## **Increasing Teacher Diversity in New Jersey**

Partnership Activities and Outputs	Short-term Outcomes	Medium-term Outcomes	Long-term Outcomes
	(2022–2023 through 2026–2027)	(2023–2024 through 2026–2027)	(2025 and beyond)
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 (2022-2023 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 (2023-2024 through 2026-2027 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 caching 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 SEA and REA staff who will coach additional districts (2023-2024 school year)	<ul> <li>Stakeholder Feedback Survey (SFS) results for district staff show:</li> <li>Increased knowledge to maintain and analyze teacher workforce, hiring, and selection data</li> <li>Increased knowledge to conduct root cause analyses to uncover potential drivers of the underrepresentation of teachers of color</li> <li>Increased knowledge to identify appropriate evidence-based strategies for addressing the challenges in hiring systems to increase the number of teachers of color hired</li> <li>Increased knowledge to develop continuous improvement processes</li> <li>SFS results for state staff indicate:</li> <li>Increased understanding of the initial findings from the implementation study on the types of changes districts made to their hiring processes</li> <li>SFS results for participating SEA and REA staff indicate:</li> <li>Increased knowledge-to analyze teacher workforce, hiring, and selection data</li> <li>Increased knowledge to conduct root cause analyses to uncover potential drivers of the underrepresentation of teachers of color</li> <li>Increased knowledge-to analyze teacher workforce, hiring systems to increase the number of teachers of color</li> <li>Increased knowledge to conduct root cause analyses to uncover potential drivers of the underrepresentation of teachers of color</li> <li>Increased knowledge to develop continuous improvement processes</li> <li>Increased knowledge to develop continuous improvement processes</li> <li>Increased knowledge to develop continuous improvement processes</li> <li>Increased knowledge to coach districts</li> </ul>	<ul> <li>SFS results for district staff indicate REL activities are helping them to:</li> <li>Implement evidence-based strategies to increase the number of teachers of color hired</li> <li>Use data to conduct root cause analyses to uncover potential drivers of the underrepresentation of teachers of color</li> <li>Work toward their goals to increase the number of teachers of color in their districts</li> <li>SFS results for state staff indicate:</li> <li>Use of outcome study findings to refine the state's processes to increase the number of teachers of color in districts</li> <li>SFS results for participating SEA and REA staff indicate:</li> <li>Staff have provided the coaching series to districts</li> <li>Staff have shared information learned from participating in the training series with districts</li> <li>SEA and REA staff participating in the trainthe-trainer series understand the findings included in the infographic or fact sheet and how they can use them</li> </ul>	District administrative data show an increase in the percentage of new teachers hired who are teachers of color <b>Notes for this outcome:</b> 1. The partnership will measure this outcome as an average across the districts participating in the coaching series 2. It will compare the percentage of new teachers hired who are teachers of color in school year 2021/2022 to the percentage of new teachers hired who are teachers of color in school year 2025/2026 Districts that received coaching from participating staff 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 grade 12 (2027 and beyond) Improved outcomes for students taught by at least one teacher of color between preschool and grade 12 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, SEA staff, and REA staff who will receive coaching