Black teachers improve outcomes for Black students

Black teachers have higher academic expectations of Black students than do white teachers.¹

Black students with Black teachers have higher reading and math scores.²

Black students with Black teachers are more likely to be enrolled in gifted, honors, and AP courses.³

Black teachers have more positive perceptions of Black students’ behavior⁴ and are less likely to suspend them.⁵

Black students with at least one Black teacher in grades K-3 are 13% more likely to graduate and 19% more likely to enroll in college than their same-race same-school peers.⁶

But not enough students have access to them

Black students made up about 15% of public school students in the U.S., while only 7% of teachers are Black.

As a whole, students of color made up almost half of public school students in the U.S., while only 19% of teachers are of color.⁷

<table>
<thead>
<tr>
<th>Students</th>
<th>Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>15%</td>
<td>7%</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Students</th>
<th>Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>47%</td>
<td>19%</td>
</tr>
</tbody>
</table>

Black students and teachers as a percentage of all students and teachers.

Students and teachers of color as a percentage of all students and teachers. Students and teachers of color are defined as those who are Black, Latinx, Native, Pacific Islander, or two or more races.
Connecticut developed a guidebook to support districts and schools in their efforts to increase the racial, ethnic and linguistic diversity of the teacher and leader workforce.¹⁰

REL Northeast & Islands and the Region 2 Comprehensive Center provided coaching to districts as they analyzed their recruitment and hiring data and established action plans for diversifying their educator workforce.⁹

Massachusetts has launched a variety of initiatives to support the diversification of the educator workforce, including:

- A grant program that provides tuition support for paraprofessionals and local graduates to enroll in teacher preparation and MTEL preparation courses¹¹

- A guidebook for advancing promising strategies for increasing the diversity of the educator workforce²

- A statewide professional learning community to support school and district teams in educator diversity initiatives³⁵

Learn more about how states are rising to this challenge


5: Downey & Pribesh, 2004; Wright, Gottfried, & Le, 2017

6: Lindsay & Hart, 2017

7: NCES, 2017-2018

8: Connecticut State Department of Education, 2021

9: Institute of Education Sciences, 2021

10: Lamont, 2021

11: Massachusetts Department of Education, 2021

12: Massachusetts Department of Education, 2021


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