

Diverse Educator Retention and Success Strategies for Educator Preparation Programs

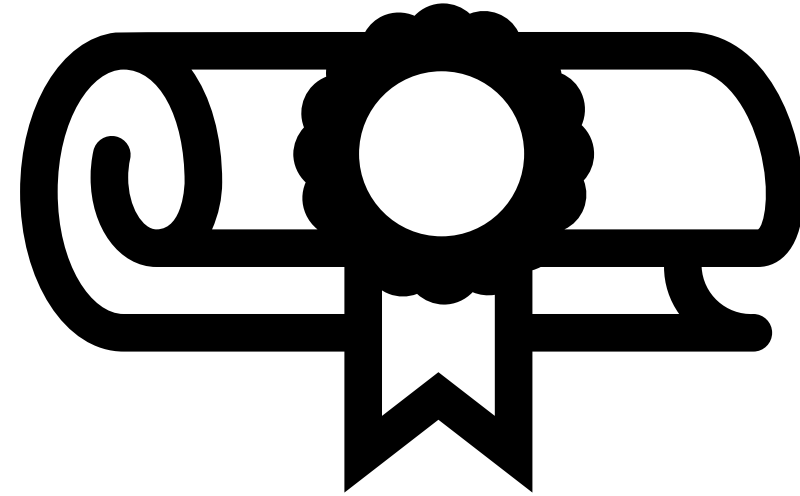
Coaching Session 1

Lois Kimmel | Beth Howard Brown | Sarah Haynes

March 2024

Welcome!

- Please share with the group:
 - » Your name
 - » Your role
 - » Your school
 - » Something you are proud of



Project Timeline

TODAY



Session Agenda

- Welcome, Objectives, and Timeline (10 mins.)
- Root Cause Analysis Process Overview (20 mins.)
- Breakout Rooms (40 mins.)
- Closing and Next Steps (10 mins.)



This photo (artist unknown) is licensed under [CC BY-SA](#).

Objectives

- Establish the connection between the data analysis and root cause analysis sessions.
- Understand how the root cause analysis process operates and the benefits of it.
- Understand the connection between the root cause analysis process and developing the action plan.

AIR Inclusive Meeting Guidelines



ENGAGE EVERYONE



BE HEARD AND SEEN



ACKNOWLEDGE SPEAKER



MAXIMIZE MICROPHONES



MINIMIZE NOISE



MAXIMIZE VISUAL DISPLAYS

These guidelines are intended to improve the meeting experience for virtual participants, as well as people with hearing loss, visual impairment, and those for whom English is an additional language. Developed by the Access AIR and AIR CREW Employee Resource Groups with support from the AIR Diversity, Equity, and Inclusion Office.

Meeting Norms



Be present, participate, and be engaged.



Share the air.



Engage respectfully and listen to understand.



Respect what is shared.



Ask thoughtful and clarifying questions.



Embrace diverse perspectives.



Accept that there is not a finish line today.



Others?

