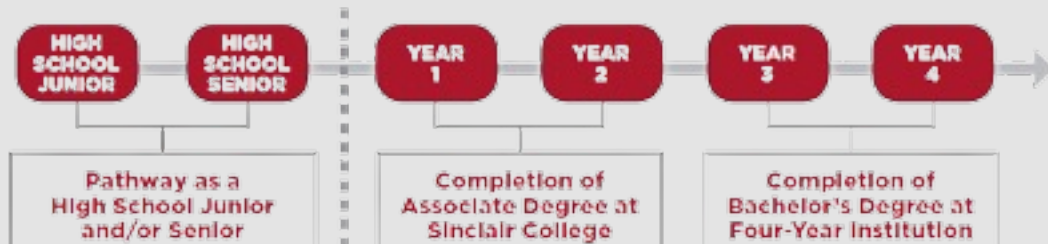


# Recruit

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



## SINCLAIR DIVERSE TEACHER PATHWAY



**APPLY TODAY!**  
**Scholarship Opportunities**

**Preschool Promise Scholarship**

Earn a Teaching Degree for free!

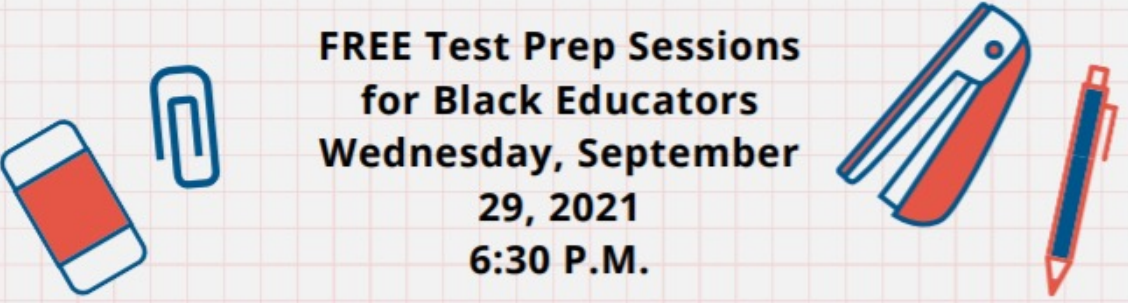
Preschool Promise is offering up to \$15,000 per year for tuition toward a degree at the college of your choice in PreK-5 education.

**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

## SHARING OUR EXPERIENCES: CULTIVATING PAST, PRESENT, AND FUTURE PERSPECTIVES

Join us in dialogue with BIPOC educators

**JANUARY 30, 2023**  
**4:00 - 5:30 PM EST, ZOOM**

Organized by:  
I Educate Montgomery  
BIPOC Mentorship Team

Join us for an important conversation featuring an amazing panel of BIPOC educators from the Dayton and Cincinnati areas of Ohio! We are excited to foster a space for support, radical care, and critical dialogue.




SCAN TO REGISTER

*This event is open to aspiring and current educators of color, as well as allies who aspire to work in solidarity with BIPOC educators.*



# Sustain

- Critical Literacy Groups
- Professional Development Systems
- Data-Informed Action Plans
- Cultural Humility in Education Certificate
- Minoritized Voice Centering



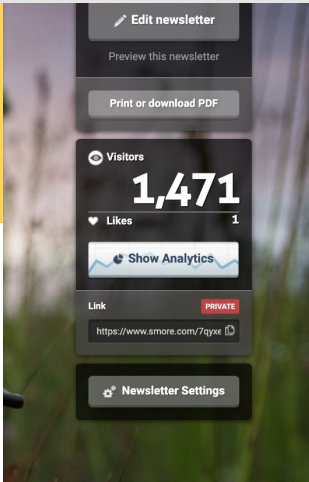
**Summer Educational Equity Institute**

Summer 2022 Professional Development Series

Hosted by Wright State's OPFE, Co-Sponsored by Sinclair's Education Department

Please join us for free sessions open to all education professionals (and educators in training) in our region. Collective post-pandemic hope invites us to acknowledge that one size cannot fit all. We have seen that opportunity and success are not equally available to all. We responded to local calls for information, community, and action to address entrenched inequity; we have invited experts in equity to facilitate the following sessions. Certificates of attendance including clock hours will be emailed following each event.

