

Increasing teacher diversity in New Jersey

Partnership Activities and Outputs

Coaching delivered by the REL to districts to increase capacity to engage in data-informed continuous improvement processes to increase the number of teachers of color hired *(2022/23 school year)*

Study of implementation and outcomes for teacher diversity among districts that received training and coaching to understand challenges, solutions and factors associated with effective implementation *(2023/24 through 2024/25 school years)*

Infographic or fact sheet that presents key findings about effective implementation. The REL may produce additional products, such as case studies, webinars, blog posts, videos, and other infographics to distill lessons learned from the coaching series and districts' implementation. *(2025/2026 school year)*

Coaching using a train the trainer model on continuous improvement to increase the hiring of teachers of color to organizations that will coach additional districts *(2023/24 school year)*

Short-term Outcomes (2023-2024 through 2024-2025)

Stakeholder Feedback Survey (SFS) results for state and district staff show:

- Increased knowledge and capacity to maintain and analyze teacher workforce, hiring, and selection data
- Increased knowledge and capacity to conduct root cause analyses to uncover potential drivers of the underrepresentation of teachers of color
- Increased knowledge and capacity to identify appropriate evidence-based strategies for addressing the challenges in hiring systems to increase the number of teachers of color hired
- Increased knowledge and capacity to develop continuous improvement processes
- Increased understanding of the initial findings from the implementation study on the types of changes districts made to their hiring processes
- Increased understanding of how to use the initial findings

SFS results for participating organizations indicate:

- Increased knowledge and capacity to analyze teacher workforce, hiring, and selection data
- Increased knowledge and capacity to conduct root cause analyses to uncover potential drivers of the underrepresentation of teachers of color
- Increased knowledge and capacity to identify appropriate evidence-based strategies for addressing the challenges in hiring systems to increase the number of teachers of color hired
- Increased knowledge and capacity to develop continuous improvement processes
- Increased knowledge and capacity to coach districts

State staff and all districts participating in the coaching provided by the REL receive the infographic or fact sheet about effective implementation.

Medium-term Outcomes (2024-2025 through 2025-2026)

SFS results for district staff indicate REL activities are helping them to:

- Implement evidence-based strategies to increase the number of teachers of color hired
- Use data to conduct root cause analyses to uncover potential drivers of the underrepresentation of teachers of color
- Work toward their goals to increase the number of teachers of color in their districts
- Use outcome study findings to refine their hiring processes to increase the number of teachers of color in their districts

SFS results for participating organizations indicate:

- Organizations have provided the coaching series to districts
- Organizations have shared information learned from participating in the training series with districts
- Organizations understand how to share the infographic or fact sheet with districts and how districts might use the information

SFS results for state staff show:

- Understanding of the findings included in the infographic or fact sheet and how they can use them

Long-term Outcomes (2027 and beyond)

District administrative data show a 10 percent increase in the number of teachers of color hired
Notes for this outcome:
 1. The partnership will measure this outcome as an average across the districts participating in the coaching series
 2. It will compare the number of teachers of color hired in school year 2021/2022 to the number of teachers of color hired for school year 2026/2027.

Districts that received coaching from participating organizations report a 10 percent increase in the number of teachers of color hired *(2027 and beyond)*

Number of teachers of color hired increases statewide *(2027 and beyond)*

Each student in most districts in the state is taught by at least one teacher of color at least once between preschool and twelfth grade *(2027 and beyond)*

Improved outcomes for students taught by at least one teacher of color between preschool and twelfth grade in areas such as attendance, graduation rates, standardized test scores, and disciplinary infractions *(2027 and beyond)*

Contextual factors

- Existing coaching series resources
- Existing diversity initiatives in the state
- Buy-in from New Jersey Department of Education (NJDOE) staff
- Teacher shortages and turnover
- District's existing hiring processes
- Buy-in from participating districts and organizations that will receive coaching