Root Cause Analysis Process

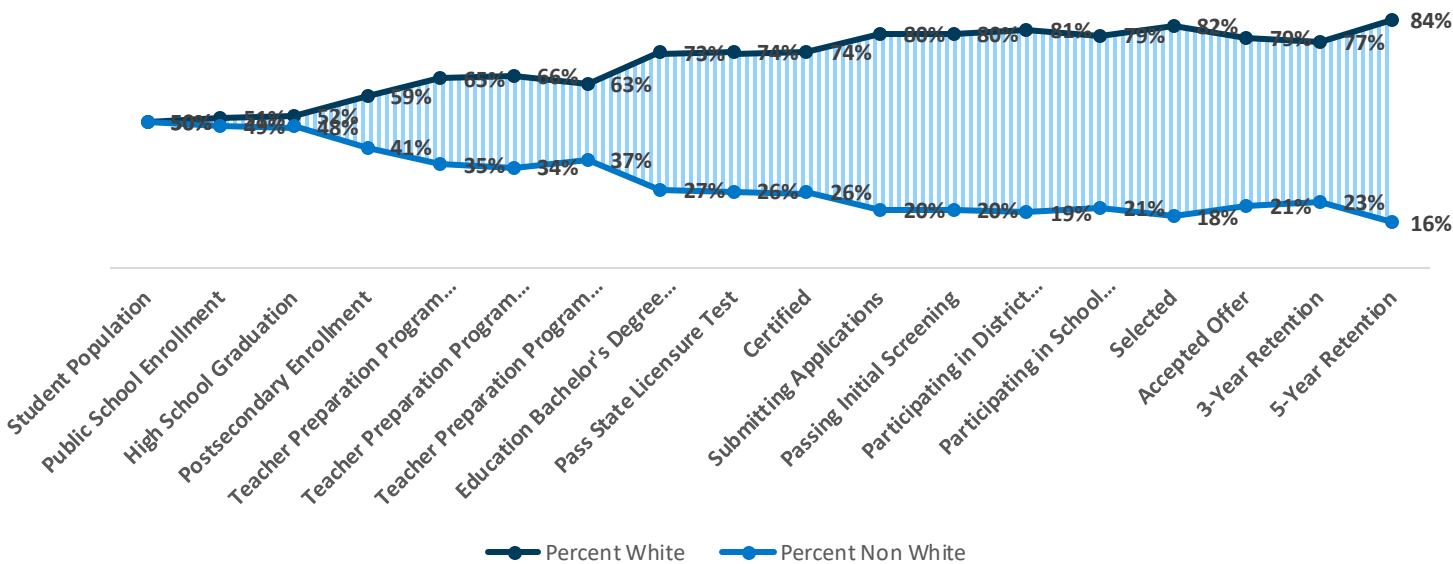
The Root Cause Analysis Process



Analyze Data



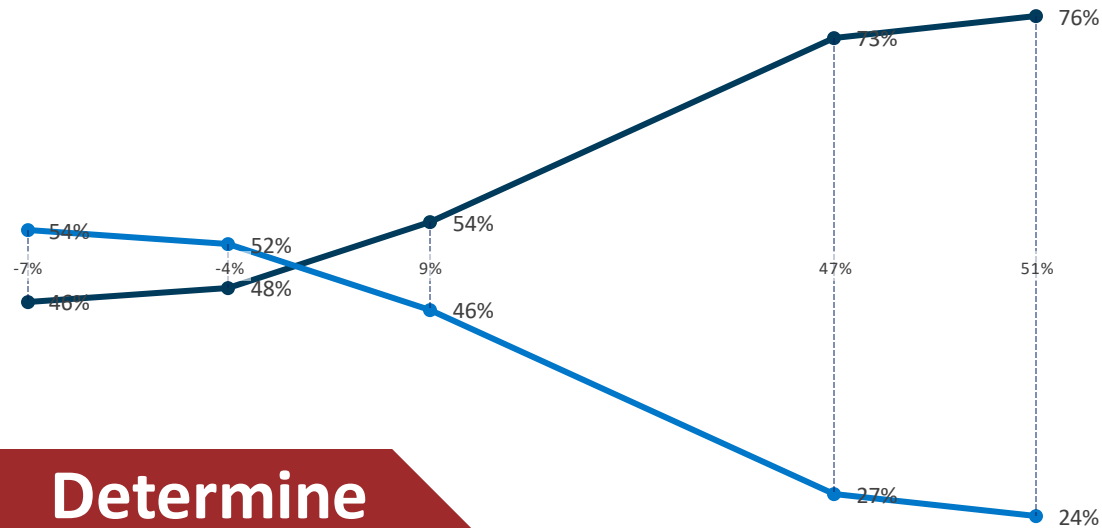
Development of Gaps (Mock Data)



Determine Problem Statements

EXAMPLE

- Brainstorm potential problem statements based on your data analysis.



Rank Category

Gap Increase

1	Pathways Program Admitted	54%
2	Pathways Program Enrollment	4%
3	High School Graduation	0%
4	Postsecondary Enrollment	0%

**Determine
Problem
Statements**

Student Population

High School
Graduation

Postsecondary
Enrollment

Pathways Program
Applied

Pathways Program
Admitted

Pathways Program
Enrollment

Education
Bachelor's Degree
Conferred

Pass State Licensure
Test

Certified

Accepted Offer

3-Year Retention

5-Year Retention

Determine Problem Statements

- Brainstorm potential problem statements based on your data analysis.

Possible Problem Statements

**Determine
Problem
Statements**

Determine Problem Statements

EXAMPLE

- Brainstorm potential problem statements based on your data analysis.

Possible Problem Statements
This chart illustrates a significant gap between those in college and those attending this educator preparation program (EPP). Students of color are in the university but are not enrolling in the EPP.

**Determine
Problem
Statements**

Action Plan Connection

- Problem statements become “goals” in the action plan.

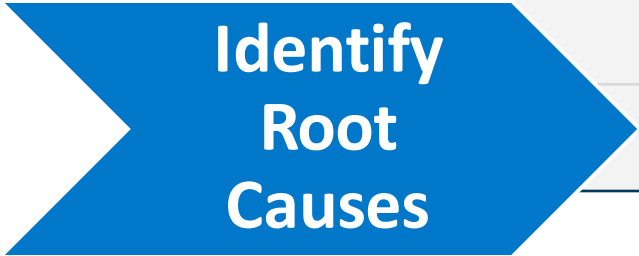


SMART Goal No. 1		Areas of Emphasis
		<input type="checkbox"/> Candidate Recruitment
		<input type="checkbox"/> Candidate Success

Identify Root Causes

- For each problem statement, identify up to five responses to the question “why is this the case?”

Problem Statement	Why 1?	Why 2?	Why 3?	Why 4?	Why 5?



Identify Root Causes

EXAMPLE

- For each problem statement, identify up to five responses to the question “why is this the case?”

