

Licensed Educational Personnel Demographics

Presentation to the State Board of Education
Diversity, Equity, and Inclusion Workgroup

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We can't **innovate, improve,**
or redesign our education
system without cracking the
code on recruiting and
retaining great educators.



Alignment to State Plan for the Improvement of Pupils (STIP)

- Goal 2. All students have access to effective educators.
 - Equity Strategy: Ensure effective educators in low-performing schools
 - Success Strategy: Decrease licensed educational personnel vacancies.
 - Community Strategy: Increase candidates in educator pipeline
- Goal 6 Success Strategy: Improve school climate

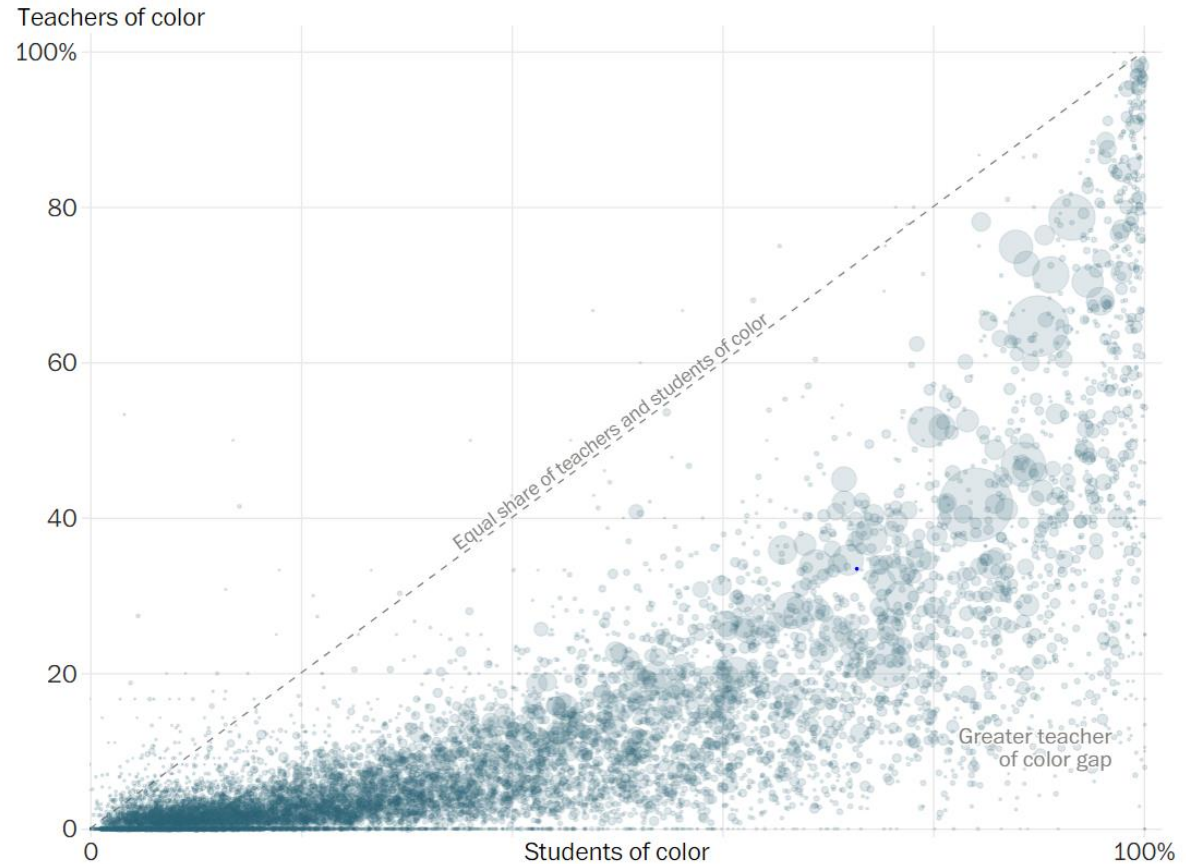
The Importance of Educator Diversity

- The “demographic imperative” (McDonald, 2007):
 - The increasing diversity of P-12 students;
 - The gap between students and teachers in terms of their lived experiences; and
