

Minority Teacher Recruitment Update

Presentation to the Jefferson County
Board of Education

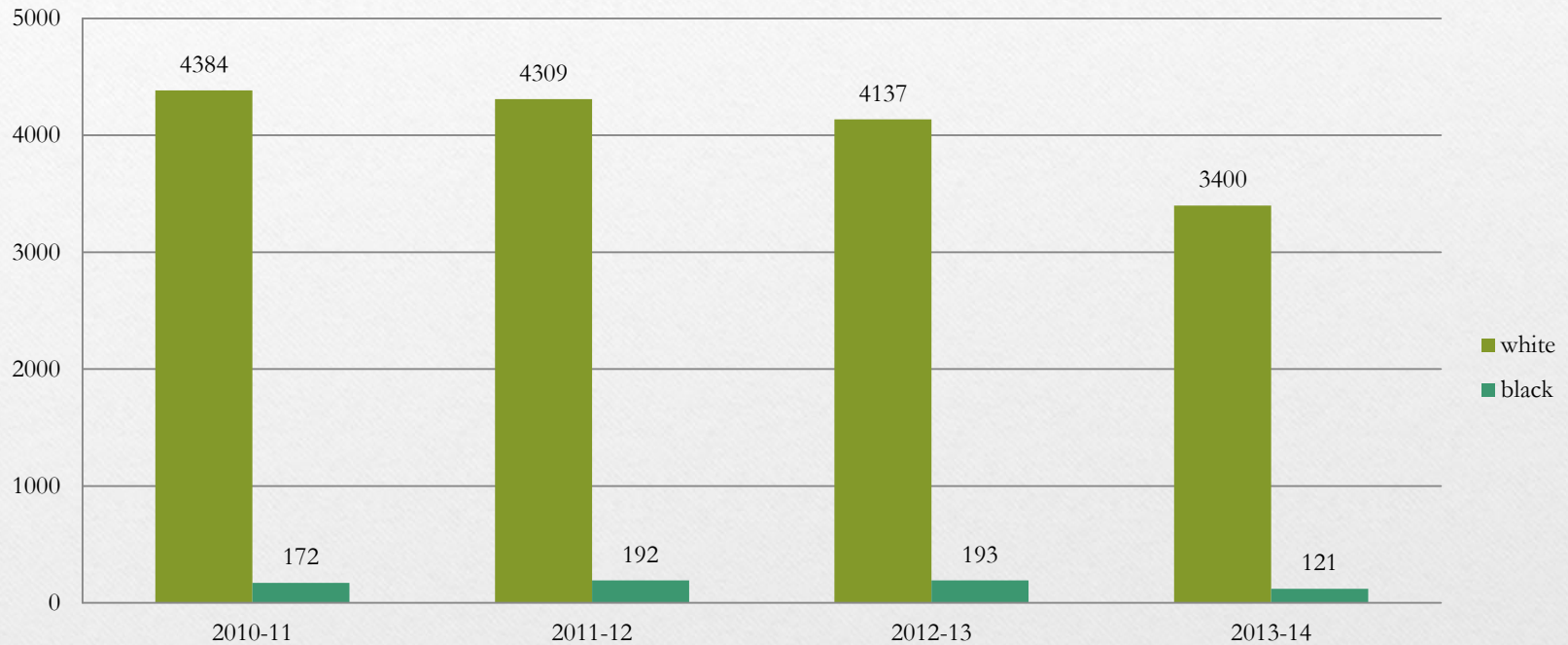
March 9, 2015

Current Research on Minority Teacher Recruitment

- The gap between the number of minority teachers and minority students exists nationally.
- Research supports alternative certification programs, grow your own models, early outreach programs and university-district partnerships.

The KY Candidate Pool

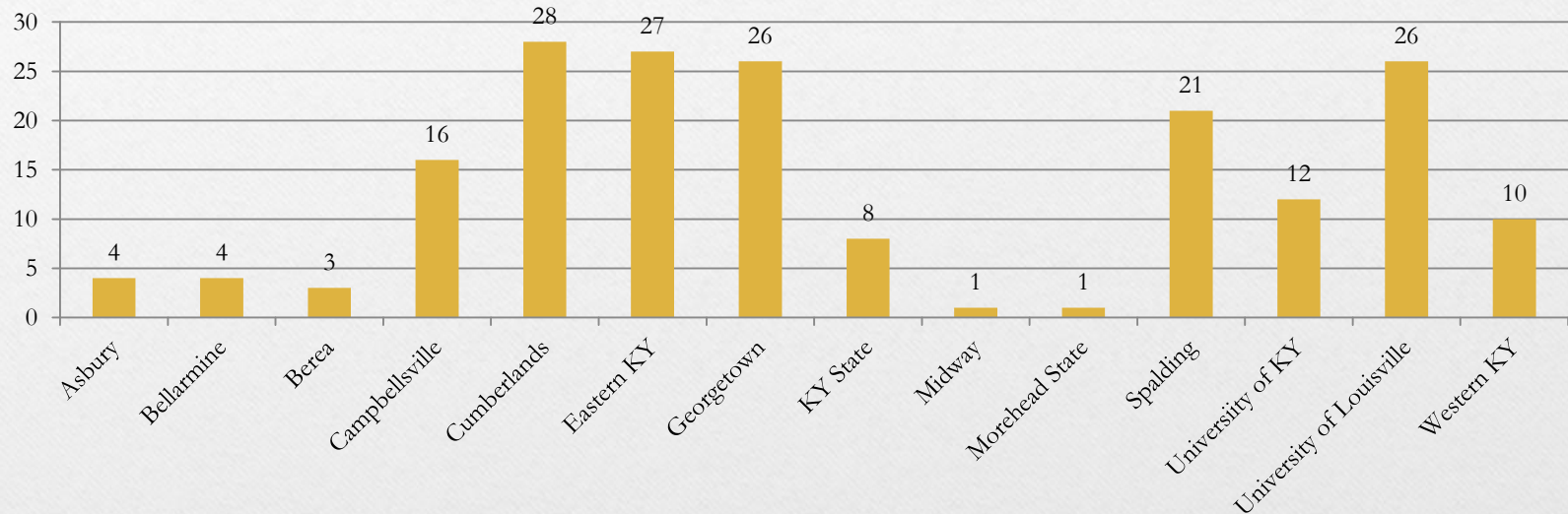
KY Education Program Completers



Individuals that completed an initial certification program in KY between September 1 and August 31 of the year noted
Source: EPSB

KY Candidate Pool cont.

**2013-14 KY Education Programs
Minority Enrollment**



The Plan

- Attracting all available minority candidates in KY and beyond
- Working with other departments on new policies that support our efforts
 - SBDM/Interview committee training
 - School-based staffing procedures aligned with minority teacher recruitment goals