

## Creating a Fellowship to Increase Black Male Educator Recruitment and Retention



District Name  
Middletown City Schools

District City, State  
Middletown, OH

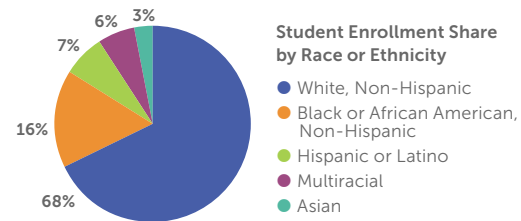
Superintendent  
Deborah Houser

*"I figured I could still get a job in education. I started as a paraprofessional. I was thinking 'Is this still what I want to do?' The answer was yes."*

### Connect And Commit Building a Diverse Team and Identifying the Challenge

#### Challenge Statement

Black and brown students in Middletown City Schools and the Southern Ohio region have very limited access to black male mentors or black male educators.



#### Solution Concept

Develop a future diverse educators pipeline by creating a teaching fellowship for Black and Brown candidate student mentors earning their teaching licenses extending into a 3 year retention program to provide the professional development needed for new Black and Brown educators to the district.

### Inquire And Investigate Conducting Research to Gather and Analyze Data

#### Understanding The Challenge

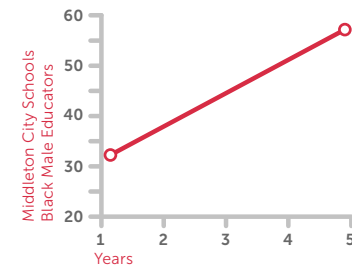
The teaching pipeline is spurred by high school and college students who want to enter the teaching profession. Many students of color have had negative experiences with school and lack interest in becoming teachers. To develop a diverse pipeline, it is important to understand perspectives of students of color to define the programs to encourage interest in teaching.

#### Creating A Journey Map

Understanding the experience of teachers of color today provides critical insights on the challenges they are facing. The process started by asking teachers to share their journeys—to describe their own experience and factors that contribute to whether or not they choose to stay in education. The map uncovers opportunities to customize programs to fit their needs.

#### Identifying Goals And Outcomes

In the next 5 years, Middletown City Schools will experience a 50% increase in the number of black male educators serving as classroom teachers from 32 to 57.



### Implement And Sustain Supporting a Black Male Educator Program

#### Supporting The Team

To effectively create a program like the Admiral Squad, it is important for the team to include teachers of color as leaders and a diverse group of decision-makers who are accountable to the outcomes.

For the Admiral Squad, the team includes:

- Teacher of Color leader(s)
- District Superintendent champion
- District HR lead
- District site coordinator
- Higher Education Partner (XYZ)
- Programmatic Partner (He is Me Institute)

#### Sustaining The Work

To sustain the work, the district is building the model and supports to sustain and grow the Admiral Squad.

### Design And Develop Creating Solutions to Address the Challenge

#### Creating Recruitment And Retention Ideas

The team generated ideas in Design Studios to define a new journey for teachers of color. The Studios focused on how teachers of color become educators, learn about teaching opportunities, are selected for positions and grow into teacher leaders. Some ideas that emerged:

- Black male co-teaching model
- Mentoring non-teaching Black male staff
- Cohorts of Black male educator candidates starting in high school
- Social media campaigns to reach Black male candidates

#### Designing A Solution

The district team designed and launched The Admiral Squad in Summer 2022— an affinity group to inspire Black male educators to enter the education profession. The group wears purple sweatshirts for visual unity and to inspire curiosity. The Admiral Squad model was co-designed with teachers of color and Middletown's partner, He is Me Institute, which offers a fellowship to support Black males in high school and college who are interested in becoming teachers.

