



The Board of Education Workforce Development and Equity Committee

WELCOME

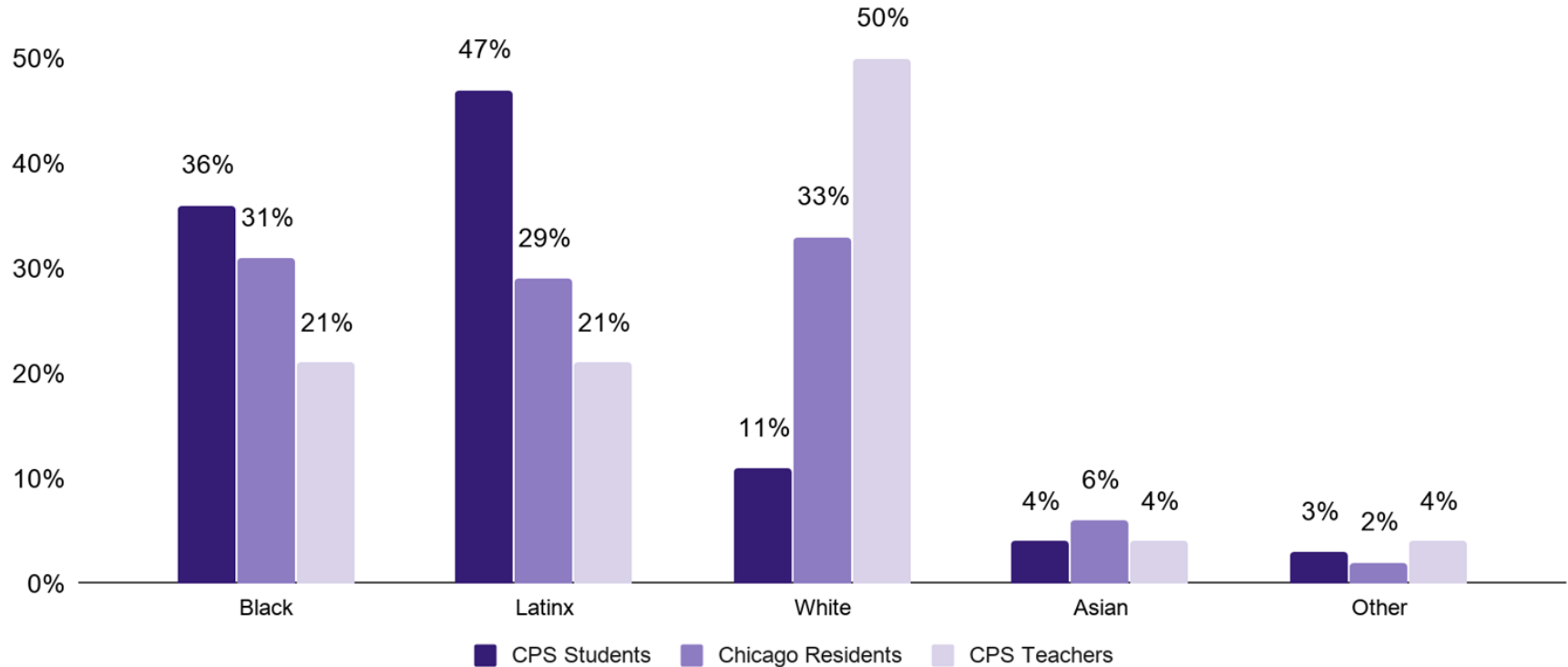
Agenda

- Welcome
- Presentation
- Small Group Discussion
- Shareout
- Public Participation
- Closing Remarks

