

# Louisiana Believes

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Teacher Preparation Office Hours

January 2021

Recruiting and Retaining Candidates of Color

# Facilitators



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# Program Recruitment Think Tank

**What challenges have you/your organization faced with recruitment?**

**What opportunities do you see to reimagine recruitment efforts? In the world of COVID-19?**





# Program Recruitment Efforts- ULM

## Challenges:











- Reconsidering traditional ideas about recruiting for the profession
- Revisiting ideas about “Grow Your Own” initiatives
- Acknowledging disparities between program enrollees, program completers, the teaching workforce, and student populations

## Opportunities:

- Partnering with organizations that seek to address workforce needs for diversity and other needs (e.g. district partners for talent and residency, Educators Rising)
- Working with campus recruitment staff to build a working understanding of educator recruitment needs











# Set a Vision + Strategy (Relay GSE)

Recruitment Fair Opportu...	Date	Reg. Date	Time	Priority	School Type
PVAMU 	Sep 9, ...		10am-3pm	Medium	HBCU
Howard 	Sep 16,...		1pm-5pm	High	HBCU
North Carolina A&T 	Sep 16,...	Jul 24, 20...	9am-2pm	Medium	HBCU
FAMU 	Sep 23,...		10am-2pm	Medium	HBCU
UNO/Loyola 	Sep 24,...		12pm-4pm	High	PWI/Local
NOLA HBCU Virtual Care... 	Oct 1, ...		11am-1pm	High	HBCU
**Nicholls State 	Oct 6, ...			Low	PWI/Local
Tulane 	Oct 9, ...		11am-2pm	Medium	PWI/Local
Dillard 	Oct 15,...		10am-2pm	High	HBCU
LSU 	Oct 20,...		10am-2pm	Low	PWI/Local

# Project Plan (Relay GSE)

## ▼ Dillard/Relay Partnership

		Date	Reg. Date	Time	Priority	School Type
Welcome Back		Sep 1, ...			High	HBCU
Open House/DP Invites		Sep 22,...			High	HBCU
Application Support Workshop		Sep 28,...			High	HBCU
DU Virtual Career Fair		Oct 15,...			High	HBCU
Homecoming Events Lead/Sponsored by Relay		Oct 19,...			High	HBCU
Private Open House		Nov 3, ...			High	HBCU
1-on-1 Opportunity Meetings		Nov 5, ...			High	HBCU
Application Support Workshop		Nov 10...			High	HBCU

# Digital/Virtual Recruitment





# Supporting Teacher Candidates Think Tank

What challenges have you/your organization faced with supporting teacher candidates?

- What about candidates of color?

What have you done to keep investment and levels of efficacy high?





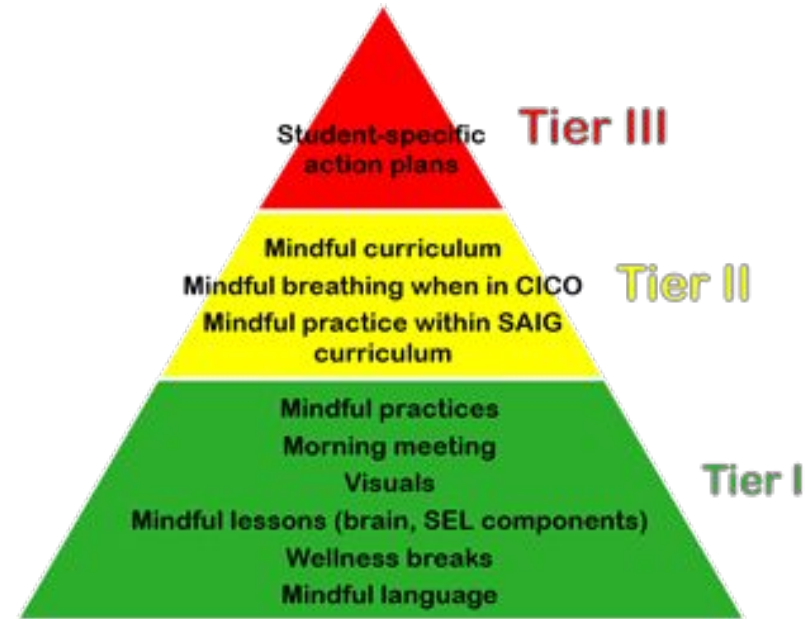
# Support for Teacher Candidates

## Challenges:

- Variance in levels of and types of support needed for teacher candidates whether academic, financial, socio-cultural, or emotional
- Understanding roadblocks and gateway issues for students in coursework, program structure, or certification policies

## Opportunities:

- Developing internal and external program partnerships to address diverse needs for diverse student populations
- Advocating for students in policy and program spaces



# Culturally Responsive Advisement Model

## Seven Tenets

- Relationships
- Empathy
- Advocate
- Cultural Awareness
- High Expectations
- Empower
- Support

