



SYMPOSIUM BREAKOUT SESSION
MONDAY, OCTOBER 24, 2022 | 12:00-1:00 PM ET

Teachers of Color: District Pilots Designed to Increase Recruitment and Retention

PRESENTERS:

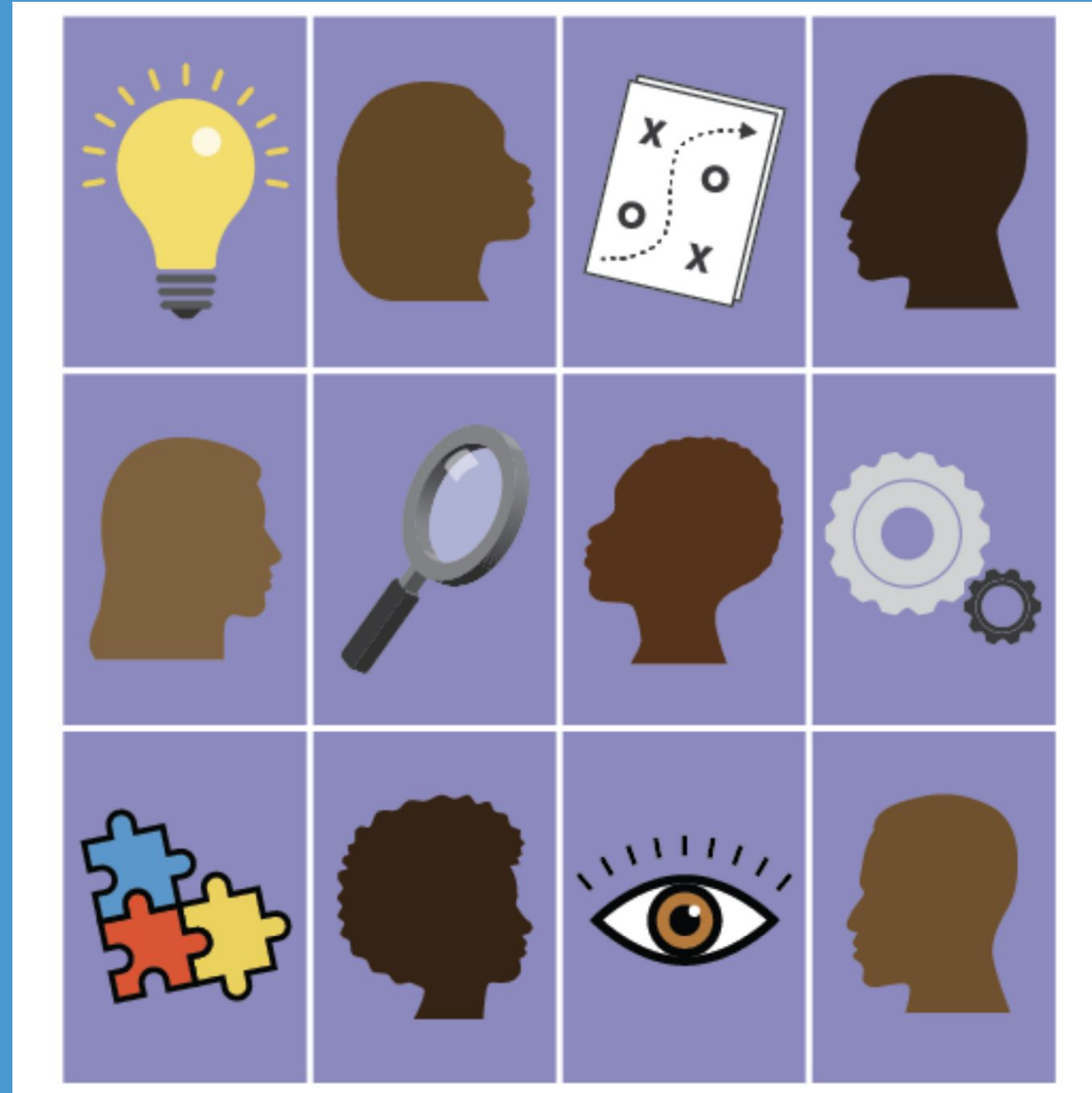
- Kimberly Smith, Digital Promise
- Marlon Styles, Middletown City Schools
- Scott Rowe, Huntley Community School District #158
- Rocio del Castillo, Huntley Community School District #158
- Evelyn Gonzalez, Huntley Community School District #158



Piloting Recruitment and Retention Solutions

Designed by
Teachers of Color

Aurora Institute Symposium
Oct 24, 2022





Elevating the Ingenuity of Communities to Transform Education



What will it take to support the success of historically and systematically marginalized students?

