

# Educator Diversity

## Demographic Changes Over Time 2008 to 2012

Board of Regents Meeting  
February 2014



# Graduating College and Career Ready

New York's 4-year high school graduation rate is 74% for All Students. However, the percent graduating college and career ready is significantly lower.

## June 2012 Graduation Rate

### Graduation under Current Requirements

	% Graduating
<b>All Students</b>	<b>74.0</b>
American Indian	58.5
Asian/Pacific Islander	81.6
Black	58.1
Hispanic	57.8
White	85.7
English Language Learners	34.3
Students with Disabilities	44.7

### Calculated College and Career Ready\*

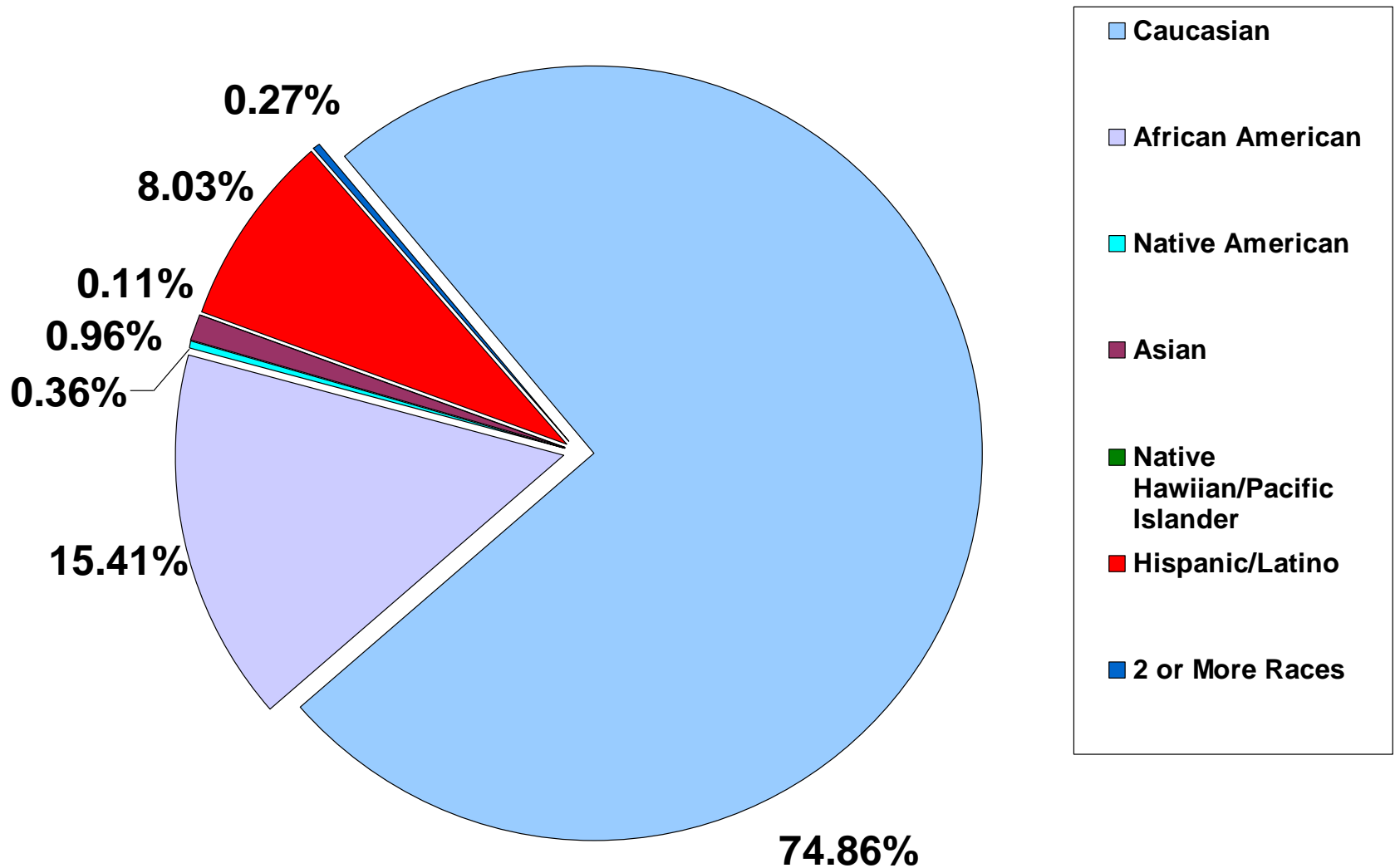
	% Graduating
<b>All Students</b>	<b>35.3</b>
American Indian	18.8
Asian/Pacific Islander	56.5
Black	12.5
Hispanic	15.7
White	48.5
English Language Learners	7.3
Students with Disabilities	4.9

\*Students graduating with at least a score of 75 on Regents English and 80 on a Math Regents, which correlates with success in first-year college courses.