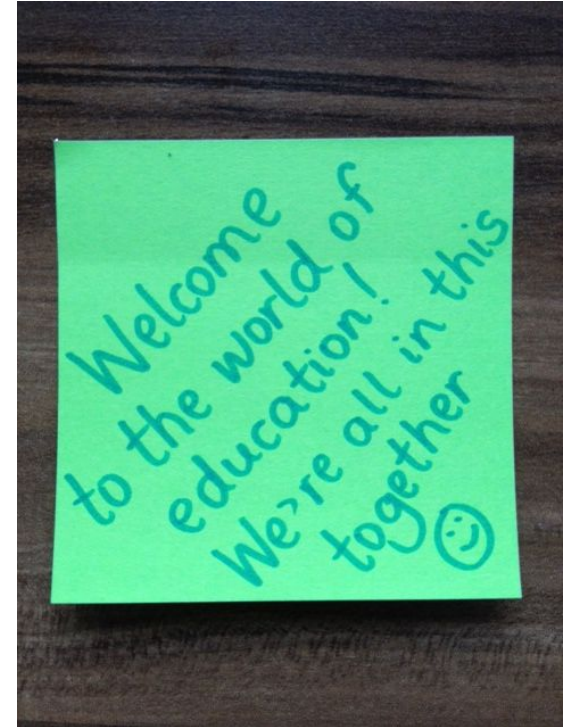
*Building warm, welcoming relationships to increase knowledge of individual students' strengths/needs and leveraging that knowledge to support them in meeting high academic expectations and successfully navigating complex systems at institutions of higher education.*

# Induction Think Tank

What's your induction phase?

- Purpose
- Activities
- Investment

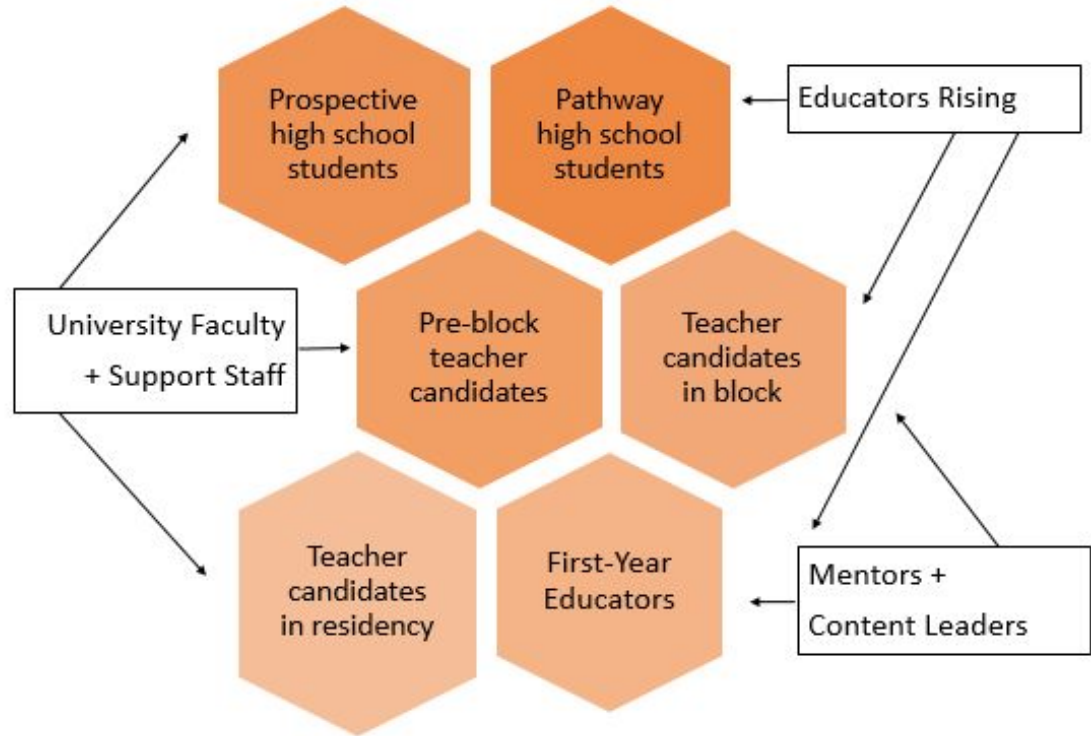
What opportunities exist to strengthen induction?



