

retention

CULTIVATING A RACIALLY DIVERSE & THRIVING EDUCATOR WORKFORCE

CHALLENGE

Our region's student population is 74% students of color. Our educator workforce lags in representation at 21% Educators of Color (1). Additionally, EOC leave the workforce at higher rates than white educators, leading to a revolving door impact that negatively impacts efforts to recruit more people of color into the educator workforce.

WHY IT MATTERS

EOC have a positive impact on the success of Students of Color and their white peers (2).

Our school boards, students, families & communities of color have named educator diversity as a top priority (3).

2022-2023 LEARNING & ACTION CONVENINGS

This learning and action series builds from the foundational belief that in order to effectively diversify our workforce, we must first create lasting environments and pathways for EOC to thrive.

Over the last year, participating teams worked on district priorities around retention and recruitment while learning from regional and national experts. This year we will center these and other districts' **retention initiatives** in this convening series (see also **recruitment** and **elevating youth voice**).

Our **retention** convenings, co-designed with district leaders, regional experts, PSES staff, and our Youth and Community Wisdom Councils, will wrap initiative work with supportive structures of expert learning sessions, coaching, cross-district thought partnership and continuous improvement.

2022-2023 LEARNING & ACTION CONVENING TOPICS

LEAVING, SURVIVING OR THRIVING?

How healthy is your ecosystem for supporting, retaining, and growing your EOC?

- Do district leaders, building staff, and educators of color have a shared understanding of what it means for EOC to be retained / to thrive?
- What practices do you currently have in place for monitoring/self-assessing the health of your ecosystem?

1

COMMUNITY WISDOM & EXPERIENCE

How are you surveying the land & cultivating the soil to support, retain & grow EOC?

- What are our youth, family, EOC and community perceptions of the needs and priorities around support, retention, and professional growth of EOC?

2

FROM LEAVING TO THRIVING 1

How are you cultivating healthy conditions NOW for supporting, retaining, and growing your EOC?

3

FROM LEAVING TO THRIVING 2

What are the district's systemic healing, relational, and support communities for EOC?

- What are the district's systemic professional learning, recognition, and advancement opportunities for EOC?

4

FROM LEAVING TO THRIVING 3

To what extent are your building leaders aligned and embodying anti-racist leadership to facilitate school climates for EOC to thrive?

5

PLANTING FOR THE 7TH GENERATION

What conditions will we create next year to build healthy gardens later?

- What are your district's long-term commitments for supporting, retaining, and growing your Educators of Color? What are your priorities in 2023-2024?

6



Road Map
Improvement
Collaborative

RMIC