Source: NYSED Office of Information and Reporting Services

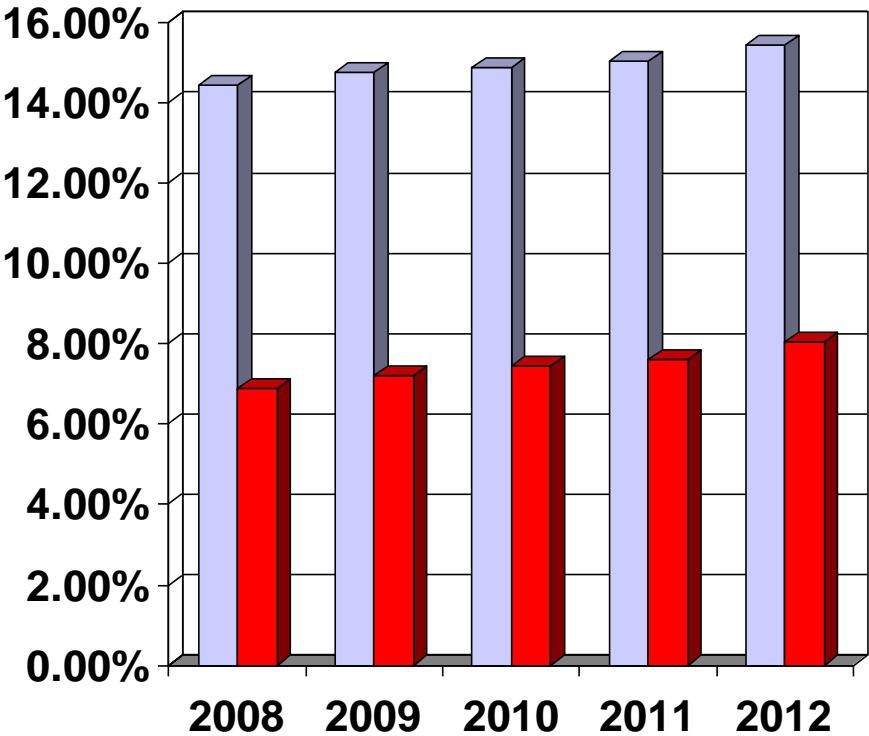
# Educator Diversity Data

# School Principals 2012-13

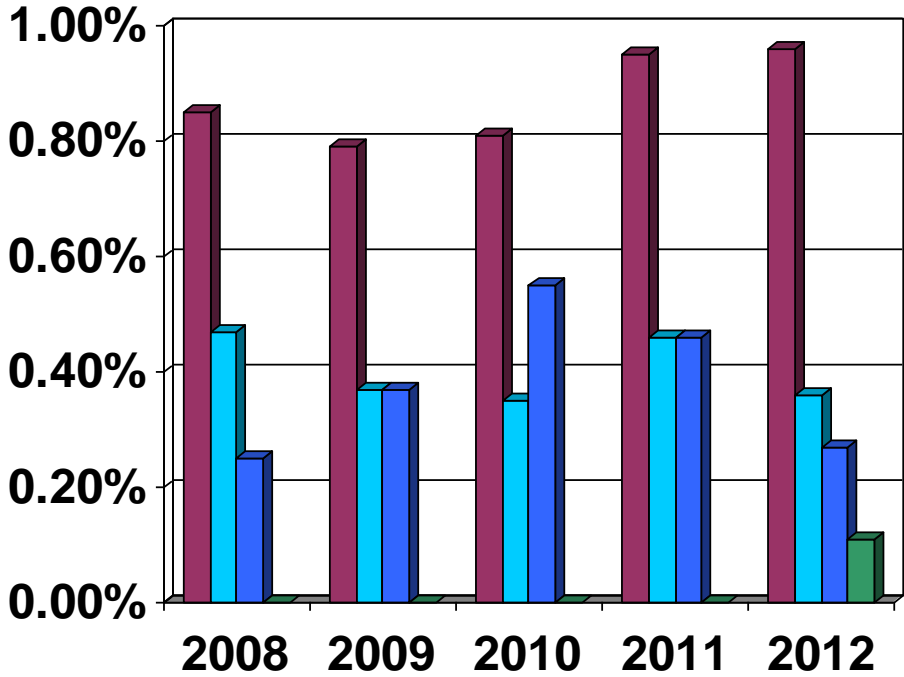


# Minority Participation Over Time

## Percent of Total Principals



■ African American
 ■ Hispanic

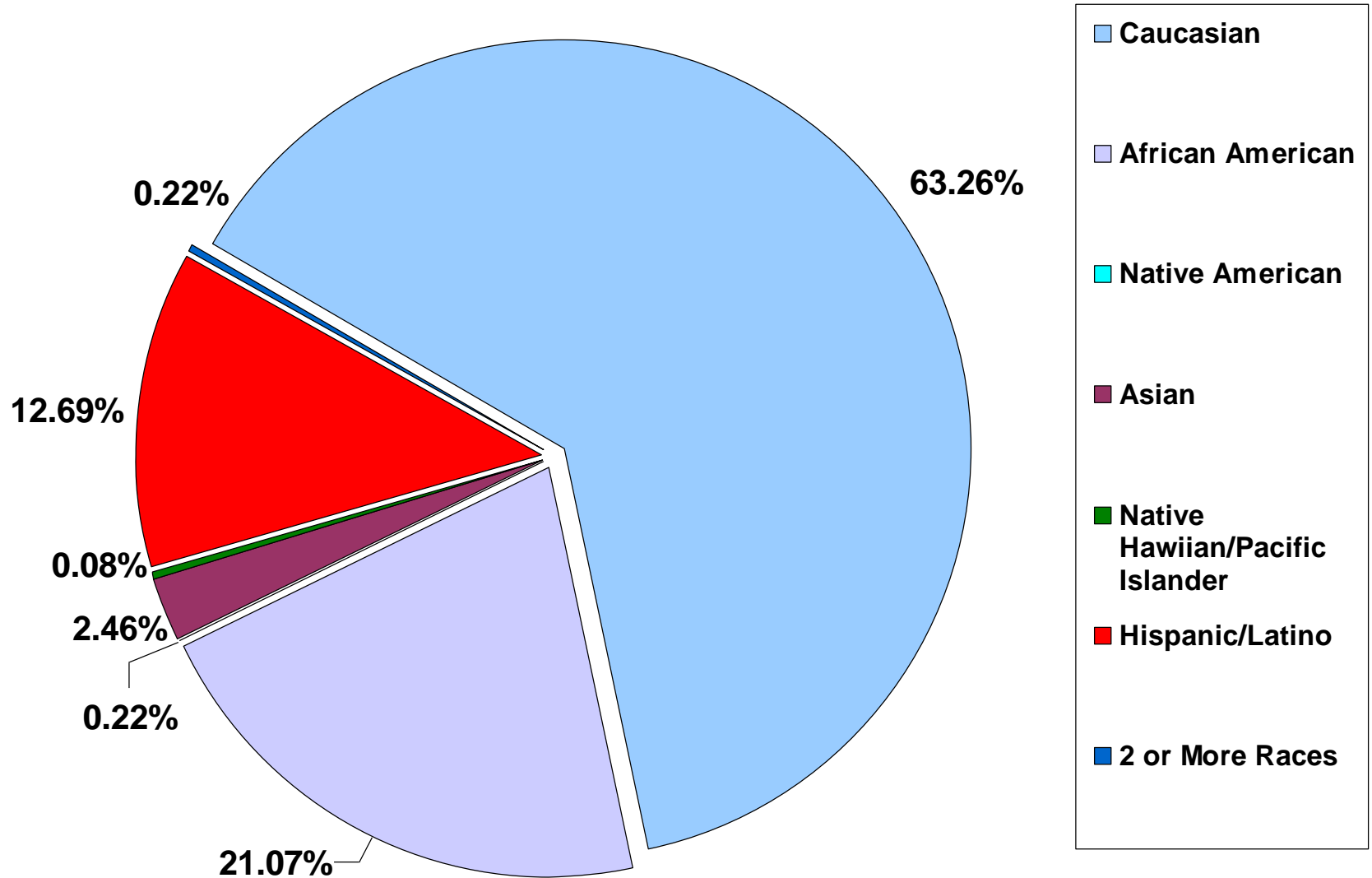


■ Asian  
■ Native American  
■ 2 or More Races  
■ Native Hawaiian/Pacific Islander

# DATA FOR ASSISTANT PRINCIPALS

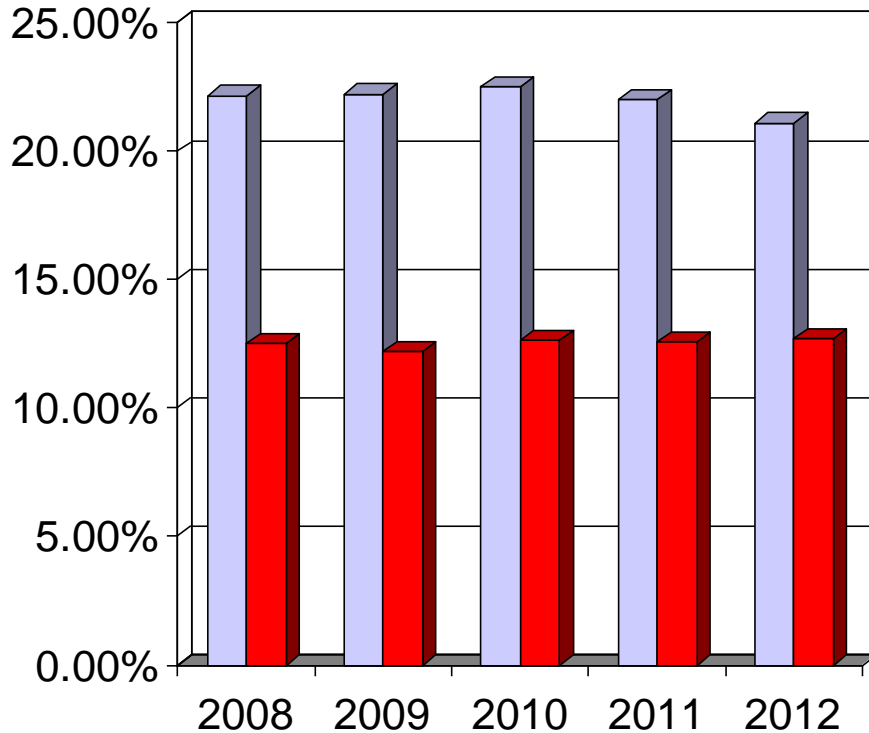
**Demographic Changes Over Time  
2008 to 2012**

# Assistant Principals 2012-13

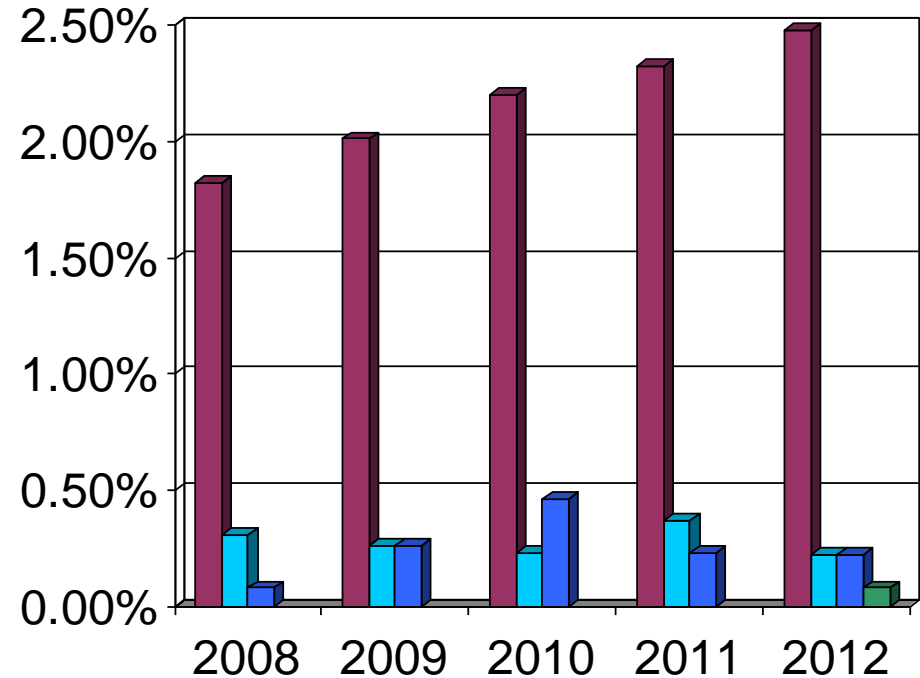


# Minority Participation Over Time

## Percent of Total Assistant Principals



■ African American 
 ■ Hispanic



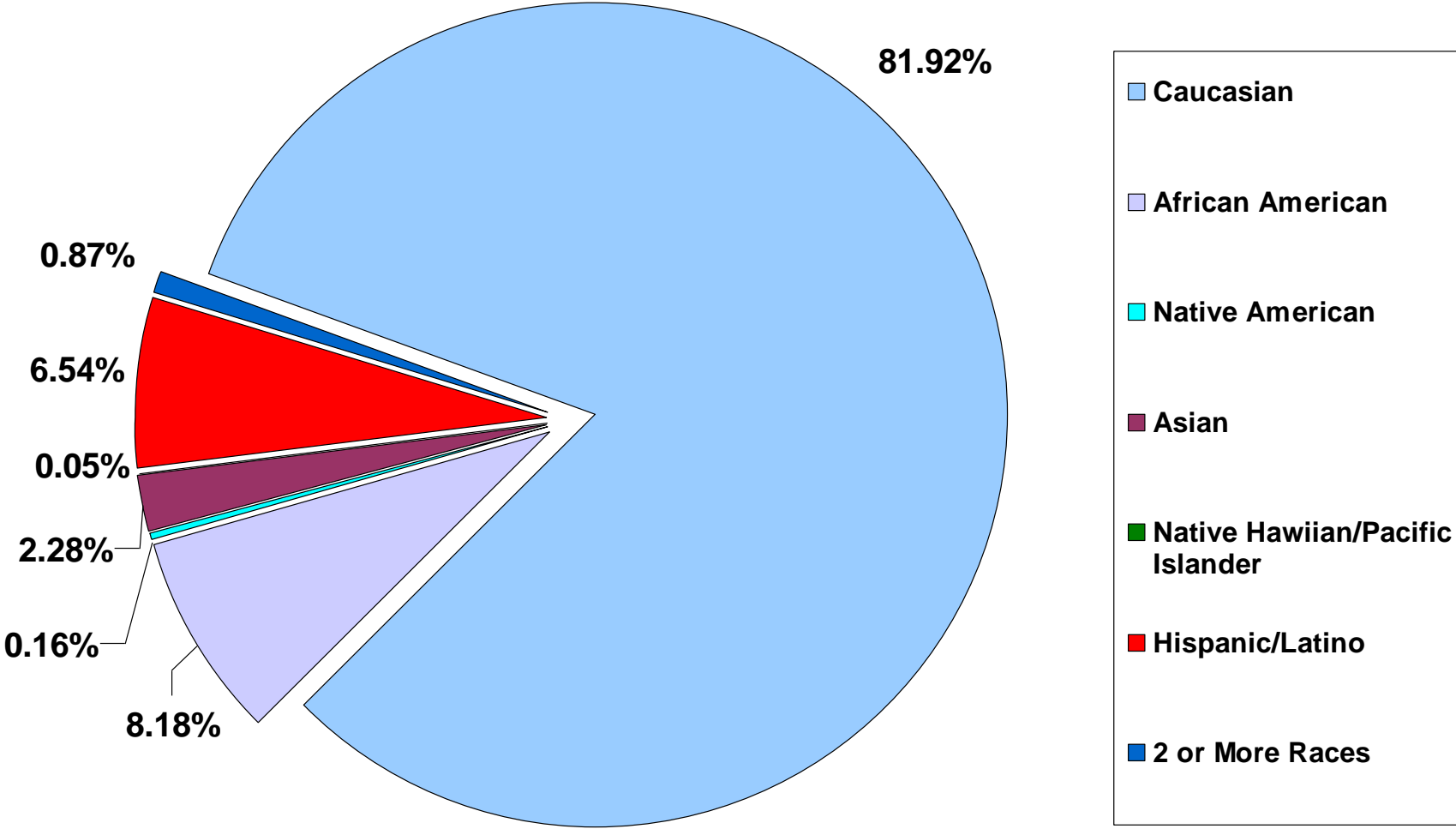
■ Asian  
■ Native American  
■ 2 or More Races  
■ Native Hawaiian/ Pacific Islander