# Rethinking Induction into the Profession - ULM

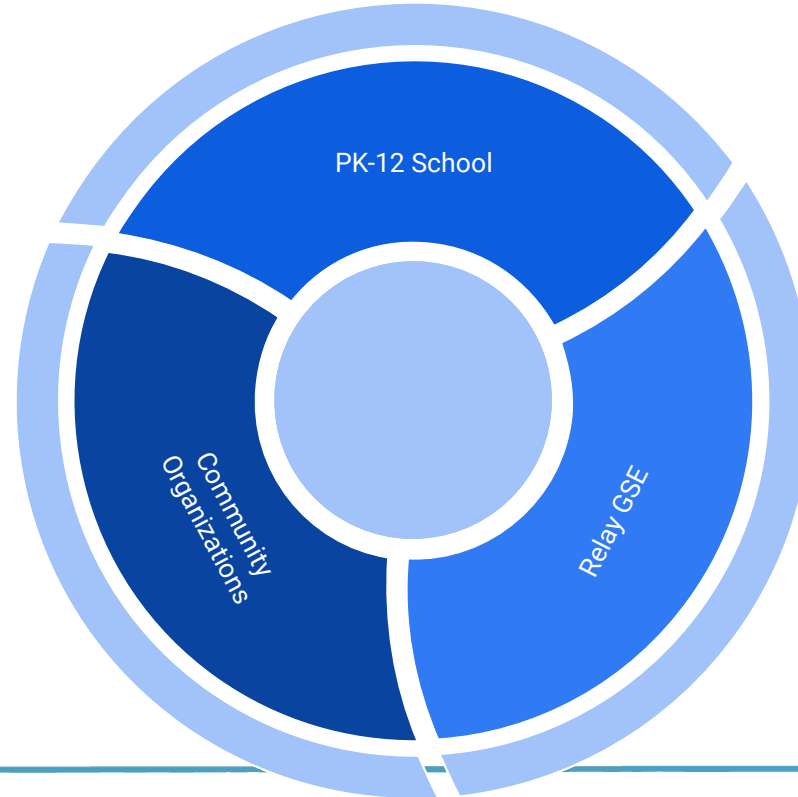
## **Transitions:**

- High school to ULM
- Pre-block into professional block
- Professional block into residency
- Residency into 1st-yr. teaching
- Early teaching (0-5 years)

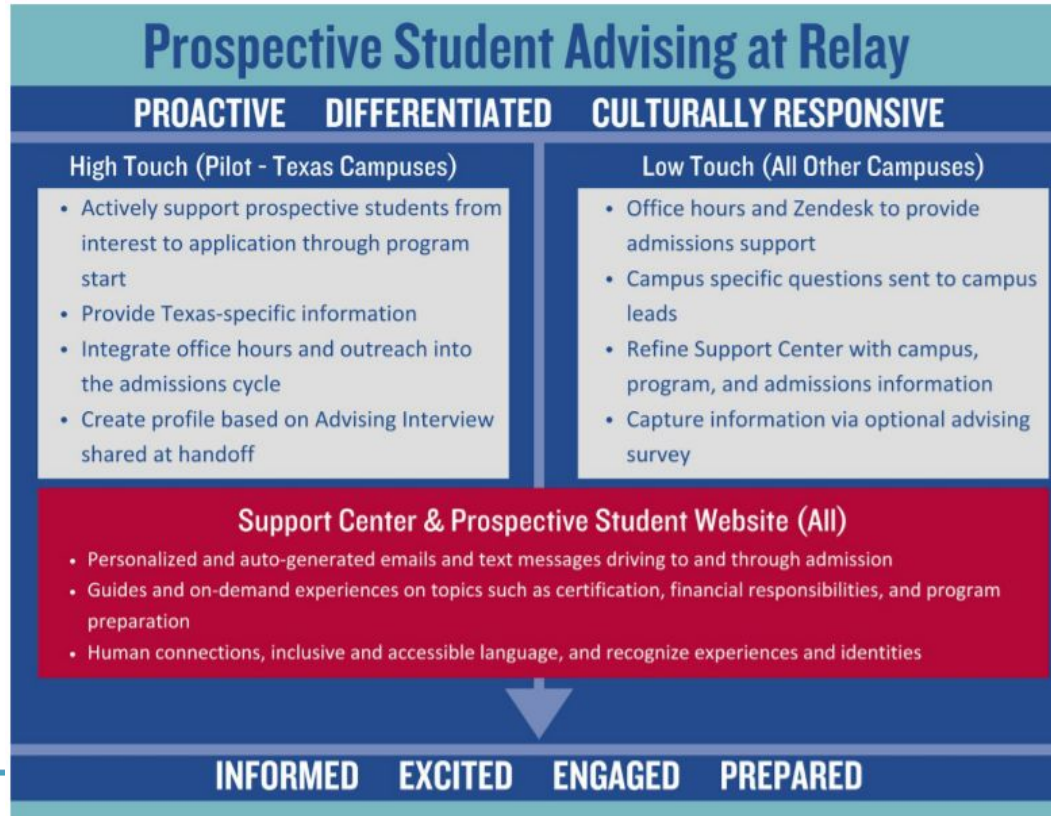




# Induction into the Profession- Relay GSE



# Induction Support -Relay GSE



# Reflections and Connections

- What have you learned that could help your program to more effectively recruit candidates of color? Consider all program pathways including traditional and alternative certification.
- What challenges do you need to consider in how you can best support teacher candidates with diverse experiences and backgrounds?
- How can you leverage partnerships in the field to best support candidates of color during the induction phase of your program?
- What are your next steps toward action to best recruit, support, and transition teacher candidates into the field?