

# Illinois Diverse Educator Recruitment and Success Partnership



## AIR Partnership

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The Illinois State Board of Education (ISBE) is committed to improving outcomes for all students, reducing the achievement gap, diversifying the educator workforce, and understanding teacher preparation challenges for teachers of color. There is a need for more racially, ethnically, and linguistically diverse candidates to successfully complete quality educator preparation programs (EPPs) so that the educator workforce can become more diversified. The American Institutes for Research (AIR) will assist ISBE by supporting EPPs with developing their recruitment and success plans. AIR also leads the Region 9 Comprehensive Center and the Regional Educational Laboratory Midwest (REL Midwest), both of which also work with the ISBE and other state and Local Education Agencies in Illinois. The Region 9 Comprehensive Center has been funded by a U.S. Department of Education grant since October 2019. It provides intensive capacity-building services to State Education Agencies (SEAs) and other education entities in Illinois and Iowa. REL Midwest is funded by an Institute of Education Science contract that partners with key clients in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin to develop evidence that can inform consequential decisions about policy, programs, and practice.

**Beth Howard-Brown, Ed.D.**, is a principal technical assistance consultant with AIR. Dr. Howard-Brown oversees AIR's work with the ISBE in diverse educator recruitment and success and its work with the Wyoming Department of Education in mental and emotional well-being. In addition, she works with the Region 9 Comprehensive Center, REL Midwest, and the Region 12 Comprehensive Center to assist SEAs and local school districts in diversifying the educator workforce. Dr. Howard-Brown also provides quality assurance for AIR's comprehensive centers and serves as the chair of AIR's Diversity, Equity, and Inclusion Council. Dr. Howard-Brown has more than 25 years of experience leading and managing local, state, and federal initiatives. She served as the director of the Southeast Comprehensive Center and managed client relationships with key leaders and staff from SEAs throughout the Southeast. She also oversaw the partnership between the Southwest Educational Development Laboratory (which merged with AIR in 2015) and REL Southeast at Florida State University. Dr. Howard-Brown received her Ed.D. in curriculum and instruction and her Ed.S. in educational leadership from the University of

South Carolina. She also holds two Master of Education degrees, one in education leadership and the other in counselor education.

**Dan Goldhaber, Ph.D.**, is the director of the National Center for Analysis of Longitudinal Data in Education Research (CALDER) at AIR and the director of the Center for Education Data & Research (CEDR) at the University of Washington. The focus of both CALDER and CEDR is to use state administrative data to conduct research that informs decisions about policy and practice.

Dr. Goldhaber's work focuses on issues of educational productivity and reform at the K–12 level; the broad array of human capital policies that influence the composition, distribution, and quality of teachers in the workforce; and connections between students' K–12 experiences and postsecondary outcomes. Topics of published work in these areas include studies of the stability of value-added measures of teachers, the effects of teacher qualifications and quality on student achievement, and the impact of the teacher pay structure and licensure on the teacher labor market. Dr. Goldhaber previously served as president of the Association for Education Finance and Policy (2006–17), as an elected member of the Alexandria City School Board from 1997 to 2002, and as co-editor of *Education Finance and Policy*.

**Etai Mizrav, Ph.D.**, is a senior researcher in the Educators and Instruction Program Area at AIR. His primary responsibilities include developing research and supporting states and districts with bridging research and practice to address educational inequality and promote equity in education systems. Dr. Mizrav's research investigates 21st-century drivers of educational inequality and explores how discriminatory educational policies and practices contribute to the formation of opportunity and achievement gaps. His research earned him admission to the Edward A. Bouchet Graduate Honor Society, which promotes diversity and excellence in doctoral education. Dr. Mizrav has extensive experience and expertise in developing policies and implementing programs that promote educational equity. He has conducted multiple equity reviews for large districts across the country. In addition, Dr. Mizrav is an expert in addressing educator shortages and diversifying the teacher workforce, and he has worked with dozens of states and districts, as well as internationally, to develop plans for addressing these issues. He has designed several tools that practitioners in numerous states, districts, and schools have used to identify equity gaps and presented his findings at national forums. Dr. Mizrav also teaches educational inequality as an adjunct professor at the McCourt School of Public Policy at Georgetown University. Before rejoining AIR as a senior researcher, Dr. Mizrav served as a senior technical assistant consultant, and before that, he was the manager of education policy and equity for the Washington, D.C., Office of the State Superintendent of Education. He has a Master of Public Policy (MPP) degree from Georgetown University and a Ph.D. in education from George Washington University.

**Lois Kimmel, MPP**, is a technical assistance consultant in the Human Services Division at AIR. Kimmel's expertise focuses on educator talent management and diversifying the teacher workforce, with a specific emphasis on teacher preparation. She builds the capacity of SEAs and EPPs to strengthen and

diversify the teacher workforce through designing interactive professional development workshops, conducting mixed-methods research, and facilitating strategic planning and implementation processes. Kimmel has coached and facilitated program reform for EPPs in five states. She created the *Roadmap for Educator Preparation Reform*, a resource used by universities across the country to facilitate systemic programmatic change. She also developed *The Power of Teacher Diversity: Fostering Inclusive Conversations Through Mentoring*, along with accompanying training materials used by districts throughout the state of Ohio. Previously, Kimmel was a middle school interventionist. She holds a Master of Public Policy from Georgetown University.

**Sarah Haynes, BA**, is a research assistant at AIR. Haynes assists the Learning Support team by providing research and technical assistance support on various projects. She has experience assisting with reform efforts for EPPs in partnership with their state education departments for two states. Haynes holds a Bachelor of Arts in public policy and sociology with a minor in statistics and analytics from the University of North Carolina at Chapel Hill.