# DATA FOR TEACHERS

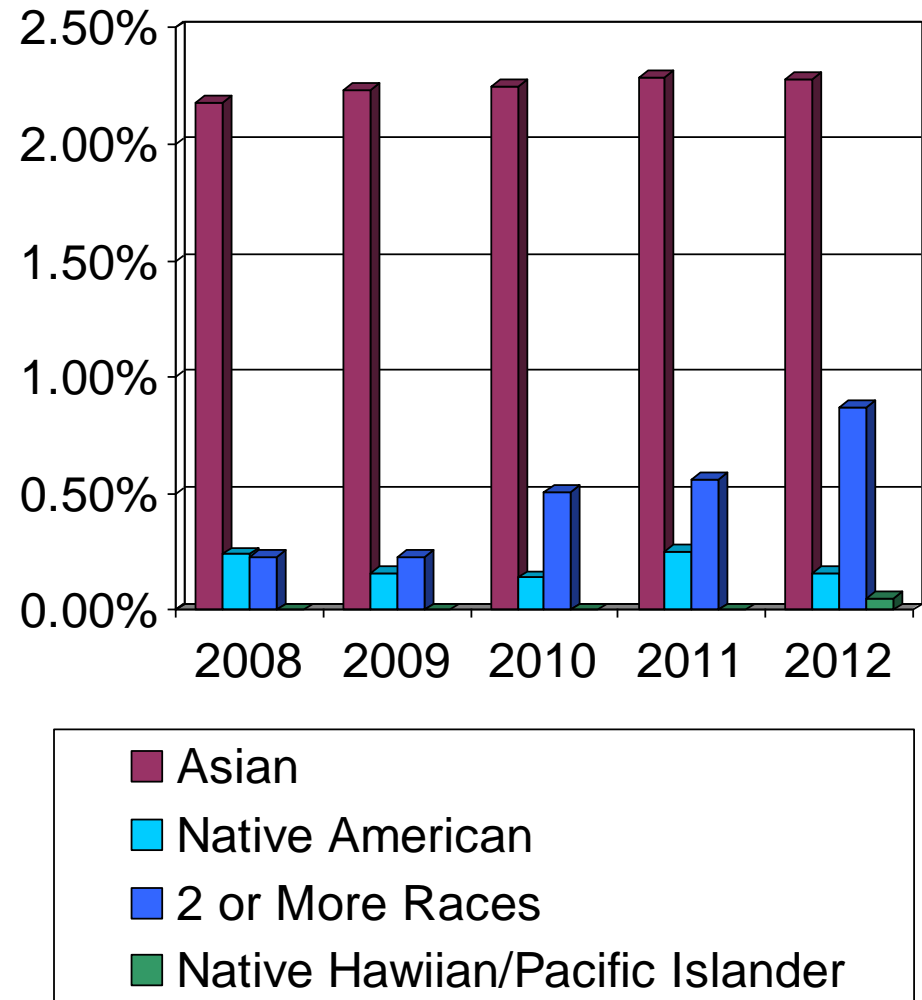
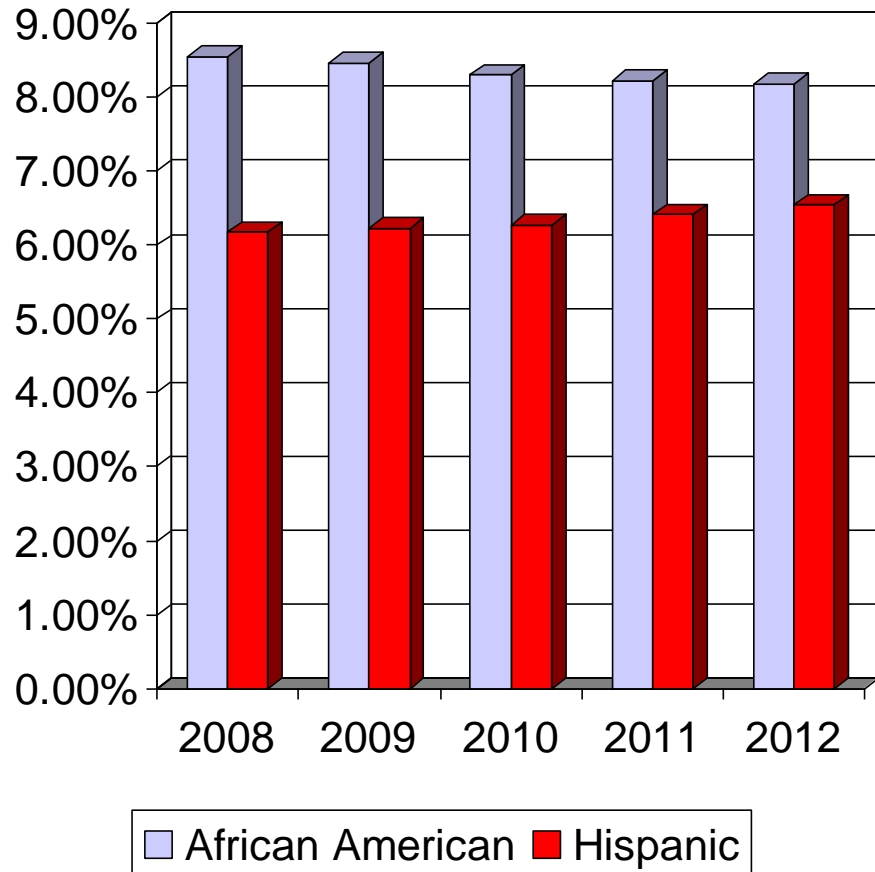
**Demographic Changes Over Time  
2008 to 2012**

