

# Diversifying the Teacher Workforce

New Jersey Department of Education  
Office of Recruitment, Preparation and Recognition

Please be advised that this Powerpoint Presentation has been modified from its original version to be more accessible.



# Studies Show:

- The percentage of students of color is growing exponentially faster than the number of teachers of color\*
- Racially/ethnically diverse teachers with strong academic skills improve outcomes for all students\*\*
- Students of color taught by at least one teacher of color in grades K-5 have increased graduation rates and standardized test scores\*\*

\* U.S Department of Education (2016) [\*The State of Racial Diversity in the Educator Workforce\*](#)

\*\* Carver-Thomas, D. (2018). [\*Diversifying the Teaching Profession: How to Recruit and Retain Teachers of Color\*](#)



# Teacher Workforce Diversity Matters

- National research emphasizes the impact of racial diversity on student outcomes
- The NJDOE has intentionally expanded the definition of high quality teacher workforce to encompass racial diversity
- Over 4,000 newly certified teachers enter the profession each year; targeting efforts in recruitment, preparation, and retention provide opportunity for systemic impact
- The NJDOE is engaged in the national dialogue around diversifying the teacher workforce and is focusing efforts on diversifying the teacher workforce in New Jersey
- The NJDOE will specifically focus on racial diversity and employ a variety of strategies at multiple points in the teacher workforce pipeline.



# Framing the Call to Action

- NJDOE's Role
  - New Jersey at a Glance
  - Looking Toward the Future
  - Goals
- 
- The purpose of this presentation is to provide the NJ context:
  - The NJDOE's recent efforts and key levers.
  - The demographics of our students and teachers
  - Looking at trends to guide goals setting
  - NJDOE's desire to set meaningful and achievable long-term goals while working collaboratively



The Department has considered key levers at every point in the pipeline to drive educator quality.

- Recruitment and Preparation
- Certification
- Evaluations
- Professional Development
- Retention



# Focus on High Quality Educators

- Over the years the Department has focused on ensuring that there are high quality educators in front of all students.
- Key areas of focus have been entry and recruitment into educator preparation programs, recruitment into the workforce, and retention through recognition and evaluation.
- In expanding the definition of high quality teacher workforce, the NJDOE will emphasize the value of a diverse teacher workforce as well.
- Diversity has always been important - the NJDOE is now well positioned to move the work forward by strategizing in collaboration with stakeholders and engaging in promising practices that lead to a stronger, more diverse, teacher workforce



# NJ Teacher Diversity at a Glance

- 121,500+ students see **zero** teachers of their same race in school
- 1 in 5 schools employed **zero** non-white teachers in 2016-17
- 163,00+ students see **zero** non-white teachers in school



# NJ Teacher Diversity

- Student Population
  - Hispanic Population: 29%
  - Black Population: 15%
  - Asian Population: 10%
  - Native American Population: 2%
  - White Population: 44%
- Teacher Population
  - Hispanic Population: 7%
  - Black Population: 7%
  - Asian Population: 2%
  - Native American Population: 0%
  - White Population: 84%



# The Teacher Diversity Gap

The composition of the student and teacher populations do not match. There is a lack of parity between the racial/ethnic composition of the current teacher workforce and the P-12 student population:

- Over half of the 1.4 million students in New Jersey are students of color; a small percentage of teachers in the state identify as teachers of color.
  - White teachers account for approximately 84% of the workforce whereas the white students account for approximately 44% of the P-12 population.
  - There has been no significant change in the composition of the workforce since 2011, however, the student population has become more diverse.
  - The most notable changes are with the decrease in White students and the increase in Hispanic student populations.
- The gap between student and teacher diversity is growing - the student population is becoming more diverse at a faster rate than the teacher workforce
- The gap last year was at approximately 38%, and this year we anticipate it will be 40%.



# The Pipeline – Impact Points

- In order to make a lasting impact, it is important to target each point in the pipeline from different vantage points. These points are:
  - Postsecondary Enrollment
  - Enrollment in Education Programs
  - Postsecondary Completion
  - Entering the Workforce
  - Retention
- The Department recognizes its key levers and where in the pipeline focused efforts can make the most impact.
- It will take all of us, working together to achieve a diverse teacher workforce.



# The Pipeline

- Postsecondary Enrollment
- Enrollment in Education Programs
- Postsecondary Completion
- Entering the Workforce
- Teacher Retention



