

Self-Assessment: Educator Diversity and Effectiveness

Complete this assessment to reflect on your policies around educator diversity. For each, please select a rating: (1 = Strongly Agree, 2 = Agree, 3 = Disagree, 4 = Strongly Disagree)

IN OUR STATE, WE...	POSSIBLE ACTIONS	RATING
1. Collect, share and use data to increase transparency and hold teacher preparation programs, states and districts accountable for teacher pipeline diversity and effectiveness	<ul style="list-style-type: none"> ▪ Publish data on LEA teacher and principal demographics and effectiveness ▪ Publish a statewide teacher demand and supply report ▪ Increase transparency and hold teacher prep programs accountable for effectiveness and diversity of their graduates by collecting and sharing data on outcomes 	
2. Invest in recruitment strategies and alternative pathways that broaden the teacher pipeline and increase the diversity of teachers	<ul style="list-style-type: none"> ▪ Require and fund teacher residencies ▪ Fund “Grow Your Own” programs to build a diverse bench of educators in hard to staff schools/subjects ▪ Offer financial support for teachers of color and teachers of critical subjects ▪ Provide innovation grants to LEAs to develop and diversify their teacher pipelines 	
3. Improve the quality of teacher prep programs so that they prepare more teachers generally, and teachers of color, in particular, to earn licensure and meet student needs	<ul style="list-style-type: none"> ▪ Ensure teacher preparation program teaching standards and curricular requirements are rigorous, comprehensive and aligned to the state’s standards ▪ Provide grants for teacher prep/LEA partnerships 	
4. Reform licensing regulations to reduce financial and testing bias barriers to new teachers	<ul style="list-style-type: none"> ▪ Ensure licensing tests capture the knowledge candidates need to support students to be college and career-ready ▪ Allow micro-credentials to comprise certification, licensure and re-licensure criteria as an alternative ▪ Provide financial assistance to educator candidates 	
5. Increase expectations and supports for principals to be stronger cultural leaders and supporters of teachers, particularly teachers of color	<ul style="list-style-type: none"> ▪ Publish LEA-level data on the diversity of the principal workforce ▪ Invest in principal programs and strategies focused on supportive and inclusive school leadership practices ▪ Hold principal preparation programs accountable for effectiveness of graduates by collecting and sharing outcome data ▪ Revise accreditation, standards and evaluation to include cultural competency/identity literacy/inclusive climate indicators ▪ Provide training to current principals around the implementation of equity and diversity strategies 	
6. Improve and increase new teacher supports so that more teachers generally, and teachers of color in particular, are set up to be successful	<ul style="list-style-type: none"> ▪ Require and fund schools and LEAs to provide multi-year support (at least two years) to new teachers ▪ Set standards for mentor selection based on qualities of an effective mentor (e.g., teacher effectiveness ratings) and release time parameters 	
7. Invest in the quality and use of educator diversity, effectiveness and teacher staffing data	<ul style="list-style-type: none"> ▪ Require LEAs to create a data plan to improve the hiring/retention of a diverse educator workforce to get Title II funding ▪ Introduce “teachers of color” as a shortage area in legislation ▪ Use effectiveness data to inform licensure, tenure, compensation and dismissal decisions ▪ Use effectiveness data to inform equitable placement of and access to highly effective teachers 	
8. Support teacher career pathways and compensation that leverage and retain the best teachers, particularly teachers of color	<ul style="list-style-type: none"> ▪ Create standardized teacher leader roles and associated credentials, such as a Mentor or Content Lead ▪ Provide stipends or increased compensation for teacher leaders ▪ Ensure teachers earn a living wage 	
	Total	

Please contact [Andy Smith](#) or [Rashidah Morgan](#) for additional information.