# Teachers 2012-13

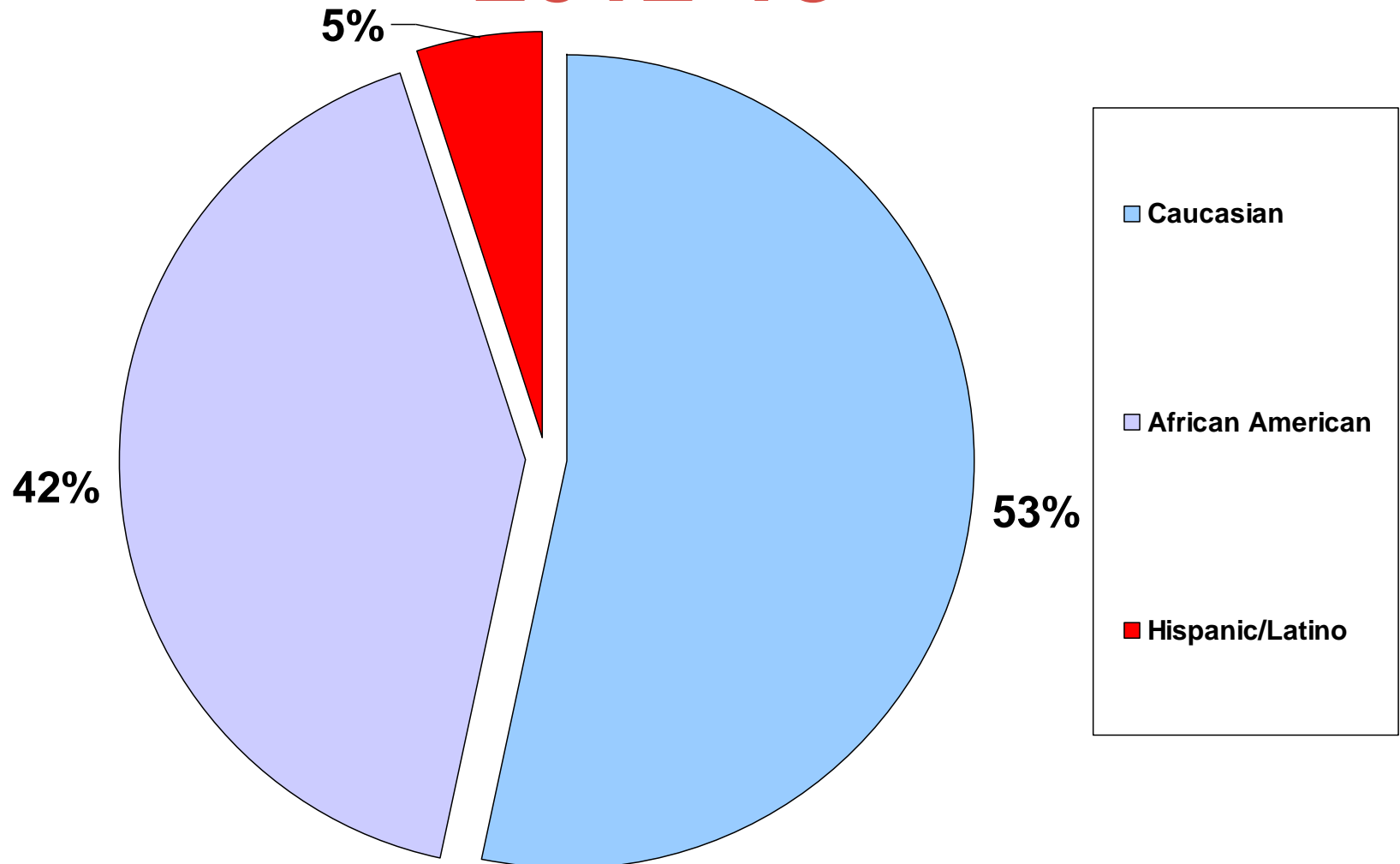


# Minority Participation Over Time

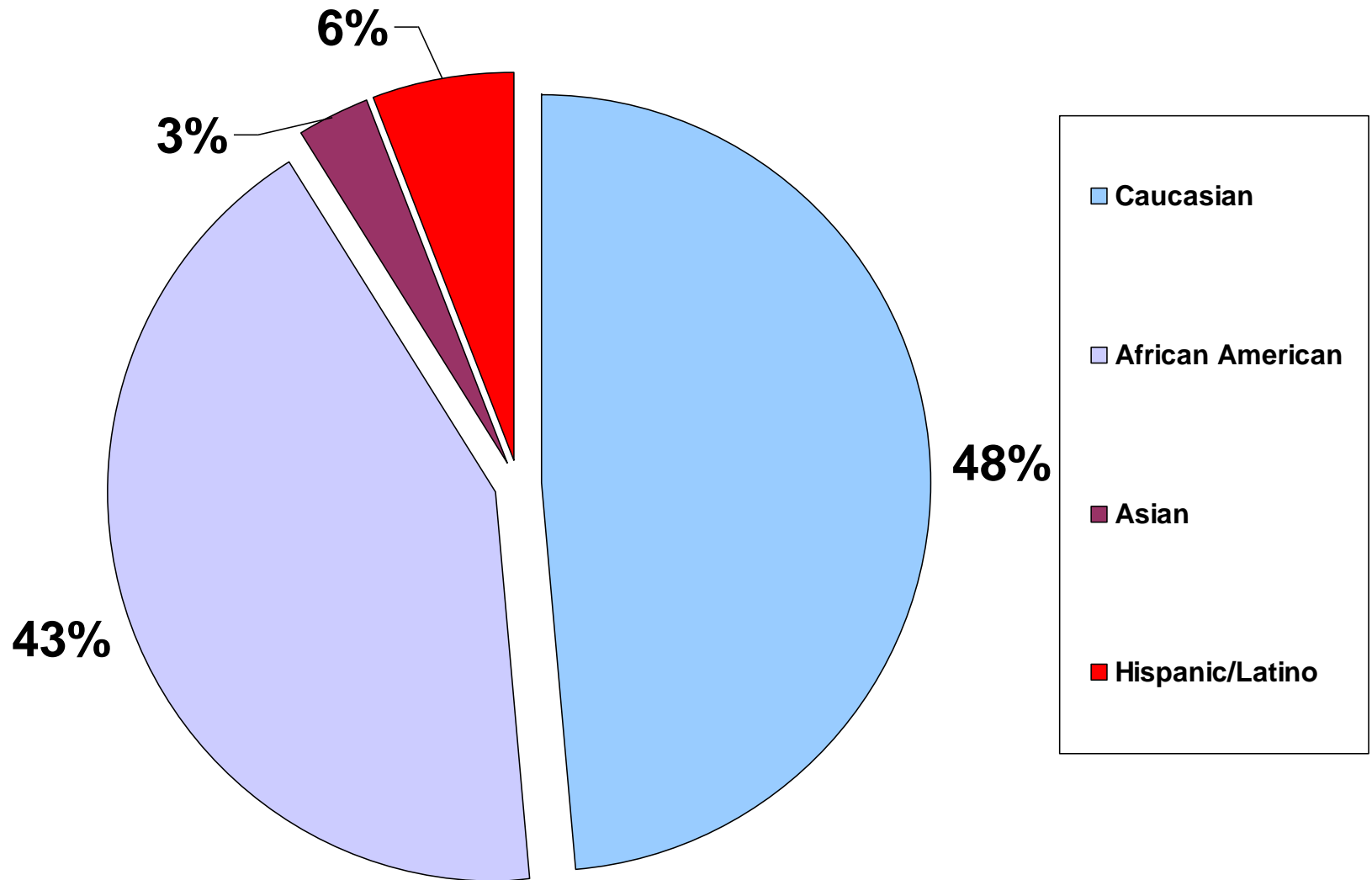
## Percent of Total Teachers



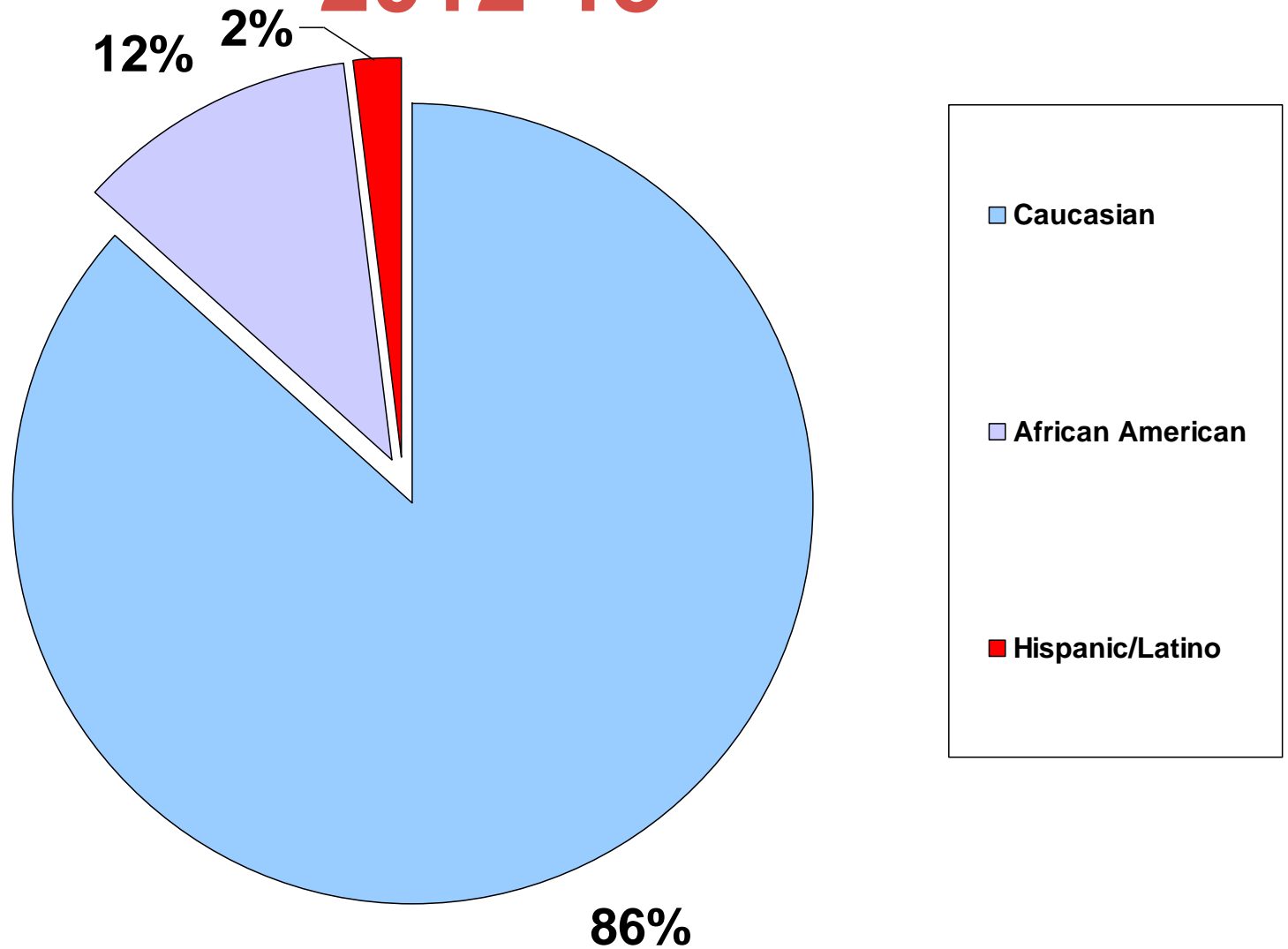
# Principals in Buffalo 2012-13



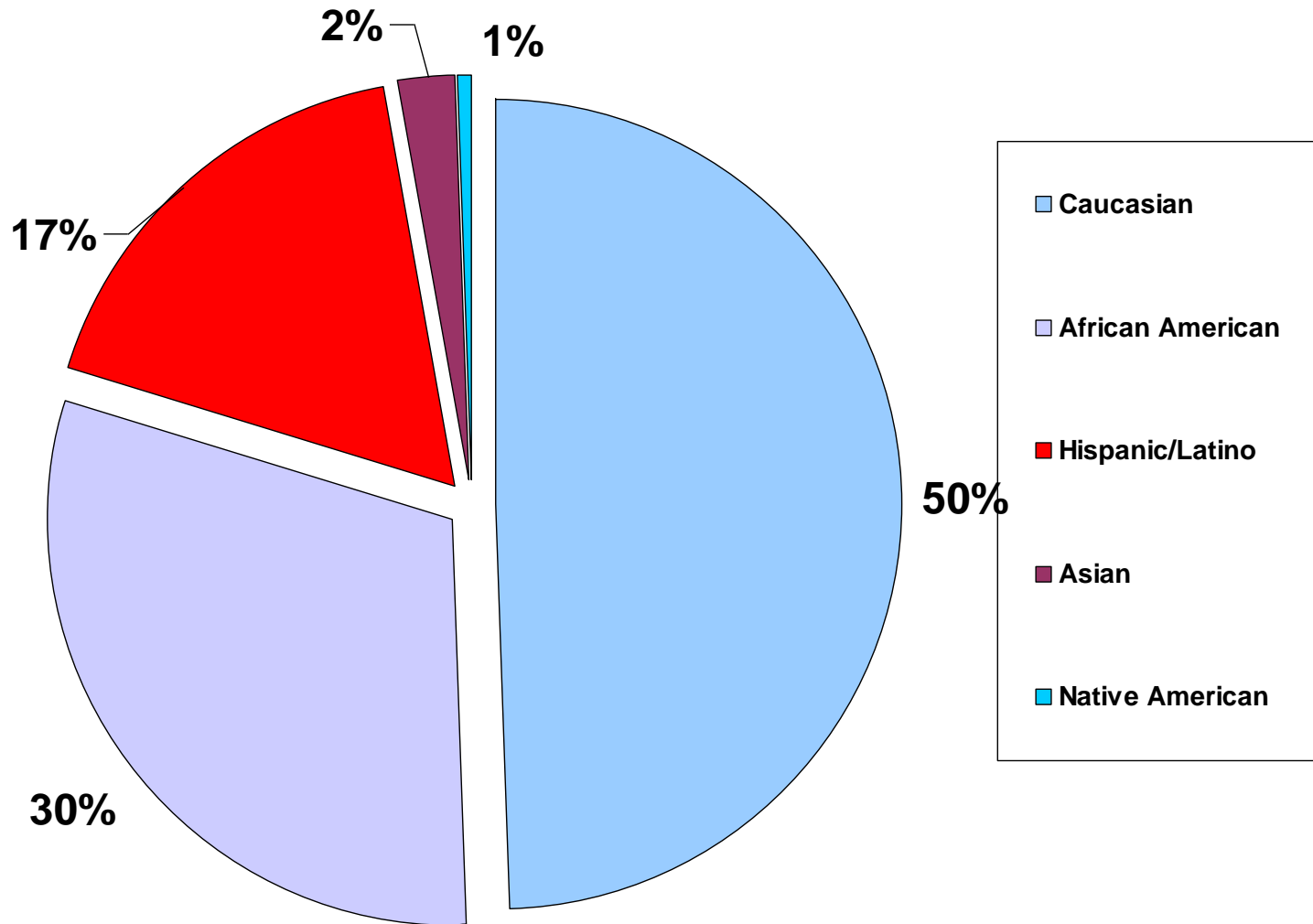
