Cultivating a Diverse, High-Performing Teacher Workforce at CPS

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BACKPACKS ON
LAPTOPS OPEN
FUTURES BRIGHT!

CINCINNATI PUBLIC SCHOOLS
PREPARING STUDENTS FOR LIFE
Susan Bunte
Assistant Superintendent
Passion Statement
Hiring and retaining diverse, high-performing teachers to maximize student achievement
Key Messages

• To maximize diversity and teacher quality, we’re cultivating multiple pathways into teaching at CPS.
• Our hiring and retention strategies will embrace practices that research shows have a significant impact on student achievement.
Health and Safety
Community Engagement and Influence
Optimized Capabilities
Growth

Student-Centered Decision Making

Strategic Focus
Optimized Capabilities
Sarah Brody
Director of Talent Development
Priority #1 - Teacher Diversity

• A Black student who has one Black teacher in the elementary years is more likely to **graduate from high school and enroll in college.**

• Black students are more likely to choose to take **advanced courses** when they see advanced courses being taught by Black teachers.
Teacher Workforce Demographics

New CPS Hires, 2018-present

78% of new teacher hires have been female; just 16% identified as people of color

Entire CPS Teacher Workforce, SY20-21

79% of all teachers are female; 27% identified as people of color
Strategies for Increasing Diversity

- Targeted Recruitment with Alternative and Traditional EPPs
- Internal Teacher Pipeline Program for Support Staff
- Grow Your Own Programming and Internal Referrals
Internal CPS Teacher Pipeline Program

Goal:
25 new teachers prepared and/or licensed within two years.

Target population:
CPS support staff, such as paraprofessionals, who are committed to becoming teachers and have demonstrated ability to support student learning.

Different paths to degree and/or licensure:
3 tracks offered depending on a candidate’s credentials and experience.
Priority #2 - Early Hiring

• Late teacher hiring leads to missed opportunities to hire the best teachers.
• Teachers hired earlier (March-May) are more effective.
• June and July hires are more likely to leave within a year.
Timeline of New Teacher Hires in CPS
2018-2020
Strategies for Hiring Earlier

- Blanket Contracts
  Ongoing

- Student Teacher
  Cultivation and
  Conversion

- Understand
  Vacancies/Intent to Return
Priority #3 - Retention

When an ‘Irreplaceable’ leaves a school, it can take 11 hires to find one teacher of comparable quality.

— The New Teacher Project - TNTP
Teacher Retention at CPS

2018-2020

• 1-year turnover rate: 14%
• 3-year turnover rate: 17%
• Equity check: Race did not predict turnover rates between black and white teachers.
• Our top performers tend to leave at a lower rate.
Strategies for Retaining High-Performers

- Stay Conversations
- Coaching and Mentoring
- Data Monitoring

- Teacher Leadership
- Evaluation System and PD that Foster Growth & Development
- Gallup Employee Engagement Initiative
Thank You

Questions and Answers
Visit CPS-K12.ORG/NEWS/BACKTOSCHOOL for more information.