Problem Statement	Why 1?	Why 2?	Why 3?	Why 4?	Why 5?
Students of color are in the university but are not enrolling in the EPP.	Students of color feel more comfortable with faculty of color. The EPP does not have any faculty of color.	Faculty of color do not stay at the EPP for longer than 5 years.	Faculty of color take on additional responsibilities for service and mentoring.	Faculty of color feel the institution doesn't provide enough support.	

**Identify
Root
Causes**

Select Strategies: Match Strategies With Root Causes

- Brainstorm strategies that would address each specific root cause.
- Use the research synthesis to help generate strategy ideas.

Root Cause	Strategy	Strategy	Strategy



Select Strategies: Match Strategies With Root Causes

EXAMPLE

- Brainstorm strategies that would address each specific root cause.
- Use the research synthesis to help generate strategy ideas.

Root Cause	Strategy	Strategy	Strategy
Faculty of color feel the institution doesn't provide enough support.	Implement "DEI [diversity, equity, and inclusion] case" for promotion pathways	Hire faculty in cohorts	Implement formal mentoring program for candidates of color.

Select Strategies

Select Strategies: Narrow Strategies

Try working through a few strategies to determine which ones have the greatest potential for success. Consider the following questions when assessing a strategy and determining its potential within your context:

- Does the strategy align with existing initiatives?
- Do you have the resources necessary to implement the strategy (e.g., human, financial)?
- Are systems in place to support the strategy?
- Does current policy allow for and support the strategy?
- Can the strategy be implemented in the desired timeline?
- Does the EPP have the knowledge and capacity to implement the strategy with fidelity?



**Select
Strategies**

Action Plan Connection

- The strategies selected become the “strategies” in the action plan.



Strategy No. 1	Responsible Party	Resources	Status
	<i>Department overseeing the strategy</i>	<i>Funding, personnel, commitment, capacity, etc.</i>	<i>Not yet started</i> <i>In progress</i> <i>Completed</i>

The Process



Breakout Rooms

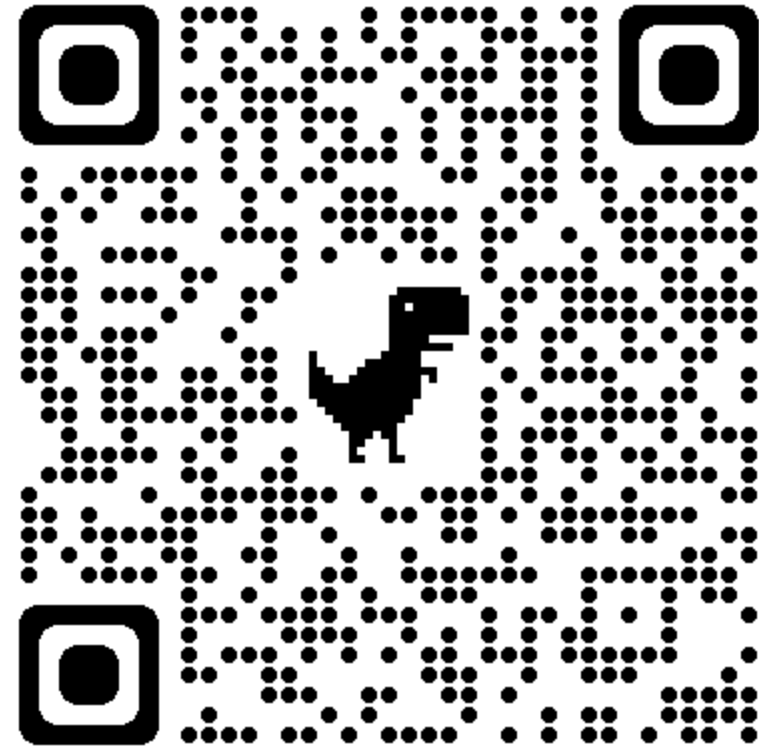
Closing and Next Steps

- Review the root cause analysis process.
 - Follow up email from AIR on April 9th
- Complete the first draft of the action plan with root cause analysis results.
- Share Action Plan with ISBE Liaison for ***optional*** feedback (April 30-June 30, 2024)



Exit Evaluation

<https://airtable.com/appq1HyLMNykfy75q/shraUwfWjH7OuWZLp>



Project Timeline

TODAY



More questions?

Contact the GTL Center!

gtlcenter@air.org

www.gtlcenter.org | www.air.org



www.facebook.com/gtlcenter



www.twitter.com/gtlcenter



Advancing state efforts to grow respect, and retain great teachers and leaders for all students

Center on
GREAT TEACHERS & LEADERS



Advancing Evidence.
Improving Lives.

Notice of Trademark: "American Institutes for Research" and "AIR" are registered trademarks. All other brand, product, or company names are trademarks or registered trademarks of their respective owners.

Copyright © 2024 American Institutes for Research®. All rights reserved. No part of this publication may be reproduced, distributed, or transmitted in any form or by any means, including photocopying, recording, website display, or other electronic or mechanical methods, without the prior written permission of the American Institutes for Research. For permission requests, please use the Contact Us form on www.air.org.