# Principals in Rochester 2012-13



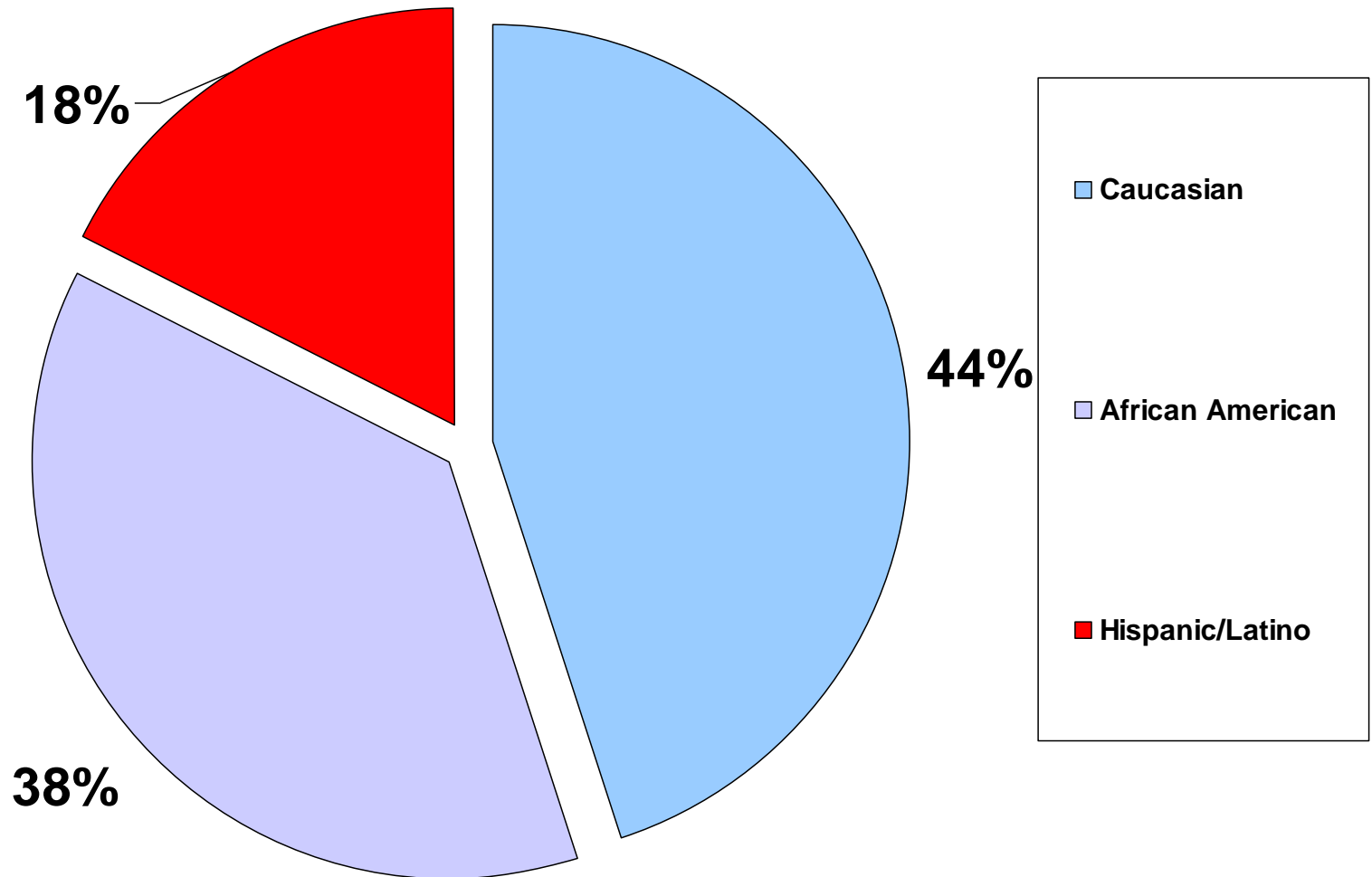
# Principals in Syracuse 2012-13



# Principals in New York City 2012-13

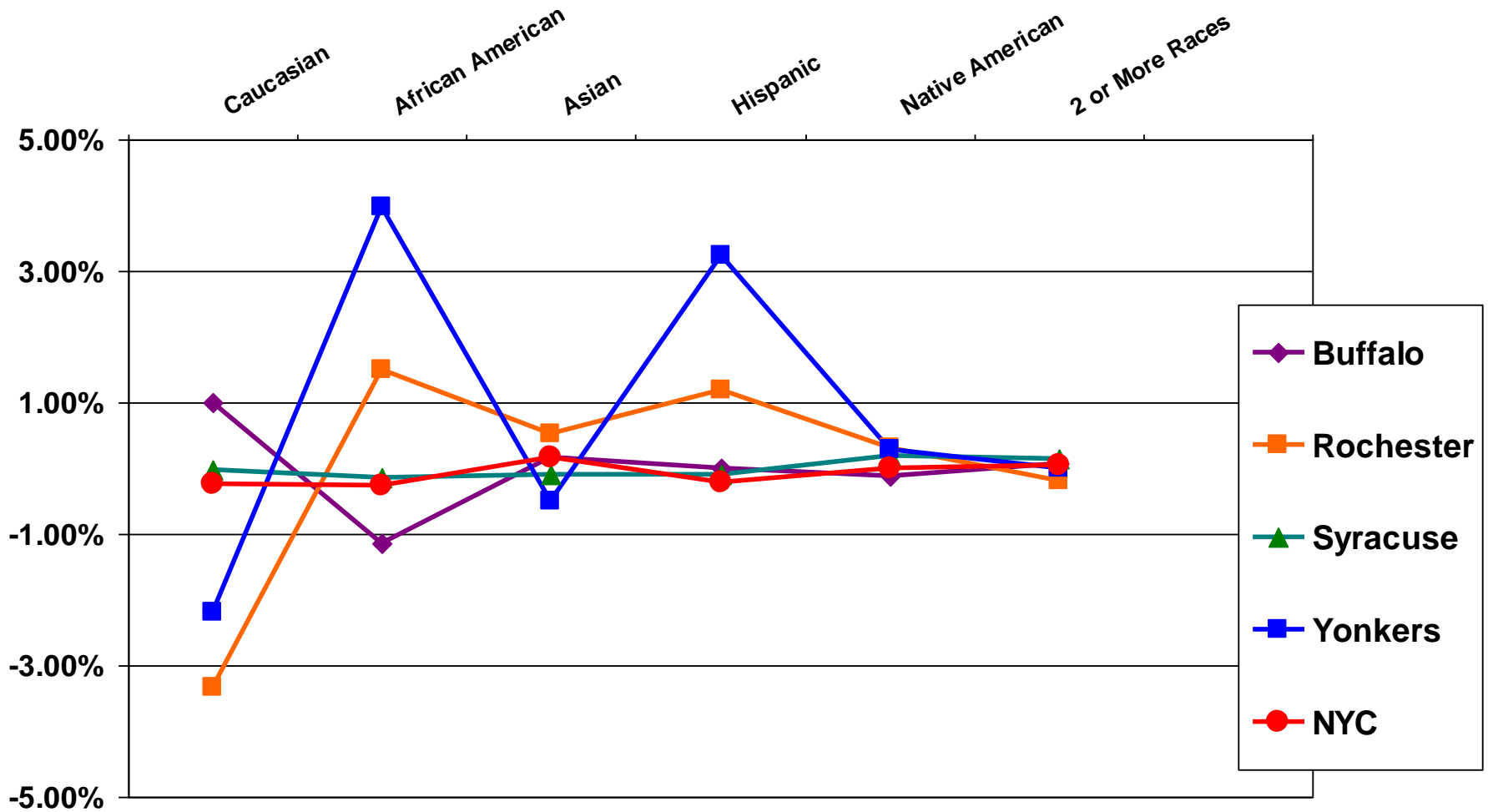