 - The persistent disparities in educational outcomes between socially defined groups, including students of color, low-income students, and their white middle-class peers.
- The racial and cultural identity of the teacher can make a difference, particularly for students from underrepresented groups (Dee, 2004, 2005; Egalite, Kisida, & Winters, 2015)
- Teachers of color are more likely than their white peers to remain in the very schools that need them most: the urban schools with high proportions of students of color and from families experiencing poverty (Achinstein, Ogawa, Sexton, & Freitas, 2010; Villegas & Irvine, 2010)

The National Landscape

This chart shows the proportion of teachers and students of color for U.S. school districts.

- Circles are sized to the number of all students.
- The teacher of color gap is the percentage of students of color less the percentage of teachers of color. The larger the gap, the less diverse the teacher population is compared with the student population.



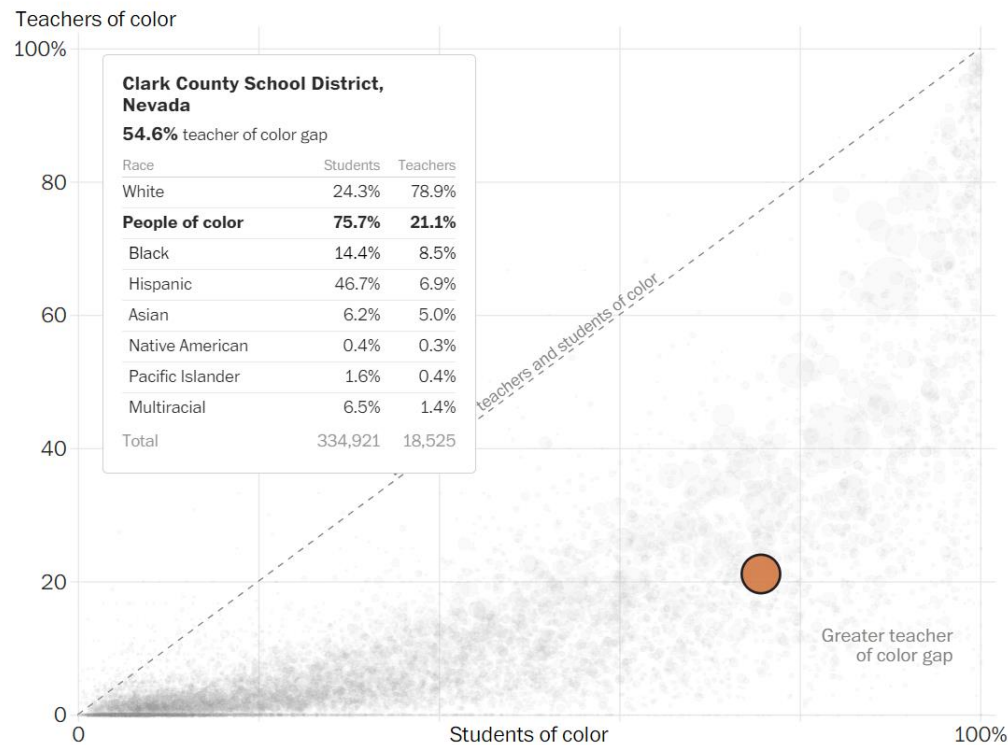
No data for districts in Maine, New Hampshire, Utah and Vermont.



