

Source:

“The educational value
of a Black teacher”

by Andre Perry



What Does It Mean To

Lose

A

Black

Teacher?

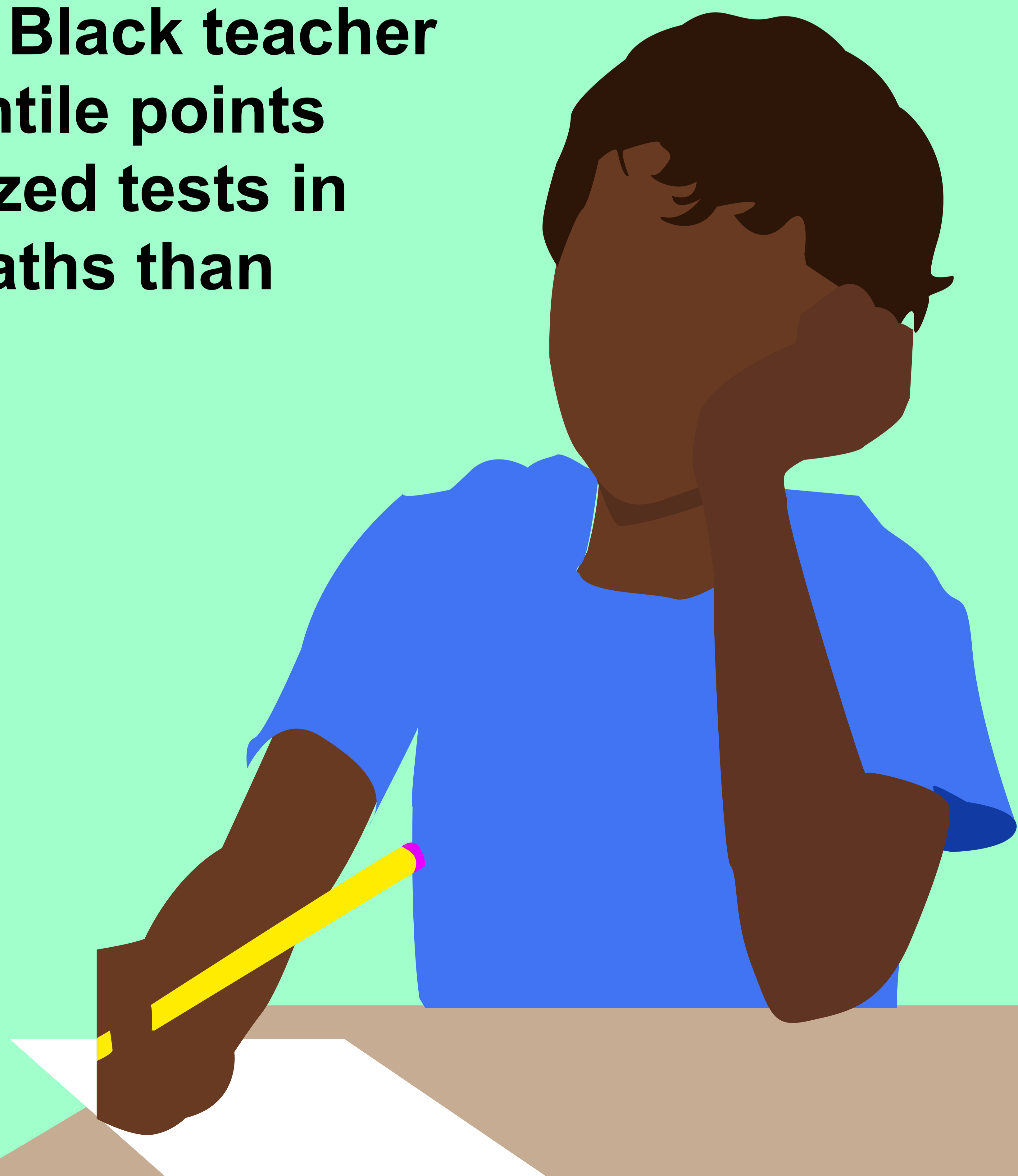
The Value of Black Teachers
to students (of all races),
schools, and local economies

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Hiring Black Teachers:

Increases Standardized Test Scores

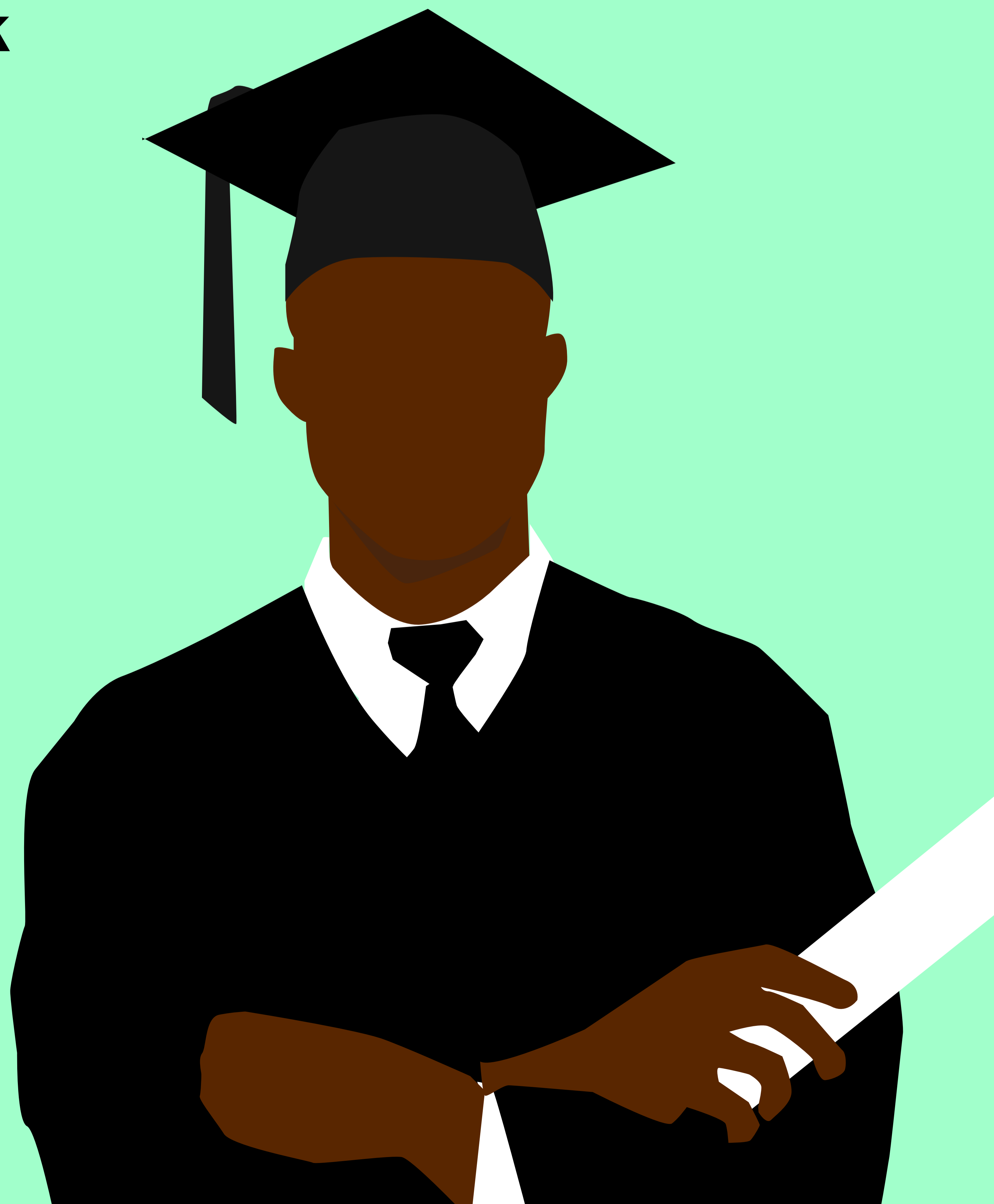
Stanford University researcher Thomas Dee found that Black students who had a Black teacher scored 3 to 6 percentile points higher on standardized tests in both reading and Maths than those who did not.



Hiring Black Teachers:

Increases Graduation Rates

The Institute of Labor Economics found that low-income Black male elementary school students with a Black teacher between Grades 3-5 were 39 percent less likely to drop out of high school and 19% more likely to apply to college.