Location, Online Platform, and/or Session Information



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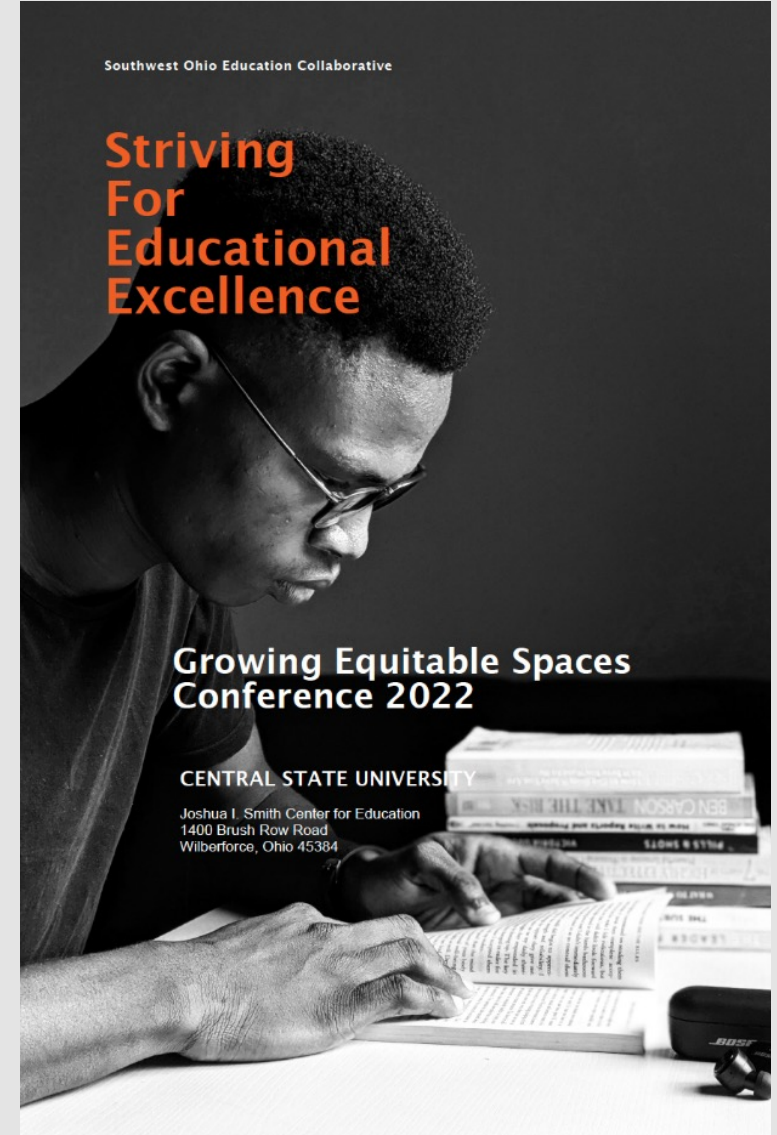

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Southwest Ohio Education Collaborative

**Striving For Educational Excellence**

**Growing Equitable Spaces Conference 2022**

CENTRAL STATE UNIVERSITY

Joshua I. Smith Center for Education  
1400 Brush Row Road  
Wilberforce, Ohio 45384



# MINNESOTA



**Keri DeSutter—Minnesota State University—Moorhead**  
**Ok-Hee Lee--Minnesota State University—Moorhead**





# **Going Virtual with Minnesota State University Moorhead's Elementary Inclusive Education Degree**

Keri DeSutter & Ok-Hee Lee, Minnesota State University-Moorhead



# **MINNESOTA SESSION OUTCOME**

**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**



# BREAKOUTS



# 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.

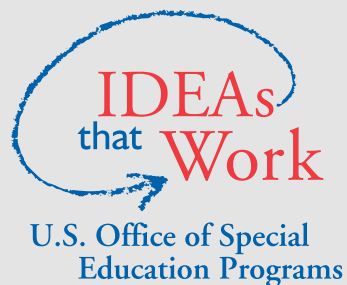


# Our Mission

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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