

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' behavior**⁴ 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

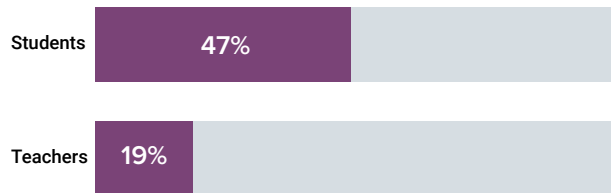
But not enough students have access to them

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



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

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



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.

Learn more about how states are rising to this challenge

CONNECTICUT

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.⁸

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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

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Connecticut [surpassed](#) its goal of increasing the number of educators of color by 10%—approximately 1,000 positions—between 2017 and 2021.¹⁰

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MASSACHUSETTS

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

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A [guidebook](#) for advancing promising strategies for increasing the diversity of the educator workforce¹²

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A statewide [professional learning community](#) to support school and district teams in educator diversity initiatives¹³

▶ LEARN MORE

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