Source: “America’s schools are more diverse than ever. But the teachers are still mostly white,” The Washington Post (2019)

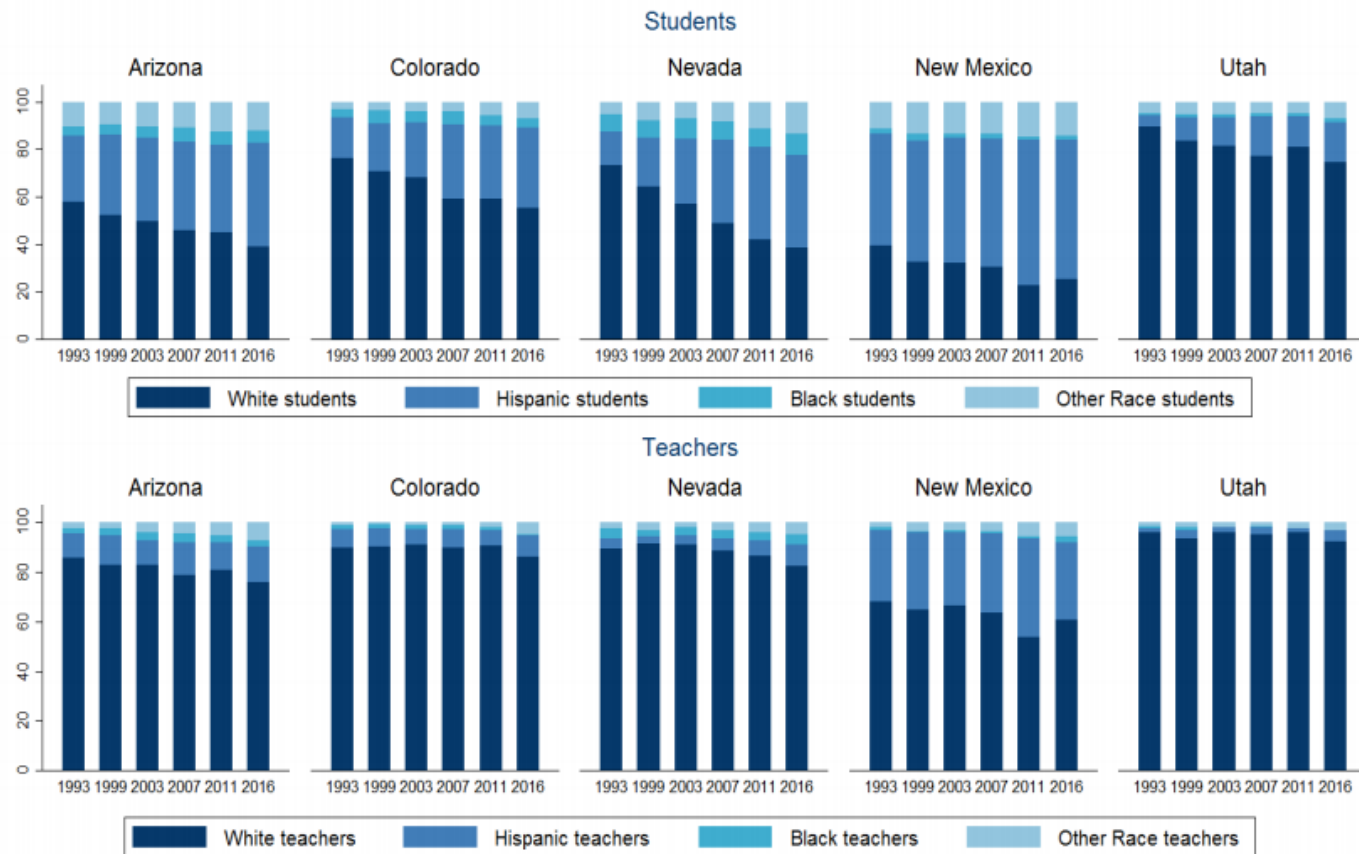
The National Landscape Continued

The database is searchable by school districts and displays data as in the below example of Clark County School District:



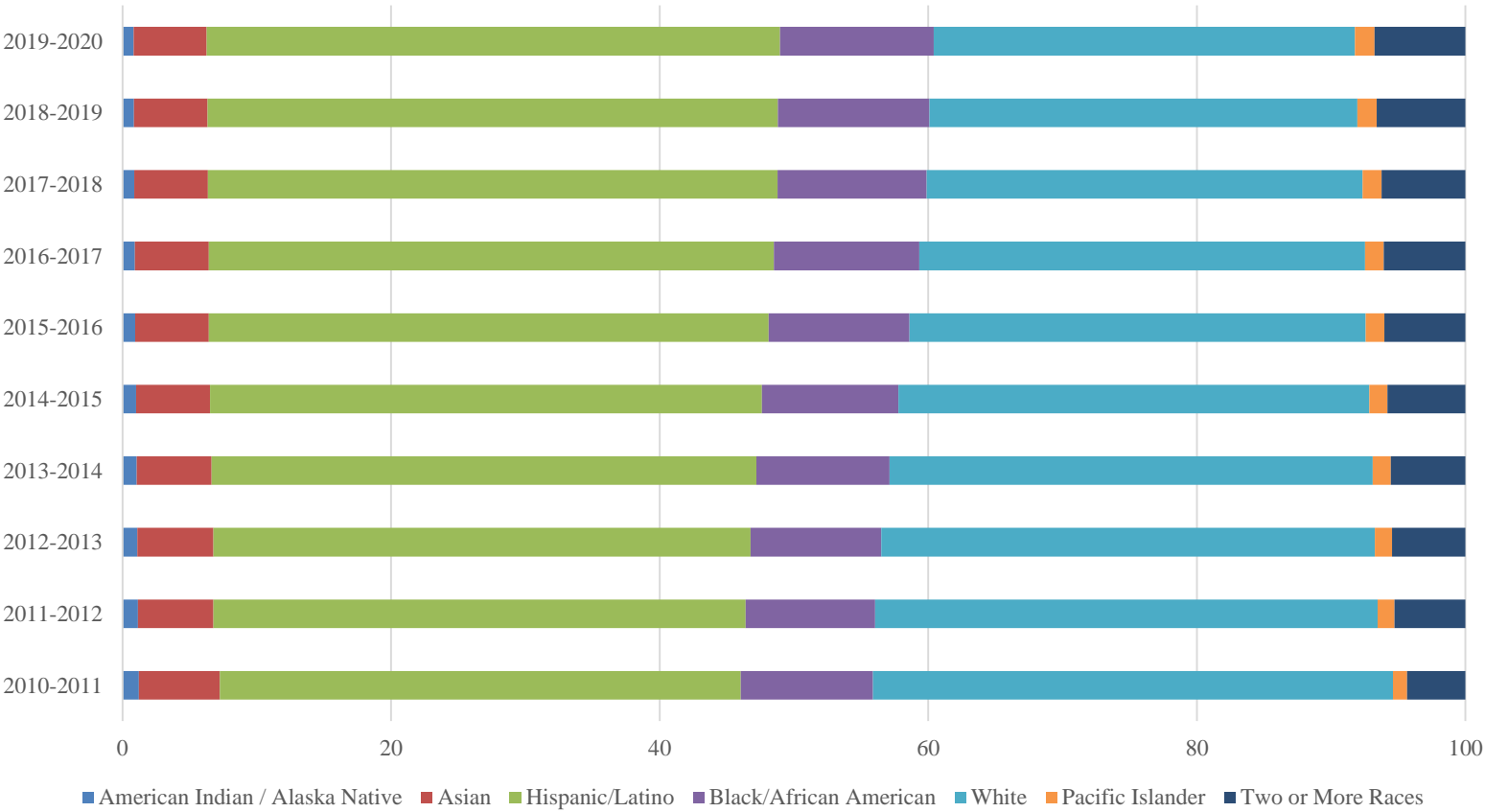
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Student & Teacher Demographics in the Mountain West