# Principals in Yonkers 2012-13

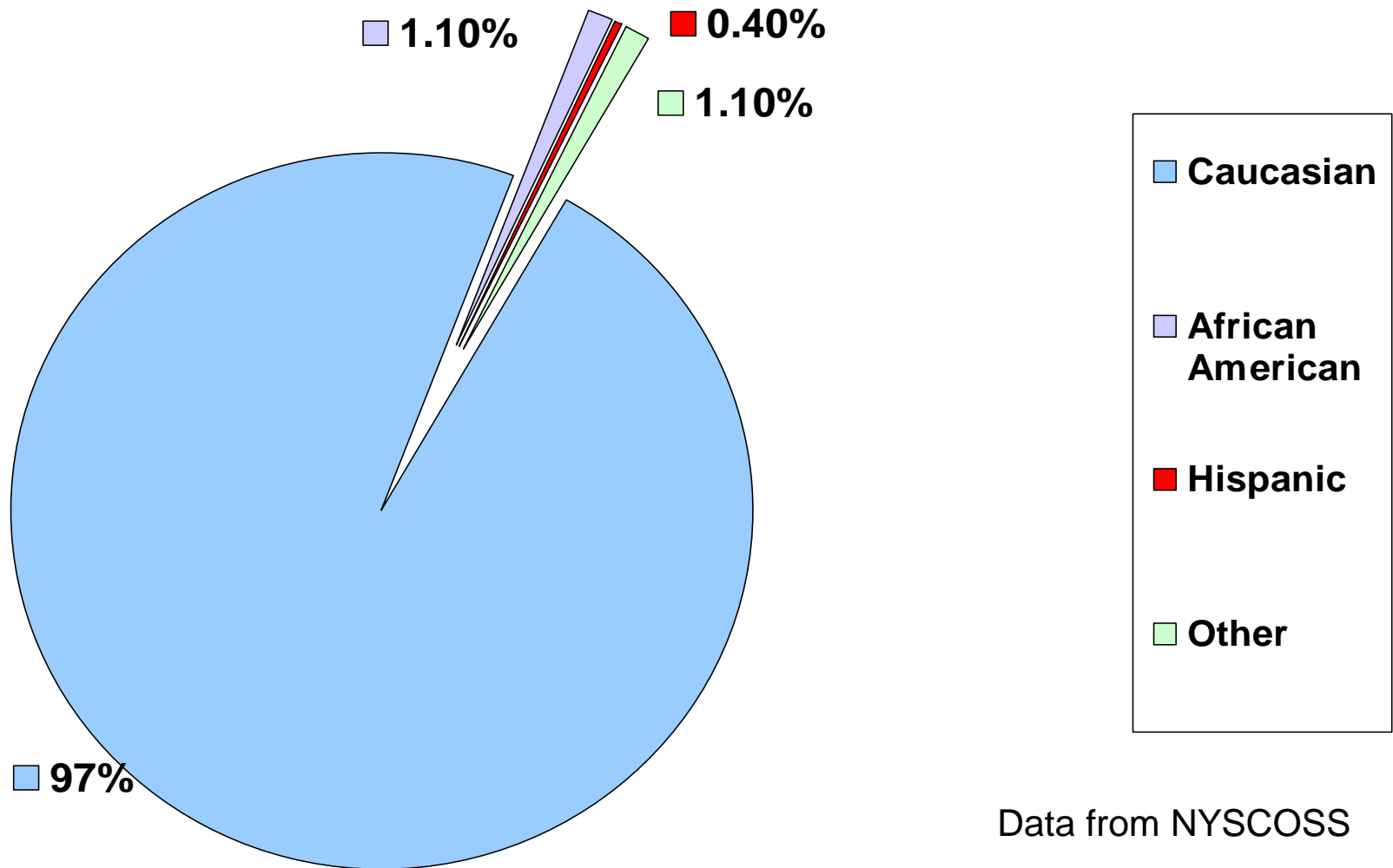




# Patterns of Change: Teachers in the Big 4 Cities 2008 - 2012

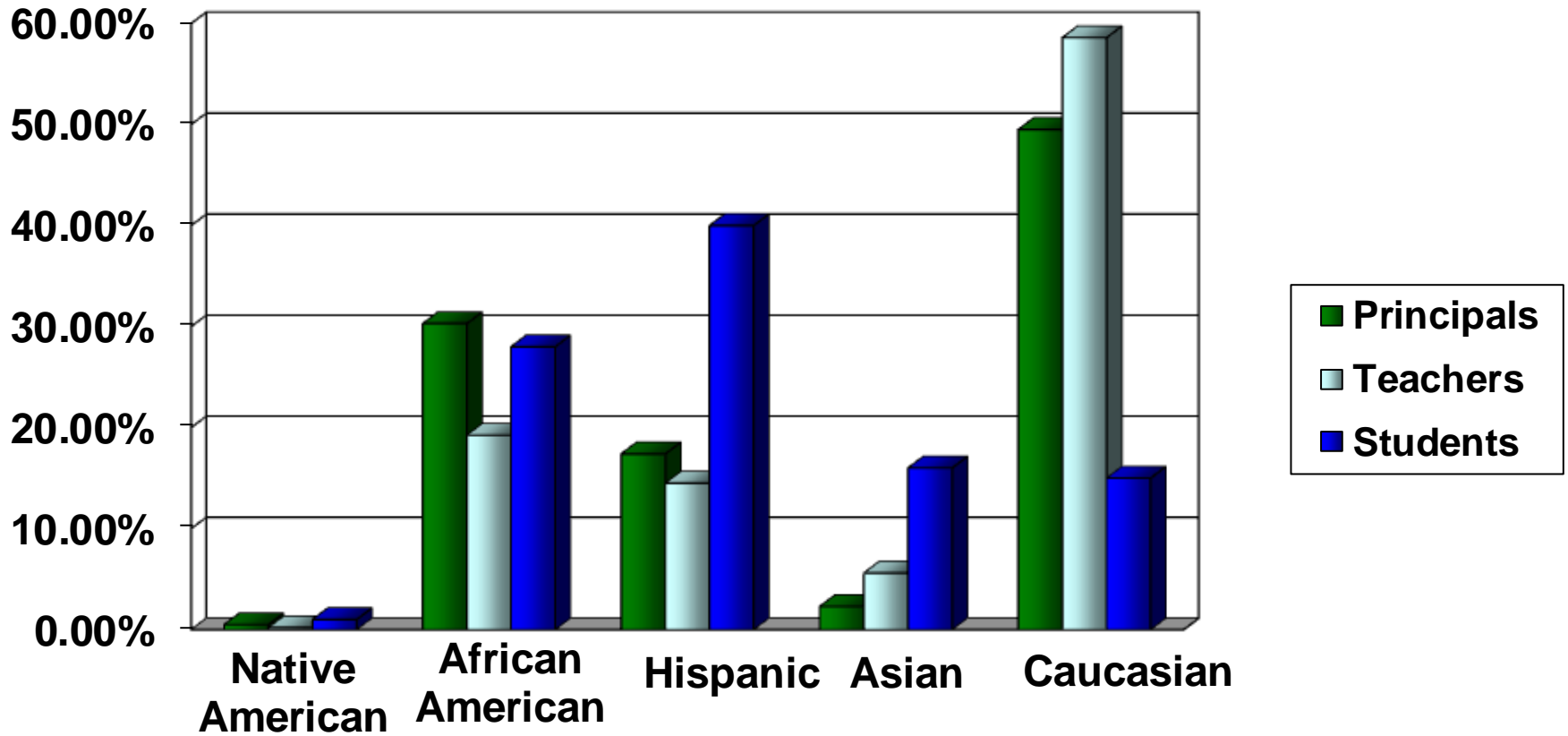


# Superintendents 2012

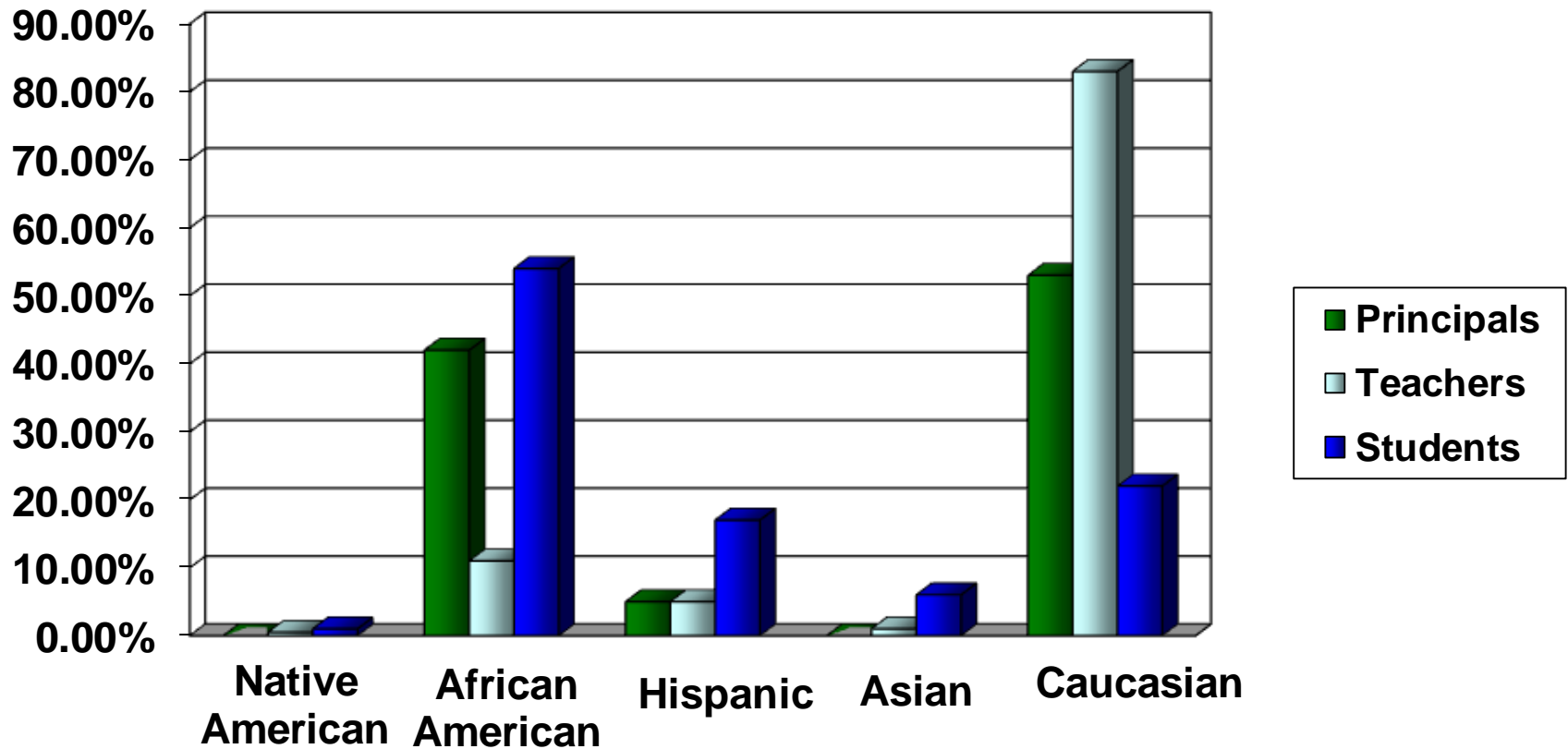


Data from NYSCOSS

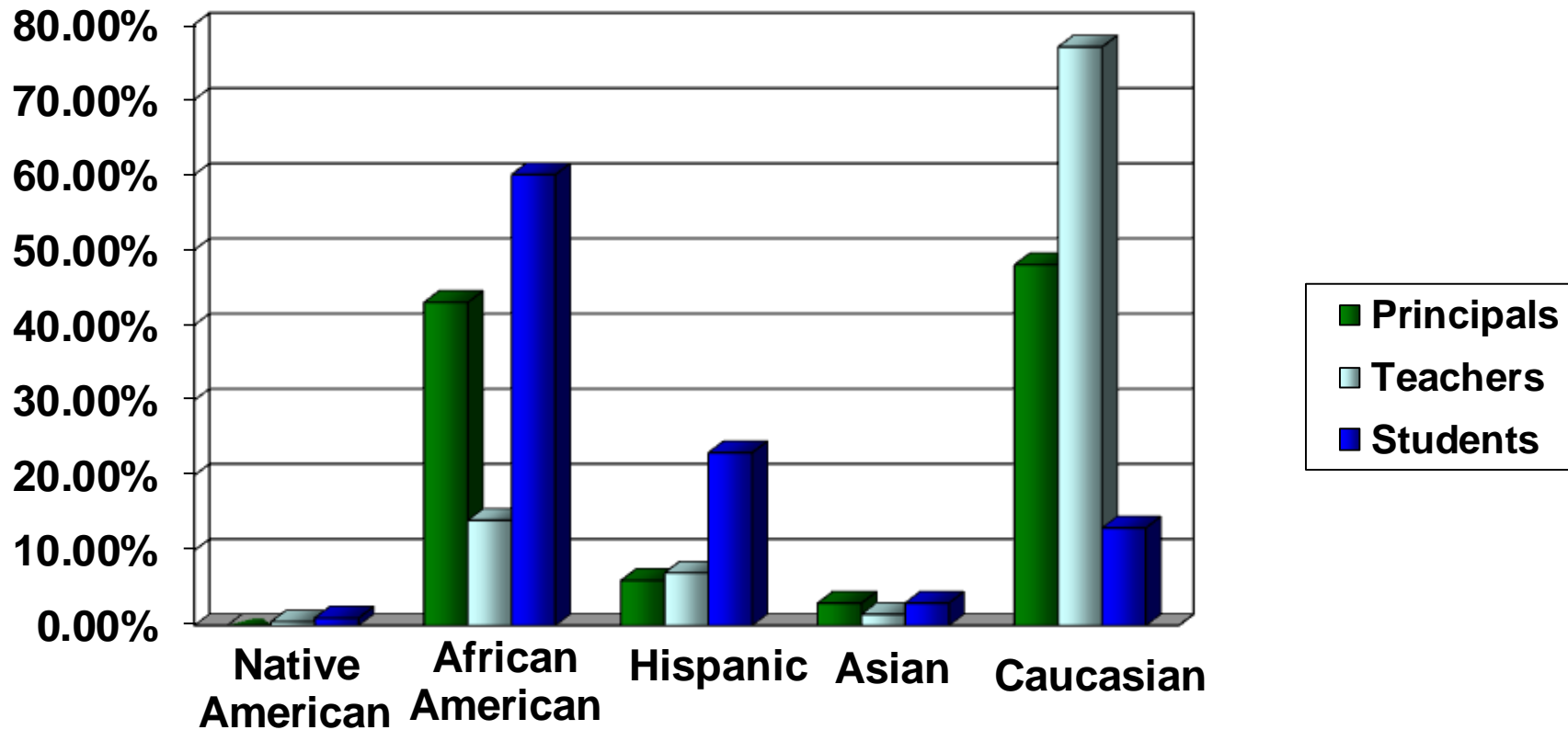
