Showcasing How Districts and Communities are Transforming Education
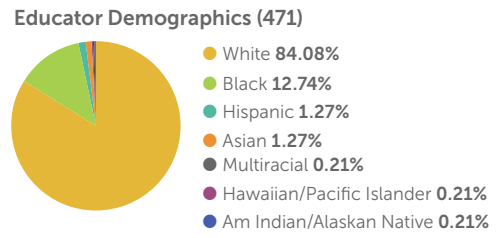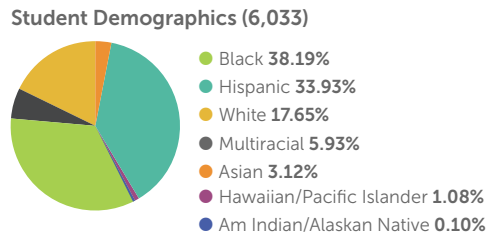
Growing, Mentoring, and Supporting Teachers of Color

PRINCETON CITY SCHOOLS
EMPOWERING EACH STUDENT FOR COLLEGE, CAREER, AND LIFE SUCCESS

District Name
Princeton City Schools

District City, State
Cincinnati, OH

Superintendent
Elgin Card

Connect And Commit
Building a Diverse Team and Identifying the Challenge

Student Demographics (6,033)
- Black **38.19%**
- Hispanic **33.93%**
- White **17.65%**
- Multiracial **5.93%**
- Asian **3.12%**
- Hawaiian/Pacific Islander **1.08%**
- Am Indian/Alaskan Native **0.10%**

Educator Demographics (471)
- White **84.08%**
- Black **12.74%**
- Hispanic **1.27%**
- Asian **1.27%**
- Multiracial **0.21%**
- Hawaiian/Pacific Islander **0.21%**
- Am Indian/Alaskan Native **0.21%**

Solution Concept
SPECTRA (Supporting Princeton Educators of Color through Training, Relationships, and Affirmation) is a comprehensive initiative addressing teacher diversity. It fosters inclusivity through mentorship, training, and networking, enhancing representation, community, and advancement opportunities for educators of color in Princeton City Schools.

Inquire And Investigate
Conducting Research to Gather and Analyze Data

Understanding The Challenge
Across educational institutions, the struggle to attract and retain teachers of color persists, which is a vital endeavor for diverse student cohorts. To recruit and retain BIPOC, we must create inclusive educator communities through targeted measures that provide mentorship, training, and growth opportunities.

Creating A Journey Map
Gaining insight into the present-day encounters of teachers from diverse racial backgrounds offers a crucial understanding of their current difficulties. The initial step involved inviting educators to recount their journeys – detailing their individual experiences and elements influencing their decision to remain or leave the field of education. This approach reveals possibilities for tailoring programs to align with their specific requirements.

Identifying Goals And Outcomes
In the next five years, Princeton City's SPECTRA Initiative aims to foster educators of color, elevating paraprofessionals to teachers via a "grow-your-own" approach, mentoring, and partnerships for diverse workforce alignment.

"Throughout my journey four years later, I have endured many districts, but none that provide love and support like Princeton has given me as a student, paraprofessional, and even more as a classroom teacher." - Landon Zellers

Implement And Sustain
Growing, Mentoring, and Supporting Teachers of Color

Supporting The Team
To effectively create a program like the SPECTRA, it is essential for the team to include teachers of color as leaders and a diverse group of decision-makers who are accountable for the outcomes:

For the SPECTRA, the team includes:
Teachers of Color, District Superintendent, Associate/Assistant Superintendents, District program coordinators, Higher Education Partners, and Philanthropic Partners

Sustaining The Work
- Launch the SPECTRA ambassador role and assign an ambassador to each school site
- Replicate SPECTRA program components from 2022-2023
- Onboard and connect all newly hired educators of color at Princeton so know about SPECTRA activities and meet current participants
- Achieve 100% retention for Princeton educators of color (excluding retirements) for the 2023-2024 school year
- Integrate professional development to support all new Princeton educators

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:
- Mentoring New Teachers
- Providing mentoring and tuition subsidies for Para-Educators
- Partnering with higher education partners
- Providing leadership opportunities for teachers of color

Designing A Solution
The Design Team established SPECTRA (Supporting Princeton Educators of Color through Training, Relationships, and Affirmation) to build a supportive community for new educators of color, promoting their success and longevity. Goals include enhancing educator diversity, recruiting qualified candidates, retaining current educators of color, and fostering internal growth via a "grow-your-own" strategy.

"There is a need to enhance our teacher/educator recruitment and retention methods for our teacher/educator workforce to more closely mirror the diversity of our student body."

SPECTRA
Relationships & Affirmation • Supporting Princeton Educators of Color through Training