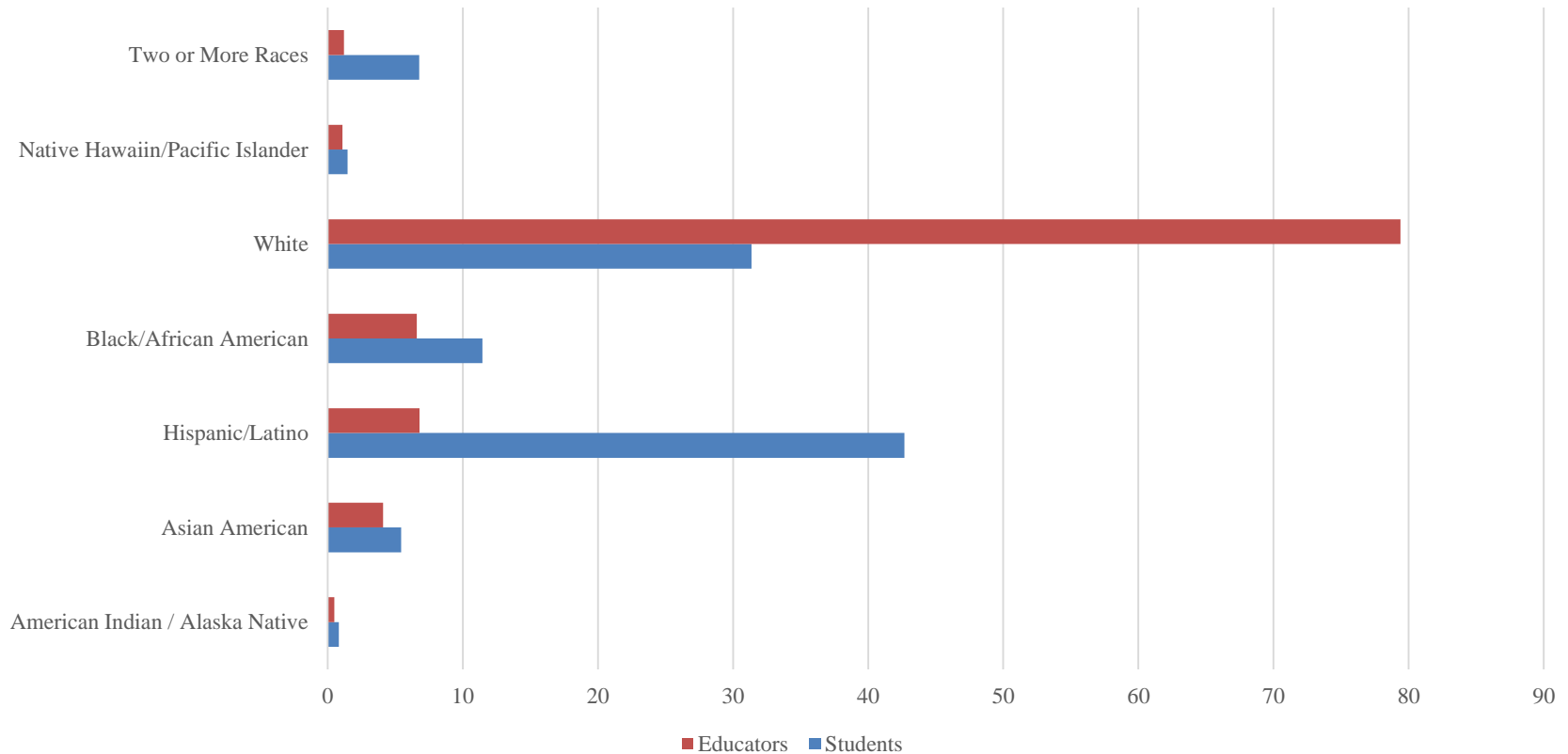


Source: Brookings Institution Calculations based on the Schools and Staffing Survey, 1993-4, 1999-0, 2007-98, 2011-12, the Common Core of Data, 2015, and the American Community Survey, 2016.

Nevada Student Diversity 2010-20



Student & Educator Diversity 2019-2020



Note: The race/ethnicity of 0.4% of educators is “unknown”

Questions

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