



Growing Staff Diversity

Partnerships between:

Edgewood College, MCPASD, SPASD, VASD, UW



Who are we?

- **Edgewood College** School of Education
- **Partner Districts**



Middleton-Cross Plains, Sun Prairie, **Verona**





Vision

To prepare a diverse, highly skilled and committed teaching staff who will serve as transformational leaders for equity in their home districts in order to make a positive impact on the advancement of all students.



Why?

- **Increasingly diverse student population**
- Recruit from a pipeline of qualified students
- **Support provided through partnership**
- **Teacher candidates who know the community**



Why?

- **Research:**

- same ethnicity = positive impact on student achievement, especially for Students of Color (Dee, 2004; Hanushek et. al., 2005; Hansen, 2010)
- align teaching and texts to students backgrounds, engage students in learning (Clewell et. al., 2005; Dee, 2004; Pitts, 2007; Villegas & Irvine, 2010)

- **Mentors, Role Models, Disciplinarians, Advocates, Cultural Translators, and Surrogate Parents for many minority students**



Why?

What we have done to date to recruit and retain Teachers of Color has not substantially increased staff diversity.



How?

- **Planning as Partners**
- **Pathways to Certification**
- **Commitment of Funds**
- **Support for Students & Teachers**
- **Selection Process**



How?

Planning as Partners

- ★ How we got started
- ★ Challenges and highlights
- ★ Where we are now



How?

Pathways to Certification

- Current students - undergrad support
- Recent students - undergrad/graduate
- Community members - graduate



How?

Commitment of Funds

- Direct scholarship
- Delayed scholarship
- Bonus each initial year of employment



How?

Support for Students & Teachers

- Mentors during coursework
- Support in district
 - Student teaching
 - Induction and beyond



How?

Selection Process

- Local identification - counselor, other
- Application - district, college
- Interview - if needed
- Communication - among partners



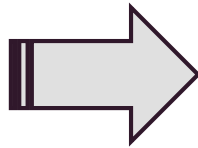
Timelines

- **Partnership Development**
- **Student Development Timelines**
- **District Employment Timelines**



Focus on the Goal

Students who see teachers and leaders who look like them...





Questions for us?

Edgewood College, MCPASD, SPASD, VASD

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Thank you!