

Institutional Roles in Building Equitable Collaborations – Session 4

June 2022



A champion of **innovation**,
collaboration, and **equity**.





Objectives

You can add more information about this section here.

Session 4 Objectives

In this session, we will:

- Discuss the importance of partnerships in the preparation and recruitment of diverse teachers
- Identify the roles and responsibilities of state education agencies, local education agencies, higher education, and community partners
- Explore various models of institutional partnerships



A blue-tinted photograph of students on a school bus. A boy in the foreground is looking out the window, while another student is visible behind him. The image is overlaid with text and a horizontal line.

Warm-Up Activity Video/Article #1 Reflection

You can add more information about this section here.

Video and Article #1 Instructions

1. View the video and read the Edweek article, *Four Changes Schools Can Make to Recruit Teachers of Color and Keep Them Around*
2. Note your initial reaction to the strategies presented in the article and use the note-catcher to capture your thinking.





Importance of Partnerships

You can add more information about this section here.

Building Equitable Partnerships

In equitable partnerships:

- Institutions share responsibility for change
- Relationship building and capacity building are at the center of collaboration.
- Partners recognize and acknowledge power dynamics
- Partners ensure ongoing data collection and monitoring of strategy implementation



Steps for Effective Partnerships

```
graph LR; A[Identify shared needs and goals] --> B[Identify suitable partners]; B --> C[Identify strategies to meet the needs]; C --> D[Determine roles and responsibilities of partners]; D --> E[Determine metrics for success]; E --> F[Monitor for completion and implementation];
```

Identify shared needs and goals

Identify suitable partners

Identify strategies to meet the needs

Determine roles and responsibilities of partners

Determine metrics for success

Monitor for completion and implementation

Check for Understanding #1



A blue-tinted photograph of students boarding a school bus. A boy in the foreground is adjusting another student's backpack. A girl is visible behind him. The bus door is open on the right.

Roles of Institutional Partners and Examples

State Departments of Education and State Government

Roles and Responsibilities Regarding the Teacher Diversity Pipeline

- Provide scholarships and loan forgiveness
- Develop policies that require school districts to direct funding to increasing diverse teachers and leaders through ESSA funding.
- Increase overall compensation by offering housing incentives such as money for rent, relocation, and down-payment assistance and subsidized teacher housing.



State Departments of Education and State Government

- **I Too Teach Grant Program in Virginia**
 - Teacher Residency Program for HBCUs – ex. Virginia State University
- **Teacher Mortgage Assistance Program (Connecticut) -**
<https://www.chfa.org/homebuyers/teacher-programs/>
- **Educators for Maine -** <https://www.famemaine.com/affording-education/pay-for-school/borrowing-student-loans/student-loan-programs/educators-for-maine-program/>
- **Missouri Minority Teaching Scholarship -**
<https://dhewd.mo.gov/ppc/grants/minorityteaching.php#:~:text=This%20is%20a%20program%20designed,to%20assist%20with%20educationa%20expenses.>



Higher Education

Roles and Responsibilities Regarding the Teacher Diversity Pipeline

- Partnering with community colleges to create a pipeline
 - ✦ Preparing educators to be culturally competent and ready to work with students from diverse backgrounds.
 - ✦ Clinical placements/student teaching (different types: residency model, etc.)



Higher Education

- **Teacher residency:**

- **Western Washington University and Highline Public Schools** partnership on the bilingual educator preparation program (Garcia, 2017).

- **Teaching Residents at Teachers College (TR@TC)** - 18-month master's degree program leading to New York State teacher certification <https://www.tc.columbia.edu/teachingresidents/>

- **Minority Serving Institutions**

- **Cheyney University's** Aspire to Educate (A2E) program in Cheyney, PA - <https://cheyney.edu/a2e/>

- **Stone Child College** Early Childhood Education and Elementary Education Partnership with Montana State University –Northern

- **Other Partnerships**

- **Rutgers University** – Community School Partnership Network Program



Schools and School Districts

Roles and Responsibilities Regarding the Teacher Diversity Pipeline

- Partner with colleges and universities with sizable Black and Latinx populations (Carver-Thomas, 2018).
- Culturally responsive hiring practices
- Providing training and professional development opportunities to staff on creating a welcoming school climate, culturally responsive pedagogy



Schools and School Districts

- Grow Your Own (GYO) Collective Programs
- The Building Our Network of Diversity (BOND) Project in MD: <https://bondeducators.org/>
- Charlotte Teachers Institute: <https://charlotteteachers.org/>
- New Teacher Immersion Orientations



Check for Understanding #2



A blue-tinted photograph of students on a school bus. A boy in the foreground is looking out the window, while another student is visible behind him. The scene is captured from a side profile, showing the interior of the bus and the window frame.

Action Planning in Teams

You can add more information about this section here.

Activity- Team Planning and Reflection

Think about the roles of your institutions play in partnerships around teacher diversity. What are the shared responsibilities? What are the responsibilities that each organization/institution is responsible for? Where are the gaps?

Use the graphic organizer to assist with your planning and discussions.



Institutional Roles and Responsibilities

Institutional Roles and Partnerships Graphic Organizer

Instructions: Please review and complete this graphic organizer with a team.

Institution	Examples of the roles that are played by each institution/system	What are the possibilities in your district/school/state?	What policies and practices are in place to support the recruitment of diverse educators?	What future actions can you take in each system to ensure that diverse educators are recruited? What are the implications for each institution within your partnership?
Higher Education	<ul style="list-style-type: none"> Preparing teacher candidates 			
K-12	<ul style="list-style-type: none"> School administrators should engage teachers of color in the recruitment process 			
SEA	<ul style="list-style-type: none"> Licensure and credentialing 			



Thank you!



Disclaimer: MAEC is committed to the sharing of information regarding issues of equity in education. The contents of this guide were developed under a grant from the U.S. Department of Education under the Equity Assistance Centers program. However, the contents of this guide do not necessarily represent the policy or views of the Department of Education, and you should not assume endorsement by the Department of Education or federal government, generally.