



Scan the QR code to watch the video.

Creating Inclusive Workplaces for Black Teachers Recommendations for states and districts

About the video

This Regional Educational Laboratory (REL) Midwest video explores the role of states and districts in creating more inclusive work environments for Black teachers. The video discusses relevant research on the importance of hiring Black teachers, the challenges they face, and four steps education leaders can take to determine what strategies will have the biggest influence on creating work environments that affirm culture and promote the retention of Black teachers. The video was produced by [REL Midwest's Achievement Gap Research Alliance](#) (MAGRA), which is dedicated to increasing the region's capacity to access, conduct, interpret, and make sense of research on improving outcomes among Black students.

In the video, Tammie Causey-Konaté, PhD, and Etai Mizrav of REL Midwest join Toya Campbell, chief human resources officer at Evanston Township High School in Illinois, to discuss the importance of using data to inform policymaking. They discuss an antiracist approach to creating inclusive workplaces for Black teachers and how teachers and students are served. The video highlights the role of data analysis, root cause analysis, and continuous improvement in applying evidence-based strategies to state and district human capital policies and programs.

Intended audience

REL Midwest created this video as a tool for districts and states to identify and remedy barriers to Black teacher success and retention through evidence-based practices. Although the video uses a district-level example from Illinois, its information is valuable for state and district leaders across the country. REL Midwest suggests viewers watch the video and use the following resources and questions as a starting point for a discussion of how states and districts can foster inclusivity and antiracist policy to support Black teachers.

A one-size-fits-all solution cannot adequately address the inequities in education. So, it is imperative that we use data to identify gaps and racial biases in education and examine the root causes and existing policies and practices in place. By doing so, we can create tailored strategies based on evidence, so that we're tackling local issues, avoiding initiative fatigue, and implementing policies and practices that are specific to the needs of each unique situation.

– Tammie Causey-Konaté, PhD,
Senior Technical Assistance Consultant,
REL Midwest

Evidence-based strategies to create inclusive workplaces

Explore these REL program resources to learn more about the steps highlighted in the video.

 STEP 1: Data Analysis Monitor and analyze data to identify where and when gaps are occurring along the educator career continuum.	<ul style="list-style-type: none">REL Midwest training materials on improving data literacy to support continuous improvement and equity.
 STEP 2: Root Cause Analysis Pinpoint the underlying root causes for identified gaps.	<ul style="list-style-type: none">REL Midwest blog post on root cause analysis, setting a research agenda, using surveys, and data collection and use.REL Midwest training materials on performing root cause analysis and developing theories of action.
 STEP 3: Employ Evidence-Based Strategies Employ evidence-based strategies and implementation models that address disparities and gaps and are tailored to local needs.	<ul style="list-style-type: none">REL Midwest video on choosing interventions that have been rigorously studied and shown to improve student learning using the ESSA tiers of evidence as a guide.REL Midwest documentary on school districts using networked improvement communities to tailor interventions with data-informed decisionmaking.REL Midwest training materials on how to select evidence-based practices.
 STEP 4: Continuous Improvement Monitor progress and continuously improve.	<ul style="list-style-type: none">REL Midwest blog post on continuous improvement through networked improvement communities (NICs).

? Discussion questions

To examine and revise practice and policy, consider the following questions:

- Does your state/district collect and review disaggregated data on teachers' experiences? If not, how could you start gathering such information to inform policy changes?
- How would your teacher demographics need to change to reflect those of students in your state/district?
- Where do you see gaps along the educator career continuum for Black teachers?
- How do your current policies affect Black teachers' experiences?
- Who is included in decisionmaking about policy changes based on data that has been collected? Who else should be included?
- How can you tailor policy changes to best fit district-level and local needs?
- What kinds of challenges could arise when trying to implement the strategies discussed in the video? How might your state/district overcome those challenges?
- What strategies can you employ to continuously track outcomes and improvement?

Related REL Midwest resources

- Watch part 1 of this video series, [Creating inclusive workplaces for Black teachers](#), to learn about strategies to implement at the workplace level to improve Black teacher experience. Also, check out our video [Transforming the culture of education: Improving teacher working conditions](#) about how districts and schools can create supportive working environments for teachers.

About REL Midwest

REL Midwest is part of a network of 10 regional educational laboratories funded by the U.S. Department of Education's Institute of Education Sciences. REL Midwest works in partnership with practitioners in seven Midwest states to conduct applied research and provide training, coaching, and technical support to create a more evidence-based education system. To learn more, visit the [REL Midwest website](#) and follow [@RELMidwest on Twitter](#).

Page 2 of 2