A Radical Commitment To Equity



INCLUSIVE INNOVATION

Removes barriers to the participation of individuals, groups, and regions that are underrepresented in the education innovation ecosystem **BY** creating and catalyzing equitable opportunities for individuals to successfully **lead, participate in, and benefit from** innovation

LEAD

Positions of power and authority as leaders and decision-makers

PARTICIPATE IN

Roles as the creators -- ideators, designers, entrepreneurs, developers

BENEFIT FROM

Outcomes designed to create impacts of value to schools and communities



OUR VISION

A world where students who are furthest from opportunity can learn, grow, and thrive as their authentic selves.

OUR WORK

Centered on the students who are historically and systematically excluded, including students who are Black, Brown and Indigenous; those experiencing poverty; multilingual learners; and students experiencing learning differences.

OUR OUTCOMES

Creating the conditions and the capacity for equity-centered R&D that enable districts to collaborate with communities to create bold, innovative, and sustainable solutions.

151 Districts

39 States

>4M Students

The League of Innovative Schools



... and
growing!



TEACHER OF COLOR RECRUITMENT AND RETENTION

CHALLENGE

Piloting teacher of color pipeline and retention strategies

DISTRICTS



EMERGING SOLUTIONS

- Teacher of Color Mentoring Program
- Western PA Teacher of Color Network
- Black Male Teacher Fellowship
- HBCU Pipeline



Dr. Rocio del Castillo
Asst. Superintendent
for Special Services
**Huntley Community
School District #158**



Evelyn Gonzalez
Teacher
**Huntley Community
School District #158**



Dr. Scott Rowe
Superintendent
**Huntley Community
School District #158**



Marlon Styles
Superintendent
**Middletown City
School District**

**Share about your district's
work and pilot development**

Diverse Workforce Opportunity

RECRUITMENT

MIDDLETOWN CITY DISTRICT (OH)

Create a **teaching fellowship with a higher education institution and He Is Me Institute** for Black and Brown candidate student mentors earning teaching licenses and extending into a 3YR retention program.

RETENTION

HUNTLEY DISTRICT #158 (IL)

Create a more inclusive environment for our educators from underrepresented groups by **establishing Affinity Groups and planning a multicultural fair for staff.**

Middletown City Schools (OH)





Huntley Community School District #158 (IL)



How has engaging a diverse stakeholder group influenced your systems-level approach?

Diverse Stakeholder Group

	TEACHER OF COLOR	DISTRICT ADMIN	HIGHER ED	PARTNER
Middletown (OH)	1	3	2	2
Huntley (IL)	6	5	4	2

What has been the most challenging aspect? And what has been the most rewarding?

**What advice would you give to
districts seeking to diversify
their workforce?**

Research Paper Publishing Nov 2022

School District Diverse Workforce Pilot Implementations



Center for
Inclusive
Innovation



QUESTIONS?

THANK YOU!



AURORA INSTITUTE

Symposium

OCTOBER 24 – 26, 2022 | VIRTUAL

Thank you for joining us!

Share Your Thoughts

Participate in our one-minute poll (link in chat box)



Diverse Workforce Opportunity

HUNTLEY DISTRICT #158 (IL)

Create a more inclusive environment for our educators from underrepresented groups by **establishing Affinity Groups and planning a multicultural fair for staff**. By creating an environment for collaboration and celebration of our diversity, we can increase our success retaining teachers of color and those identifying as LGBTQ+

MIDDLETOWN CITY DISTRICT (OH)

Create a **teaching fellowship with a higher education institution and He Is Me Institute** for Black and Brown candidate student mentors earning teaching licenses and extending into a 3YR retention program.