Teacher Diversity Improves Student Outcomes

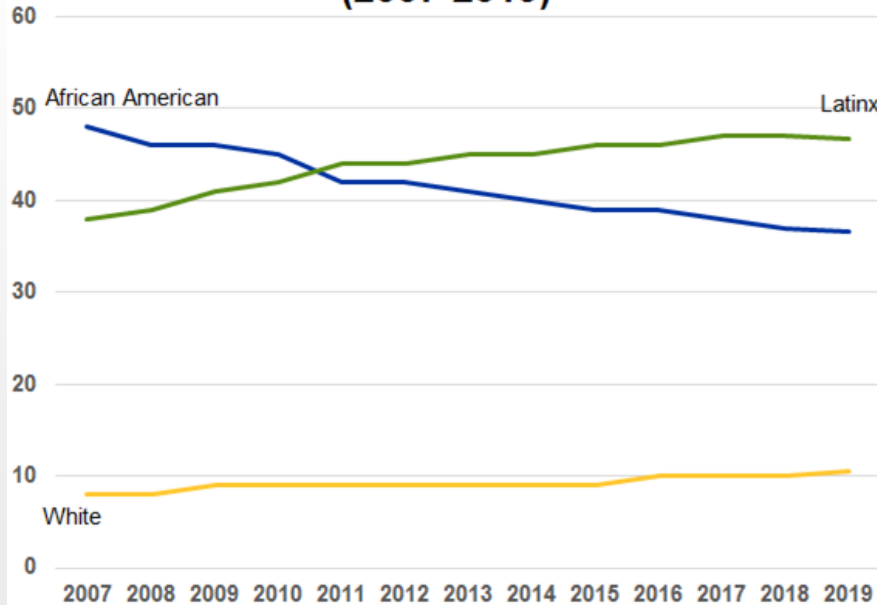


Our goal: Teachers as diverse as Chicago

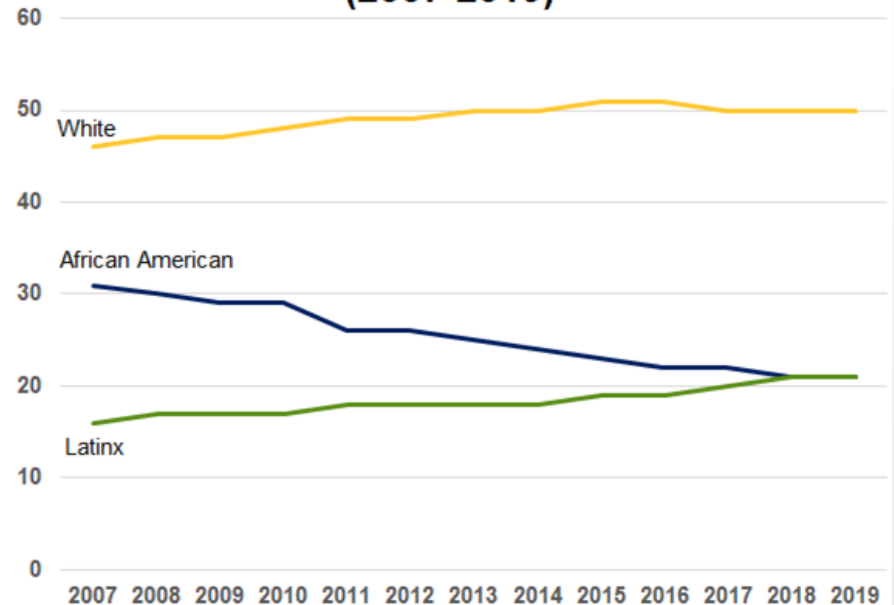


Over 10+ years, teacher diversity has not improved

CPS Students (2007-2019)



CPS Teachers (2007-2019)