# Educator to Student Percentage Comparison, NYC



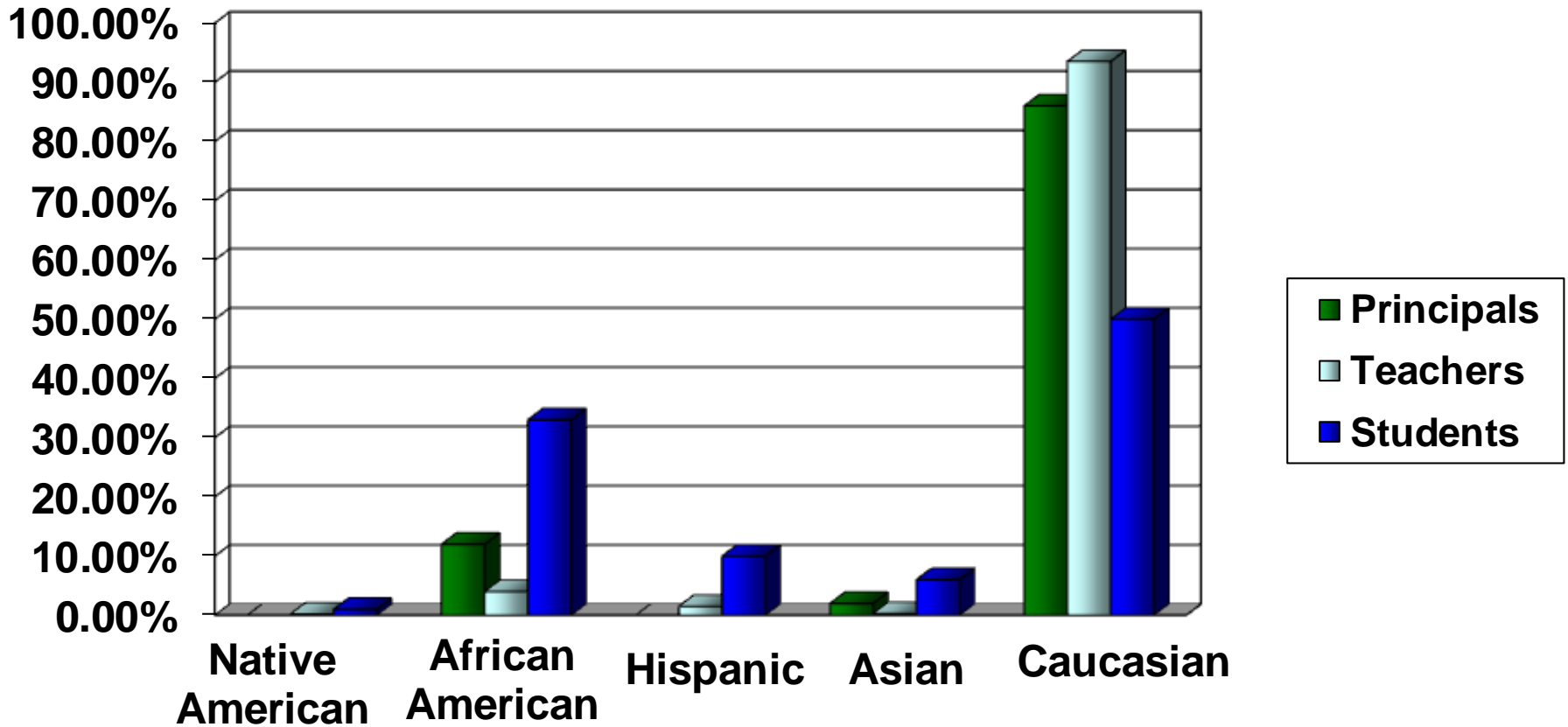
# Educator to Student Percentage Comparison, Buffalo



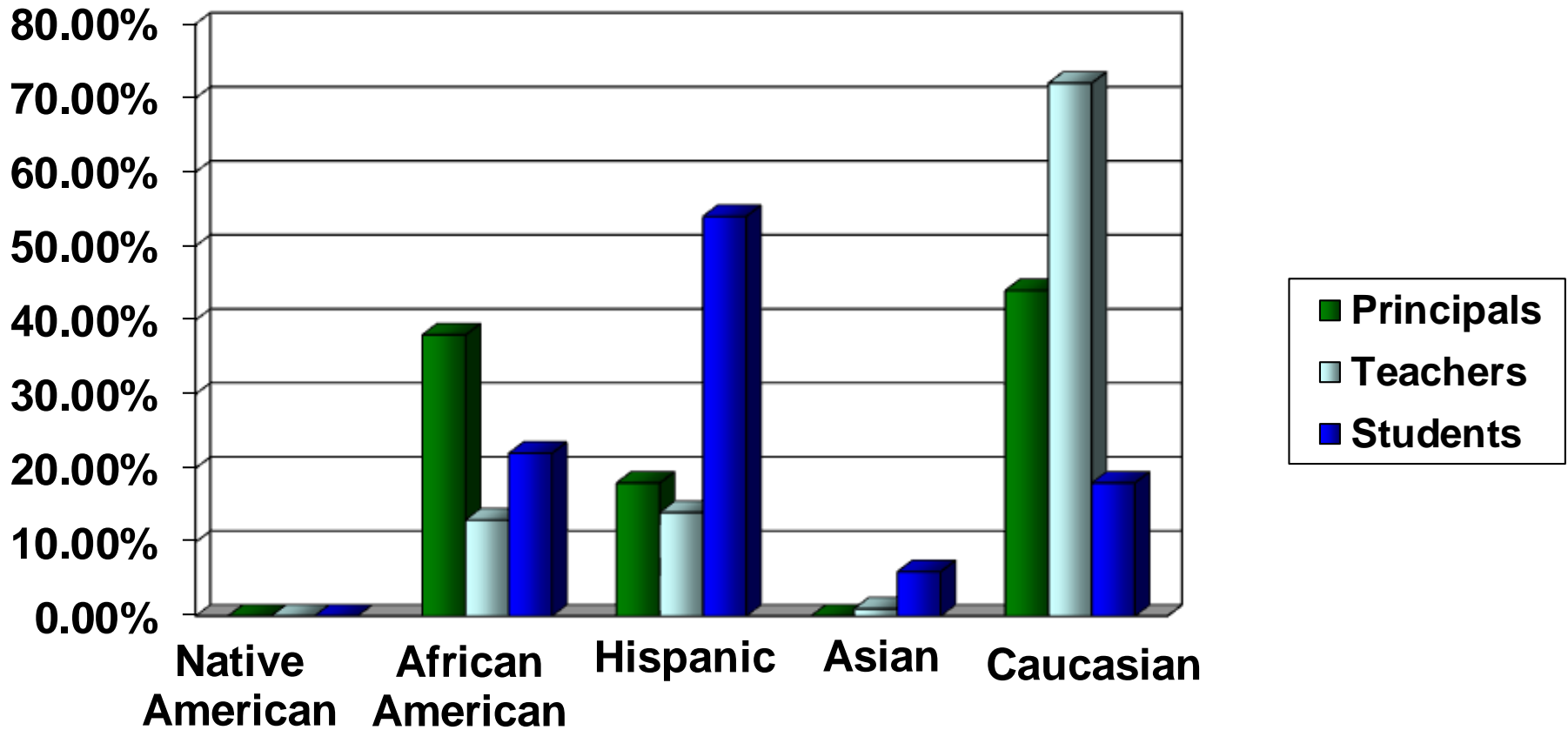
# Educator to Student Percentage Comparison, Rochester



