

ADVANCING A DIVERSE FUTURE

RECRUITING AND RETAINING
EDUCATORS OF COLOR IN LOS ANGELES COUNTY



THE GREATER LA
EDUCATION FOUNDATION

Executive Summary

Los Angeles County needs to recruit and retain more educators of color, especially Black and Latinx educators, in order to provide students with the best possible education in equitable, diverse, and inclusive schools throughout LA County's 80 school districts.

Research shows that educators of color bring unique strengths and skills in the classroom and in leadership roles, which yield academic and holistic benefits for students. But among the approximately 1.5 million students, 74,000 teachers, and 6,800 school administrators in Los Angeles County, there are significantly more students of color (85%) than teachers (57%) and administrators (61%) of color. This paper finds that:

- The largest gap in representation is between Latinx students (65%) and teachers (33%).
- Although Black students (8%) and teachers (8%) are represented equally at the county level, many districts see a shortage of Black male teachers, who make up only 2% of the teacher workforce in LA County.
- In school districts with the highest shares of Black and Latinx students, Black and Latinx teacher and administrator representation varies widely.

Representation alone is not enough. Educators of color must be supported to thrive. Once educators of color overcome barriers to college graduation and teacher certification to enter teaching initially, too many leave the profession or report feeling undervalued, overburdened, or unrecognized for their expertise and skills.

In order to create a sustainable change in the teaching workforce that attracts, retains, and supports educators of color to succeed and lead and to bring about deeper anti-racist reforms in schools, this paper recommends the following actions, based on analysis of LA County data, interviews with local educators and education leaders, and national research:

Train and Recruit:



- Close college graduation gaps,
- Incentivize entrance into teaching and reduce procedural barriers, and
- Expand innovative and supportive teacher preparation pathways.

Support and Retain:



- Set workforce equity and inclusion goals with transparent data,
- Build support structures for classroom teachers,
- Strengthen leadership opportunities in and out of the classroom, and
- Create more inclusive school climates.

Responsibilities for action around training and recruitment are shared across higher education, school districts, and state policymakers, while school districts hold primary responsibility for support and retention actions. Other education stakeholders also have important roles to play. Educators, especially educators of color, should play a leading role in envisioning and shaping the work environments they need to thrive in the profession. Advocates must push for policy change where needed and hold leaders accountable for prioritizing this issue. Philanthropic partners can fund new initiatives and pilots to create space for convening and collaboration.

The Greater LA Education Foundation's mission is to advance deeper collaboration between schools and communities to disrupt inequity and meet the needs of today's diverse learners across LA County. Increasing recruitment and retention among educators of color is a top priority for our organization, and in the year ahead, we will build upon the work of this publication by bringing together stakeholders, releasing further research and analysis, and mapping out implementation steps for these recommendations across LA County.