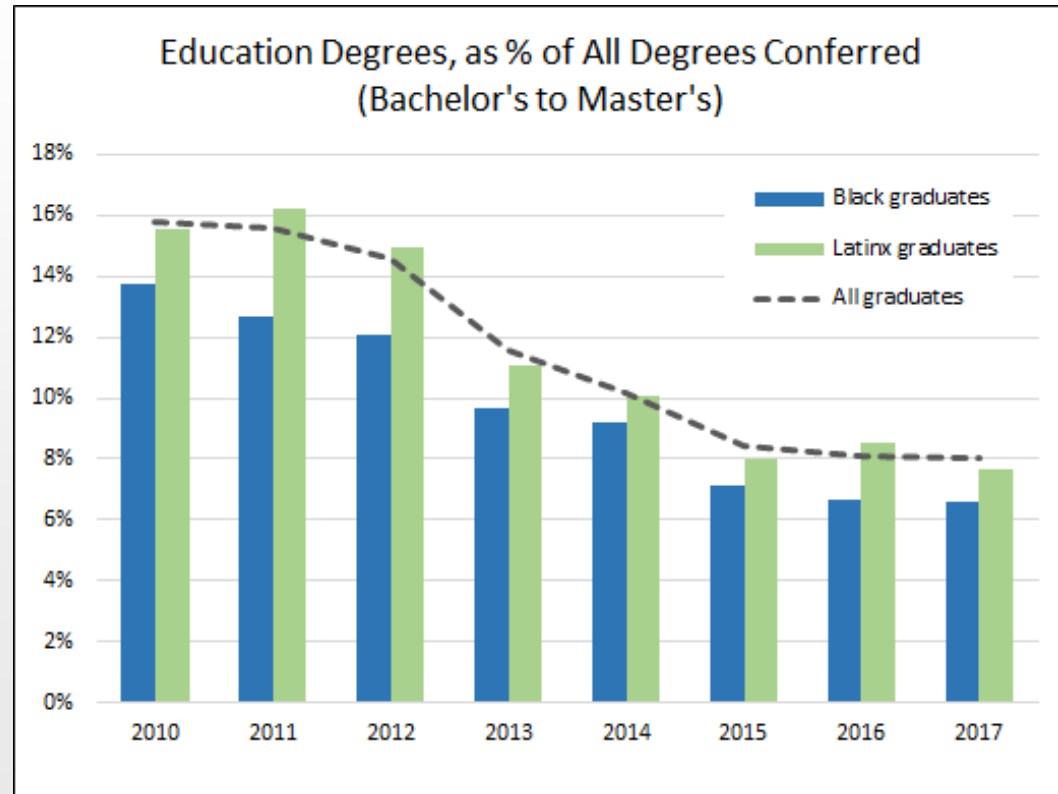
Diversity in higher education is a national challenge, but Illinois has it tougher than most

Nationally

- 35% decline since 2010 in number of students enrolled in teacher preparation programs

Illinois

- 54% decline in black enrollment
- 28% decline in Latinx enrollment



CPS 5-Year Vision: Success Starts Here



All solutions require dramatic increases in diverse hiring...
... and that can happen in two ways.

Get a bigger slice of pie

Hiring a larger percentage of
diverse teacher candidates

Grow the pie

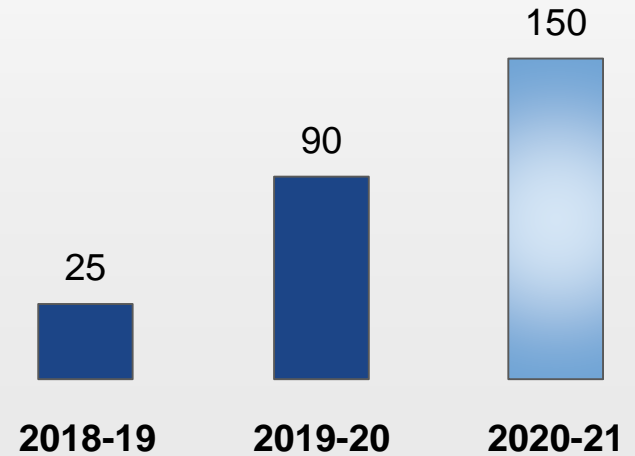
Increasing the number of
diverse teacher candidates

Past and current work to RECRUIT more black and Latinx teacher candidates to CPS (i.e. getting a bigger slice)

- Earlier Budget Release
- Early Offers
- Opportunity Schools
- Recruitment at HBCUs
- Partnerships with *Golden Apple* and *Grow Your Own*
- Social Media
- New, *Teach Chicago* Website



- Full-time training in a classroom
- \$35,000 stipend plus benefits
- Master's degree program
- CPS teacher after one year



of Teacher Residents



CHOOSE *YOUR* FUTURE



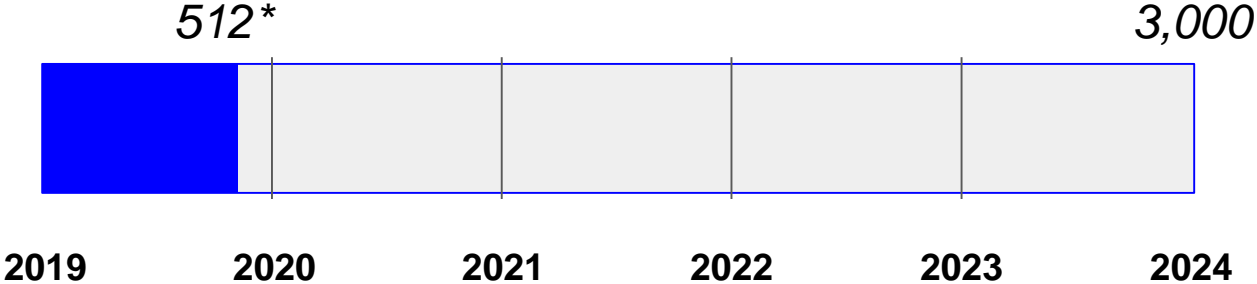
Pathway to Teaching

- Program for 10th to 12th grades
- Includes internship with a teacher
- Earn college credit at 4-year universities