# Educator to Student Percentage Comparison, Syracuse



# Educator to Student Percentage Comparison, Yonkers



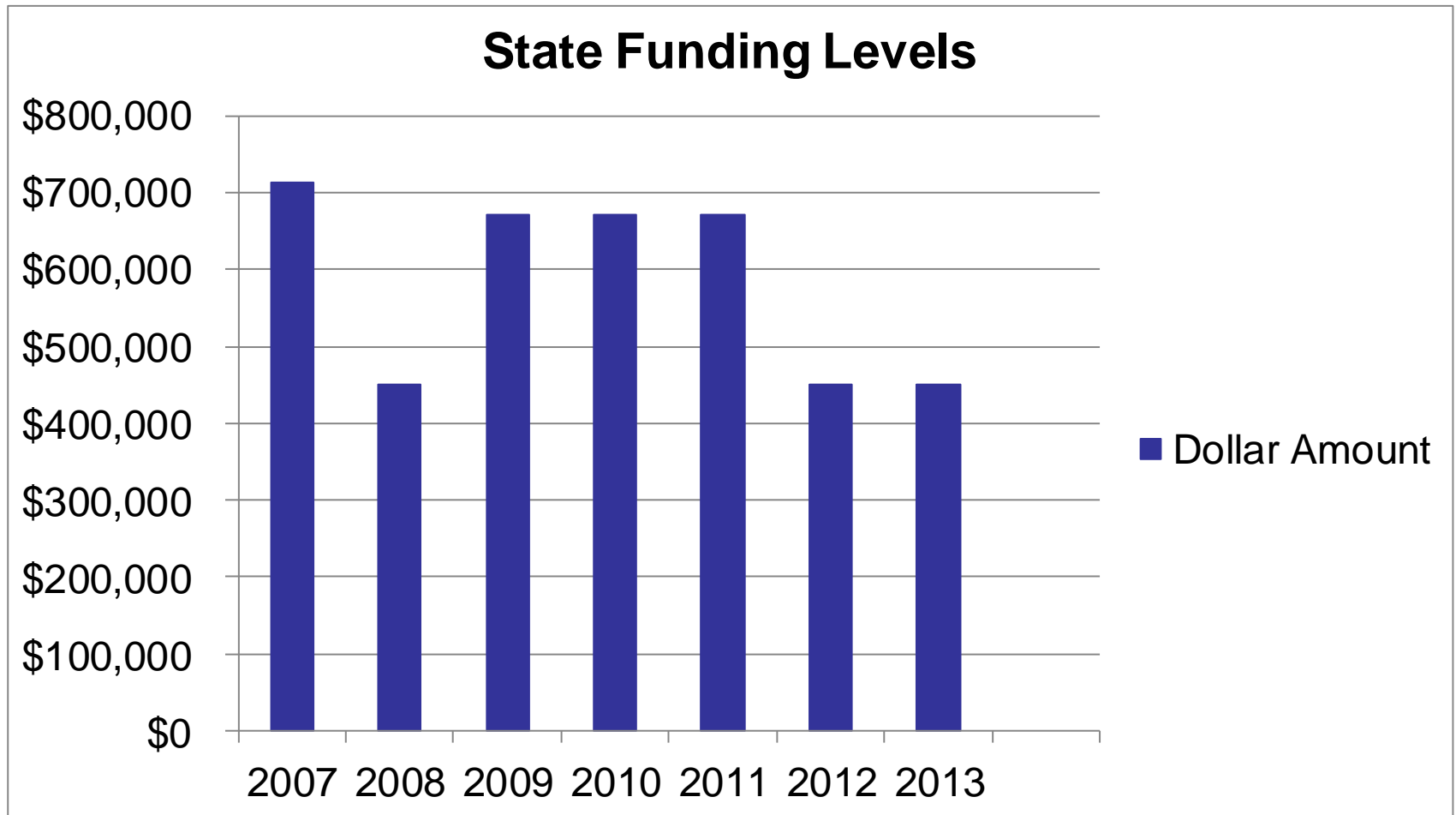
# NEW YORK STATE INITIATIVES



# Teacher Opportunity Corps

- The purpose of the Teacher Opportunity Corps is to enhance the preparation of teachers and prospective teachers, to address the learning needs of students at risk of truancy, academic failure or dropping out of school, and to increase the participation rate of historically underrepresented and economically disadvantaged individuals in teaching careers.
- In order to receive funding, projects must serve participants in any or all of the following priority groups:
  - Individuals who have been historically underrepresented and underserved in the teaching profession, including individuals who are African American, Hispanic, Native American or Alaskan Native.
  - Individuals who are economically disadvantaged.

# Teacher Opportunity Corps



# Teacher Opportunity Corps – Funded Programs 2012-13

INSTITUTION	BUDGET	PROGRAM DETAILS
HOFSTRA UNIVERSITY	\$63,973	Tutoring pre-service teachers and observing classes, coursework towards graduation and certification, research and development on the teaching and learning process.
HUNTER COLLEGE	\$80,000	Specialized coursework designed to meet the requirements for NYS certification. Also, tutoring and mentoring novice teachers.
MANHATTAN COLLEGE	\$80,000	Coursework towards Professional NYS certification and/or bilingual education.
NAZARETH COLLEGE	\$80,000	Coursework towards Professional NYS certification. Also, tutoring and mentoring novice teachers.
PACE UNIVERSITY	\$80,000	Coursework towards graduation, tutoring pre-service teachers and mentoring novice teachers.
SUNY OSWEGO	\$43,910	Coursework towards graduation, tutoring pre-service teachers and mentoring novice teachers. Coursework towards NYS certification.
SUNY POTSDAM	\$16,000	Coursework towards graduation, tutoring pre-service teachers and mentoring novice teachers.
TEACHERS COLLEGE	\$6,117	Coursework towards Professional NYS certification and mentoring novice teachers.



# Impact Data

**Mission:** To recruit, mentor, and train culturally-diverse and economically-challenged students from high school through college, and place them as effective teachers and committed leaders who strengthen schools and communities.

## Organization Profile

- Founded by Dr. Bettye Perkins, former teacher & IBM Executive
- 20 years, chartered by NY State Board of Regents
- Member of S&I100 ,Top 100 NP
- Carnegie 100Kin10 partner

## Student Population

- 800 high school and college students
- 48 high schools in NY, CT, VA, MA
- 500 students in 31 NY high schools

## Students Benefits

- Academic assistance
- Free Kaplan SAT prep
- High school & college mentors
- 50% college tuition scholarships to 24 partnering colleges/ universities.

## Student Profile

- 75% economic need
- 85% students of color
- 90% program retention
- 96% college admissions
- 75% college grad rate
- 100% teacher placement
- 93% teacher retention after 3 yrs
- 90% teacher retention after 5 yrs
- 100 NY TSTT graduates placed back into their communities as teachers and leaders.

## TSTT Syllabus

- 8-year teacher training from 9<sup>th</sup> grade through senior year of college
- Syllabus content includes:
- Technology
  - College preparation
  - Personal development
  - Content literacy
  - Instructional skill development
  - Career planning.

## Key Initiatives

- STEM- 27% STEM majors
- Male Teacher of Color- 25% male students
- Student Leadership Movement- Middle school program for future educators.

## NY College Partners

- Canisius College
- College of New Rochelle
- Fordham University
- Iona College
- Keuka College
- Manhattan College
- Manhattanville College
- Marist College
- Nazareth College
- Pace University
- Queens College
- St. John Fisher
- St. Thomas Aquinas
- SUNY Geneseo
- SUNY New Paltz
- Syracuse University

## Contact

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- [bperkins@tstt.org](mailto:bperkins@tstt.org)
- 914-345-3444 x23

# NATIONAL INITIATIVES

# The Council for the Accreditation of Educator Preparation (CAEP)

## *Plan for Recruitment of Diverse Candidates who Meet Employment Needs*

- ***3.1 The provider presents plans and goals to recruit and support completion of high-quality candidates from a broad range of backgrounds and diverse populations to accomplish their mission. The admitted pool of candidates reflects the diversity of America's P-12 students. The provider demonstrates efforts to know and address community, state, national, regional, or local needs for hard-to-staff schools and shortage fields, currently, STEM, English-language learning, and students with disabilities.***
  - ***Over time, a program may develop a reliable, valid model that uses admissions criteria other than those stated in this standard. In this case, the admitted cohort group mean on these criteria must meet or exceed the standard that has been shown to positively correlate with measures of P-12 student learning and development.***
  - ***The provider demonstrates that the standard for high academic achievement and ability is met through multiple evaluations and sources of evidence. The provider reports the mean and standard deviation for the group.***

# RECOMMENDATIONS

# Recommendations

- the Office of Higher Education revisit the findings from the 2009 – 2010 Regents Work Group to identify potential actionable next steps established to develop a state vision and articulate long-term goals for educator diversity;
- the Office of Higher Education encourage the sectors to utilize a portion of its Faculty Development MOU monies to support educator diversity initiatives;
- the Professional Standards and Practices Board review the new CAEP standards related to educator diversity and propose ways the State can further advance the implementation of these efforts across its approved programs;
- we learn about other existing partnerships between educator preparation programs and P-12 schools and share these as promising approaches to recruit and retain faculty/staff from underrepresented populations; and
- the Department review the current funding levels for the Teacher Opportunity Corps to determine if the current funding level is commensurate with our interest in increasing the number of diverse educators in the State of New York.



# More Higher Education Opportunities

## *2014-15 \$4M Budget Request*

### Expand NY's Higher Education Opportunity Program

**\$4.0 M**

Provide access to quality post-secondary institutions for disadvantaged student populations.



- HEOP is currently available at 55 independent colleges and institutions.
- Currently supports over 4,600 underrepresented and disadvantaged students annually.
- A recent analysis reported a 58% HEOP college graduation rate, compared with a 12% graduation rate for low-income students nationally.

engage<sup>ny</sup>

Our Students. Their Moment.

Thank you.