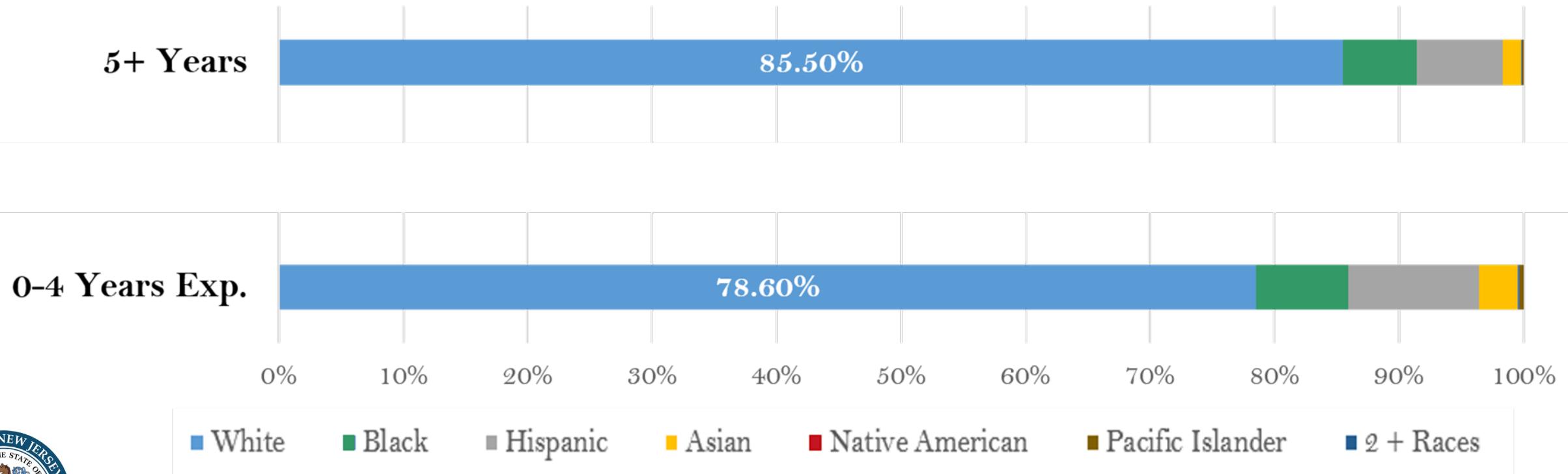
# The profession is slowly becoming more diverse:

- The population of NJ novice teachers is slightly more diverse than the population of teachers with 5+ years of experience:
  - 5+ Years of Experience – 85.5% White
  - 3-4 Years of Experience – 79.6% White
  - 0-4 Years of Experience – 78.6% White
- The teacher population is becoming more diverse, just not at the same rate as the student population.
- This won't happen over night. Focusing on novice teachers is our best first step. It's where we can make the greatest impact.
- A targeted focus on diversifying the composition of novice teachers is specific, measurable, and attainable. We need to recruit, prepare, and retain our novice teachers.



# Workforce Diversity

- Race of New Jersey Teachers by Years of Experience

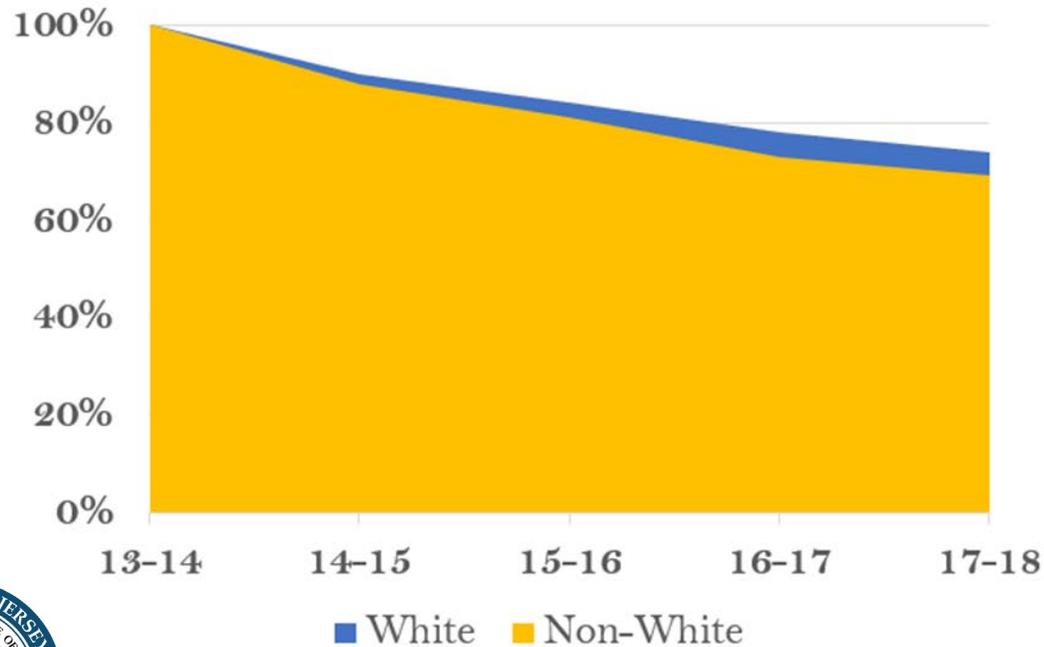


White teachers are slightly more likely to stay working as educators in NJ and/or in the same school over a five year period than their non-white colleagues