High School Programs

2018-19	Curie
	Uplift
	Simeon
2019-20	Lindblom
	Farragut
	Roosevelt
	Simpson
2020-21	World Language
	Social Justice
	Infinity: Math, Science and Tech
	Multicultural Arts

Progress toward CPS' teacher diversity goal in Vision



**data as of Sept 4, 2019*

What's beyond our 2024 goal in the CPS Vision?

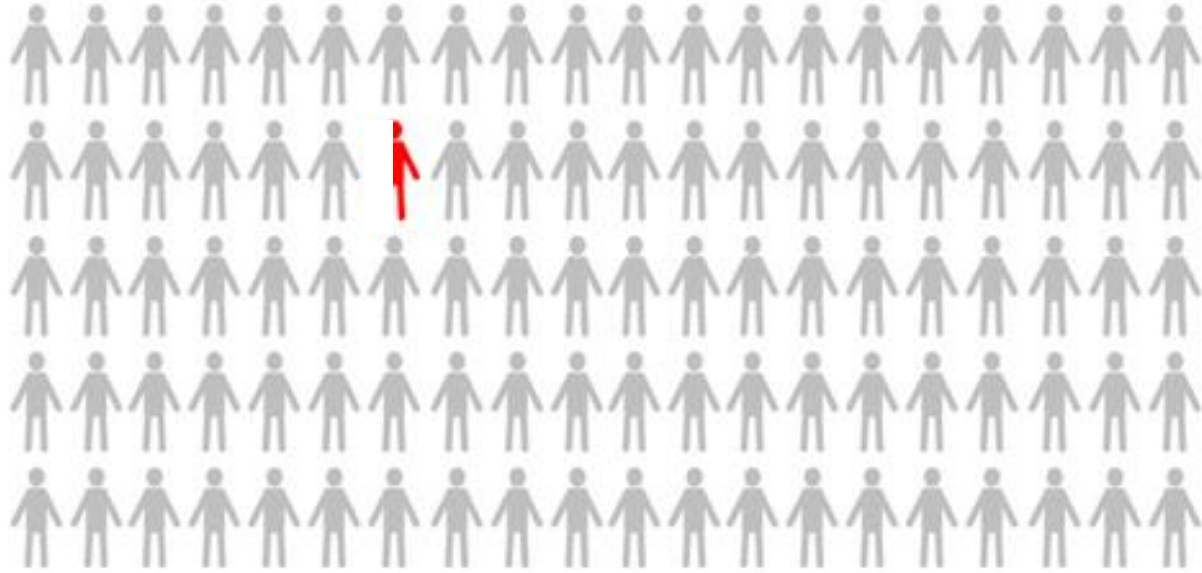
PRIOR QUESTION

“How do we interest more diverse young people into teaching?”

1 in 10

CPS high school students are interested in becoming teachers





**Fewer than
1 in 100
CPS Grads Become
CPS Teachers**

What's beyond our 2024 goal in the CPS Vision?

PRIOR QUESTION

“How do we interest more diverse young people into teaching?”

CENTRAL QUESTION

“How do we support more CPS students on their path to becoming CPS teachers?”



Our focus today:

**“How do we support more
CPS students on their path to
becoming CPS teachers?”**



Small Group Discussion

- Groups of about 10
- 35-40 minute facilitated discussion
- Powerful opportunity to share across multiple viewpoints
- Will help inform CPS policy and program development



Discussion Topics:

- What **barriers** do our students face on their path to earning a teaching credential?
- What **supports** best help them succeed?
What supports are missing?
- Who most **influences** (for better or worse) a student's progress along this path?



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Prepare for Whole Group Share

- Record your discussion notes on one or more sheets of poster paper. *These will enter the official BOE record.*
- Select a spokesperson for your group
- Share out, in one minute or less, your group's **one** most important idea/ finding.



Thank you!

