The DIY Movement
Strategies to Diversify the Teacher Workforce

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Goals

• Classify teacher education pipeline models.
• Assess the challenges and successes of teacher education pipeline programs.
• Identify steps needed to expand racial diversity in teacher preparation programs and cultivate high quality teachers of the future.
Session Overview

- Standard 3.1 and Teacher Workforce Diversity Gap
- Overview of “Grown Your Own” Pipeline Programs
- Research, Assessment & Effectiveness
- Models: Focus on George Fox University
- Small Group Discussion
The provider presents plans and goals to recruit and support completion of high-quality candidates from a broad range of backgrounds and diverse populations to accomplish their mission. The admitted pool of candidates reflects the diversity of America’s P-12 students.
Teacher Student Diversity Gap

- 82% of all U.S. public school P-12 teachers were non-Hispanic White in academic year 2011-12.

- 46% of all U.S public P-12 students are members of a minority group.

- Racial and ethnic gap between students and teachers will continue to increase.

- U.S. population will become “minority majority” by 2020.
“Grown Your Own” Programs

• Designed to attract, recruit and retain a more diverse teacher workforce.

• Target four main groups: high school students, college students, college graduates, and post-college career changers.

• Minimal empirical and longitudinal research exists on the effectiveness of these programs.
Program Types

- **High school-to-college approach:** early recruitment of high school students into teaching by both non-profits and universities

- **College-based programs:** Pipeline programs located within 4-year colleges or from community colleges

- **Teacher residency/fellowship models:** Post college/mid-career teacher recruitment initiatives by cities and charter schools

- **Community-based pipeline programs:** Developed for paraprofessionals in schools often in low-income school districts
College-based Model

TeachOregon PAC

“A Chalkboard Project initiative that gives school districts and universities the opportunity to design innovative models to prepare the next generation of diverse and effective Oregon teachers. The TeachOregon Project consists of nine universities, four community colleges, one ESD, and 12 school districts, directly impacting over 65% of future teachers in Oregon.”
TeachOregon PAC

Partnerships

- Woodburn School District
- Tillamook School District #9
- Tillamook Bay Community College
- Sherwood School District
- Pacific University Woodburn Campus
- Newberg School District
- George Fox University
- Chemeketa Community College
- Community College Partnership – EIEd Program (A degree completion program)

- Act Six scholars—Full Scholarships for emerging urban leaders.

- District partnerships (Tillamook and Woodburn). Undergraduates who are undeclared and under-represented

- Visited Margarita Bianco in Colorado – Considered the Pathways2Teaching Program
NYU Steinhardt teacher education demographics

**Admissions:** White 85% vs non-White 74%

**Completion:** Whites 74% vs non-White (non-Black) 71%

**Completion:** Whites 74% vs Black 42%

**Applicant Ratio:**
1 Black applicant for every 7 White applicants;
1 Latino applicant for every 6.5 White applicants;
1 Asian applicant for every 5.1 White applicants
Challenges at George Fox University

- Time
- Resources
- Personnel changes within pipeline programs
- Cooperation of districts and community colleges
- Allure of the field, or lack thereof
- Cost of tuition
1. What does diversity look like on your campus?
2. What challenges do you face with recruiting high quality, diverse teacher candidates?
3. What type of pipeline program would work best at your institution?
4. What resources would you need to develop a pipeline program?
5. How might you address these issues?
6. What are the strengths of your institution and how can you leverage them to improve the diversity of the teacher workforce?
Challenges to Grow Your Own

- Resources
- Recruitment to the teaching field
- Tuition costs
- Attracting diverse applicants in less diverse regions
- Admissions requirements
Strategies

• Develop partnership with school districts, charter networks and community colleges
• Design technology enhanced education
• Establish residency models
• Research effectiveness
• Others????
Questions/Comments

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