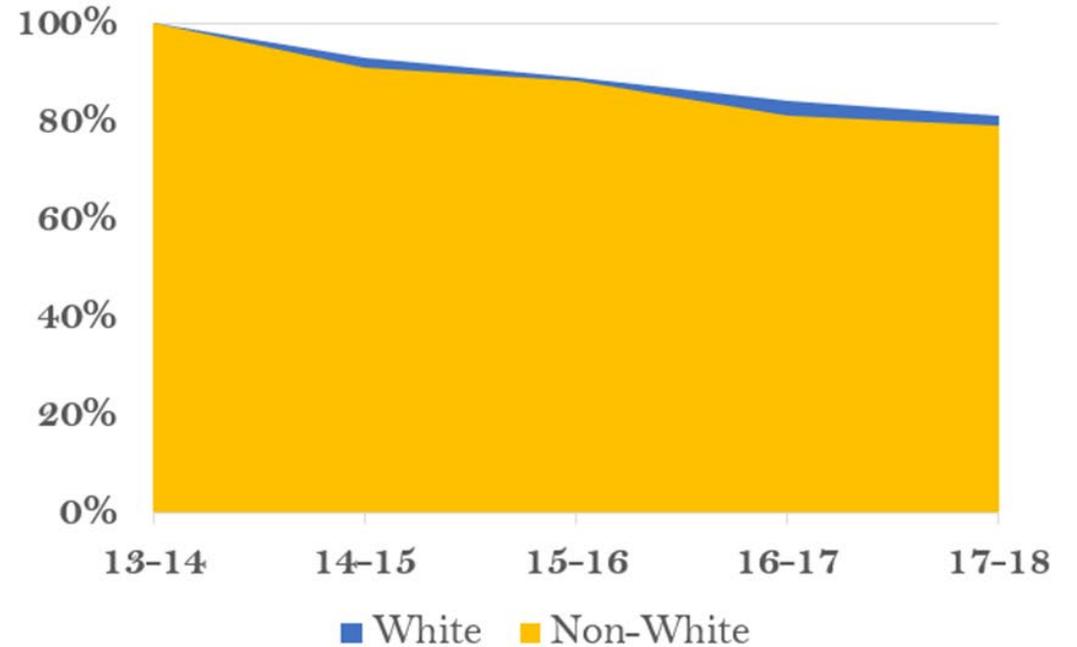
- Background Info:
  - There are some caveats with this data:
  - Generally speaking diversity in schools with higher turnover have a more diverse teaching staff
  - Attrition due to retirement is included in these numbers
  - There is a large different in the sample size of white v. non-white teachers

# Teacher Retention by Race

## Percent of Teachers who Stay in the Same District



## Percent of Teachers who Stay in NJ Public Schools



# Goal Setting

- All New Jersey students will have access to high quality novice teachers that reflect the race/ethnicity of the P-12 student population.
- Indicators of Success
  - The demographic breakdown of candidates entering preparation programs reflects the race/ethnicity of the P-12 student population in NJ
  - Program completers reflect the race/ethnicity of the P-12 student population in NJ
  - The composition of hired certified teacher program completers reflect the race/ethnicity of the P-12 student population in NJ
  - All teachers, regardless of race/ethnicity in NJ are recognized and retained at equal rates



The NJDOE is committed to targeting efforts to provide for systemic impact on teacher workforce diversity

- Support existing programs and initiatives
- Launch social media campaign
- Engage stakeholders
- Refine theory of action



# The NJDOE is working to:

- Support existing programs and initiatives – The Diversifying the Teacher Pipeline Grant was awarded to two Educator Preparation Programs engaged in innovative strategies to diversify the pipeline
- Launch social media campaign - #teachlikemeNJ – to share positive stories and images of teachers of color and raise the profile of teaching as a profession for a diverse workforce
- Engage stakeholders – The NJDOE is soliciting diverse perspectives and a variety of conversations, working groups and collaborative opportunities



# Next Steps for Collaboration:

- The NJDOE is committed to working with all stakeholders to make a systemic impact on teacher workforce diversity:
  - Reflect on the current state of diversity in the New Jersey teacher workforce;
  - Develop common goals and strategies;
  - Engage in short-term and long-term planning; and
  - Develop and participate in networks and partnerships to address identified goals and strategies.



# Thank You

New Jersey Department of Education Website:  
<http://www.state.nj.us/education>

Office of Recruitment, Preparation and Recognition: [rpr@doe.nj.gov](mailto:rpr@doe.nj.gov)

Facebook – New Jersey Department of Education @njdeptofed

Twitter – @NewJerseyDOE

Instagram – @NewJerseyDoe



# Sources

1. U.S Department of Education (2016) [\*The State of Racial Diversity in the Educator Workforce\*](#)
2. Carver-Thomas, D. (2018). [\*Diversifying the Teaching Profession: How to Recruit and Retain Teachers of Color\*](#)
3. Aragon, S. (2017). [\*Education Commission of the States: Information request for Minority Teacher Recruitment and Retention.\*](#)
4. The New Jersey Department of Education collected, aggregated, analyzed the data used for this PPT from the following sources:
  - Certification data - the Teacher Certification Information System (TCIS), which contains all information regarding the certification status of teachers who have applied for and/or hold a New Jersey certification.
  - Employment data - the staff-level Standards Measurement and Resource for Teaching (NJSMART) data system.
  - Student level demographic data - the student student-level Standards Measurement and Resource for Teaching (NJSMART) data system.

