

# Insights on Diversifying the Educator Workforce

## Data Tool for Practitioners

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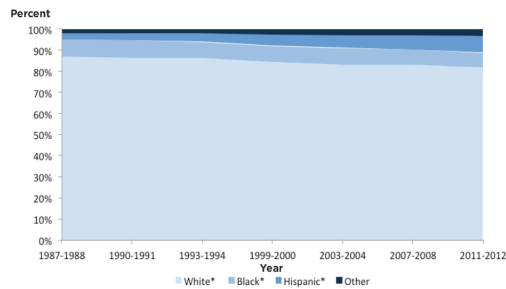
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# The US Educator Workforce is Predominantly White

**Figure 2. Percentage distribution of teachers in public elementary and secondary schools, by race/ethnicity: Selected years, 1987-88 through 2011-12**



\*Data for years 1987-88 through 1999-2000 are only roughly comparable to data for later years, because the new category of two or more races was introduced in 2003-04.

U.S. Department of Education. (2016). *The state of racial diversity in the educator workforce*. Retrieved from <https://www2.ed.gov/rschstat/eval/highered/racial-diversity/state-racial-diversity-workforce.pdf>

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## What diverse educators do?

- holding higher expectations from minority students
- serving as role models for students
- equitable assignment to gifted and talented programs
- improvements on disciplinary outcomes
- improving academic outcomes for students

Villegas, A. M., & Irvine, J. J. (2010). Diversifying the teaching force: An examination of major arguments. *The Urban Review*, 42(3), 175-192.

## Diversifying the Educator Workforce is About Educator Effectiveness

Diversify the Education  
Profession

Culturally Responsive  
Practice

Equitable Access to Effective  
Educators for Each Child

## Root Cause Analysis as a Key to Diversify the Educator Workforce

- Which groups of students are most severely underrepresented in the educator workforce?
- Is the educator workforce predominantly white due to
  - Challenges in recruiting candidates of color?
  - Poor quality of preparation?
  - Discrimination in Hiring?
  - High attrition of teachers of color?
- The root causes may be different for different schools, districts and states

## New AIR Data Tool to Diversify the Educator Workforce

- Enable practitioners to use available data and easily generate insights through with three charts:
  - The Development of Gaps
  - The Hiring Minority Funnel
  - Parity Gaps

