



**EQUITY  
ASSISTANCE  
CENTER -  
SOUTH AT SEF**

# How to Improve Educator Recruitment and Retention

## **BENEFITS OF ACCESS TO DIVERSE EDUCATORS**

Students who have access to a diverse range of educators have improved outcomes. Black educators in particular, who are significantly underrepresented in schools, bring the following benefits:

## **BENEFITS OF EQUITABLE DISCIPLINE PRACTICES**

- Provide a Diverse Range of Role Models
- Leverage Diverse Representation Including to Counter Racism and Negative Stereotypes
- Promote Understanding and Empathy
- Prepare Students for a Diverse World
- Enhance Student Outcomes
- Improve Graduation Rates



## **CLOSING THE TEACHER DIVERSITY GAP IN K-12 EDUCATION**

Addressing the critical need to diversify educator representation will assist in accurately reflecting and supporting students' diverse identities and experiences.

Despite the increasing diversity among U.S. public school students, with more than half identifying as children of color, only about 20% of teachers are teachers of color. Many Black students navigate their entire K-12 education without encountering a Black teacher. Ensuring all students have access to role models who reflect their identities and experiences is crucial. Diverse teachers can provide

unique perspectives and cultural insights that enrich the learning environment and foster a more inclusive atmosphere for all students. Addressing the lack of diversity in the teacher workforce not only benefits students of color but also promotes a more equitable and effective educational system for everyone.

## STRATEGIES TO ADDRESS EDUCATOR RECRUITMENT AND RETENTION

Effective strategies to address educator recruitment and retention are crucial for ensuring a diverse teaching workforce. School districts and schools can consider these strategies and promising practices to recruit and retain a diverse workforce:

**Examine the Data:** Gather and analyze data on educator diversity, set measurable goals for student access to diverse educators, and evaluate diversity metrics. Form task forces to oversee diversity initiatives, allocate resources for targeted recruitment, and collaborate with Human Resources (HR) and Communications teams to enhance outreach and hiring practices.

**Hiring Plan:** Create a structured process with clear timelines, job descriptions, and selection criteria. Allocate resources to recruit and hire a diverse workforce, ensuring consistency and transparency.

**Enhance Community Involvement:** Offer accessible avenues for community feedback and engagement in the hiring process and support local programs to develop and recruit potential teachers from within the community.

**Public Relations (PR) Campaign:** Launch a targeted PR campaign to highlight the benefits of working in a diverse and inclusive environment. This will enhance recruitment efforts and attract a diverse pool of candidates.

**Utilize Faculty and Staff:** Leverage the expertise and networks of current faculty and staff to broaden recruitment efforts. Encourage referrals and involve teachers in recruitment activities to attract candidates who align with the school's diverse culture and values.



**Identify and Meet Educators' Needs:** Conduct culture and climate surveys, exit interviews, and regular check-ins to gather feedback. Facilitate educator focus groups to assess needs and offer customized support initiatives based on feedback. Provide early career support and leadership opportunities, like mentor matching. Build networks through relationship-based approaches and share educator diversity data.

**Professional Learning:** Create a teacher retention toolkit to support leadership teams. Focus on practical instructional practices in professional development, with tangible tools instead of abstract principles. Prioritize improving teacher student relationships through timely feedback and follow-up opportunities. Offer relevant and meaningful professional learning experiences aligned with school recruitment goals.

For additional details and resources,  
please scan the QR code.



The EAC-South would like to thank the Center for Black Educator Development, Sharif El-Mekki, Terry Lamar, Carrie Murthy, and Darcy Pietryka, for their participation in a webinar, sponsored by the EAC-South, which significantly informed the content of this document. Additionally, thank you to the National Academy of Education (NAEd) for their significant contributions to the document's development. For more information, the webinar is available at <https://eacsouth.org>

The contents of this letter were developed under a grant from the U.S. Department of Education (Grant #S004D220011), a partnership with SEF.