



Take a Look at Teaching

Diversifying and Strengthening the Educator Pipeline in New York State

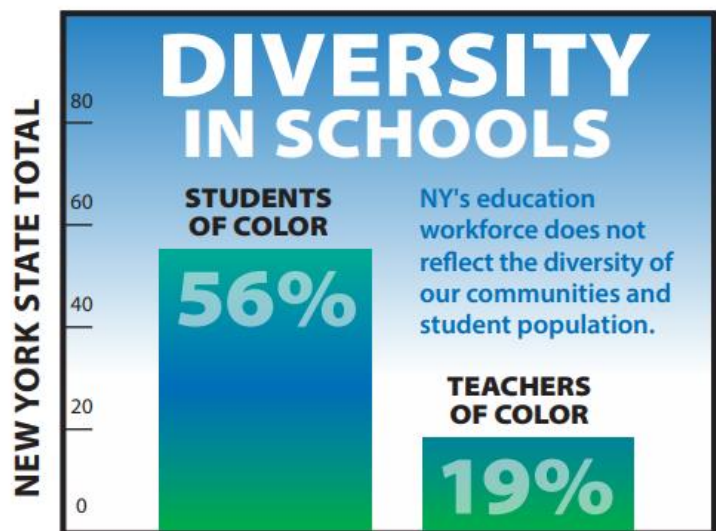
Overview

Take a Look at Teaching is a union-led initiative to develop a robust, statewide educator pipeline in New York. NYSUT is focused on improving diversity in the education workforce; increasing the number of students and career changers entering the profession; elevating the teaching profession in professional and public discourse; and expanding P-12, Higher Ed, and community partnerships in order to enhance teacher recruitment and support aspiring and early career educators.

Workforce Diversity

All students, in every community across New York, benefit from a diverse educator workforce. Yet, as New York's student population has grown increasingly diverse, the teacher workforce remains 80 percent white. Consider these statistics from the State Education Department's 2019 Educator Diversity Report:

- While students of color are 56 percent of total enrollment in New York schools, teachers of color represent only 19 percent of the workforce.
- Hispanic/Latinx students comprise 27 percent of student enrollment, yet 7 percent of teachers are Hispanic/Latinx.
- Seventeen percent of the state's students are Black/African American, compared to 8 percent of the teachers.
- Attrition rates are significantly higher for teachers of color: Between 2017-18 and 2018-19 school years, 22 percent of Black/African American teachers and 19 percent of Hispanic/Latinx teachers did not return to the classroom, compared to 13 percent of white teachers.
- In 2016-17, more than 200 public school districts did not employ a single teacher of color.



Of color is defined as American Indian, Black/African American, Hispanic/Latino, Asian and Multi-Racial

Source: NYSED, 7/1/19 data

Declining Teacher-Education Enrollments, Increased Retirements

New York is facing declining enrollment in teacher education programs, increased retirements, and shortages in difficult-to-staff subject areas and districts, both urban and rural.

- Enrollment in New York State's teacher education programs has declined by 50.4% since 2009.
- The NYS Teacher Retirement System projects that more than one-third of New York's teachers are eligible or will soon be eligible to retire. State officials estimate districts may need up to 180,000 teachers in the next decade.

- The U.S. Department of Education has officially designated about a dozen teacher shortage areas throughout New York, including special education, bilingual education, English as a Second Language, science, social studies, English Language Arts, literacy, world languages, Career and Technical Education and health science. Growing anecdotal reports suggest shortages in many other subject areas, with urban and rural districts experiencing the most difficulty with recruitment and retention.

The Power of Partnerships

Local and regional partnerships are at the core of the *Take a Look at Teaching* initiative and provide valuable opportunities for students, educators, higher education faculty, and community advocates to work together and explore solutions to the teacher shortage and teacher diversity challenges facing our schools.

Identify Partners in Your Community

We encourage you to bring together students, teachers, school-related professionals, higher education professionals, administrators, community members, policymakers, elected officials and teacher candidates to cultivate relationships and develop regional educator pipeline initiatives.



Support “Grow-Your-Own” Opportunities for Students

Work to identify grow-your-own programs in your community. Your school community may already have future-teacher clubs or student education associations, education or childcare courses, student teacher placements, or courses co-taught or coordinated with local community colleges or universities. NYSUT can provide you with resources and suggested activities to support educator pipeline clubs in your region or school.

Develop Educator Pipeline Initiatives in Your School

Host a community conversation – NYSUT has resources for local leaders to bring together regional partners and host a conversation around workforce diversity and educator pipeline initiatives.

Establish a course of study for students considering a career in education – NYSUT can provide guidance for teachers and schools interested in designing meaningful course experiences for students exploring education careers. Courses may even be expanded to provide CTE sequences for students.

Connect With Partners in Your Region

Please consider joining and supporting NYSUT's *Take a Look at Teaching* initiative in your community. For more information, to join our initiative, or to share stories in your region, please contact takealookateaching@nysut.org or visit www.TakeALookAtTeaching.org.