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Hiring Black Teachers:

Increases

Teacher

Retention

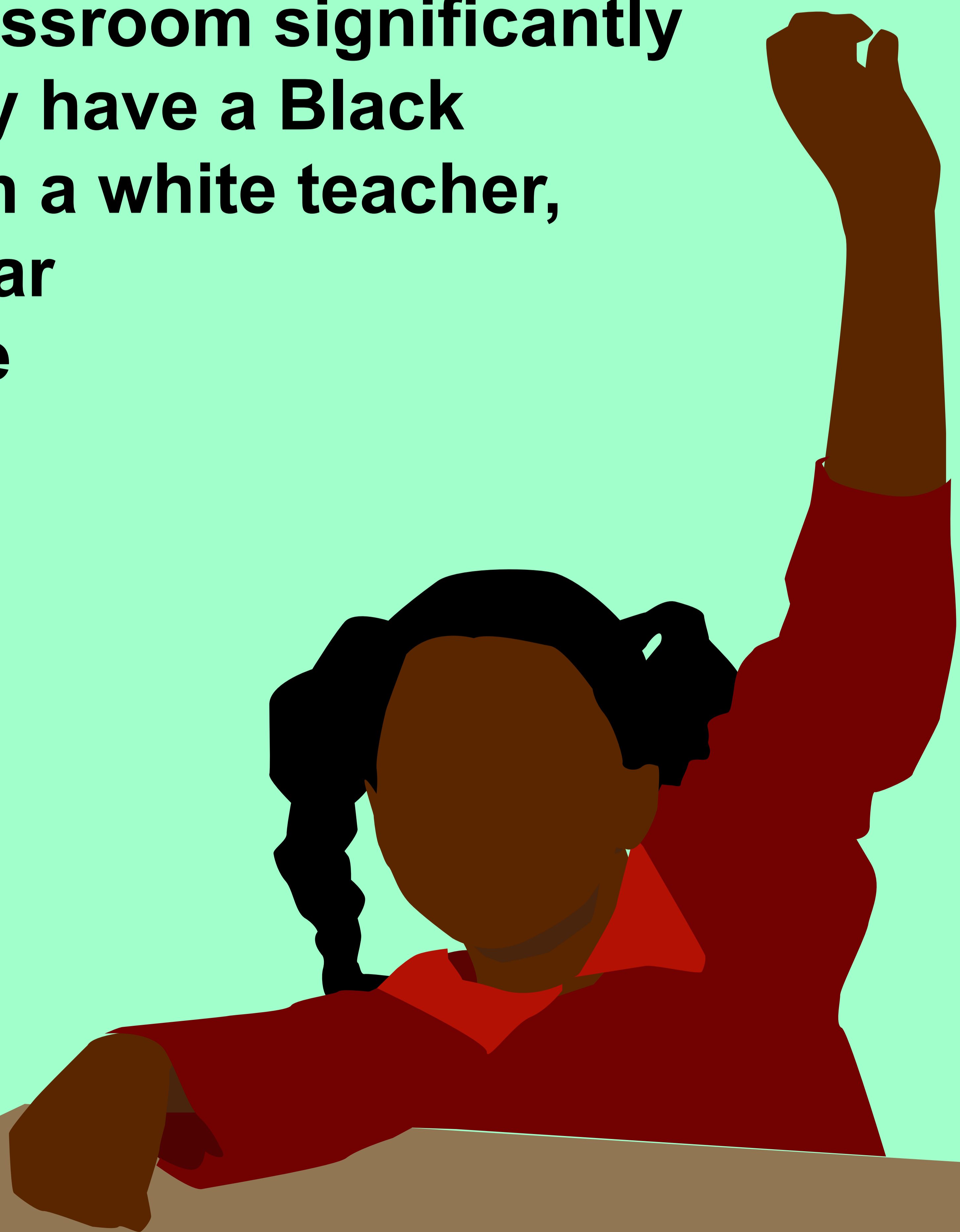
Teachers of color are more likely to teach and stay at schools that are considered “hard to staff,” thus reducing teacher turn-over and saving schools a significant amount of money.



Hiring Black Teachers:

Improves Student Behavior

According to Professor of Economics Adam C. Wright, behavioral assessments of Black students in the classroom significantly improve when they have a Black teacher rather than a white teacher, and students are far less likely to argue with teachers or act out.



Hiring Black Teachers:

Low Suspension Rates

Wright found that as Black students receive instruction from a greater number of Black teachers, the probability of suspension decreases. Likewise, a case study in New Orleans showed that an increase of White teachers led to an increase in expulsions.

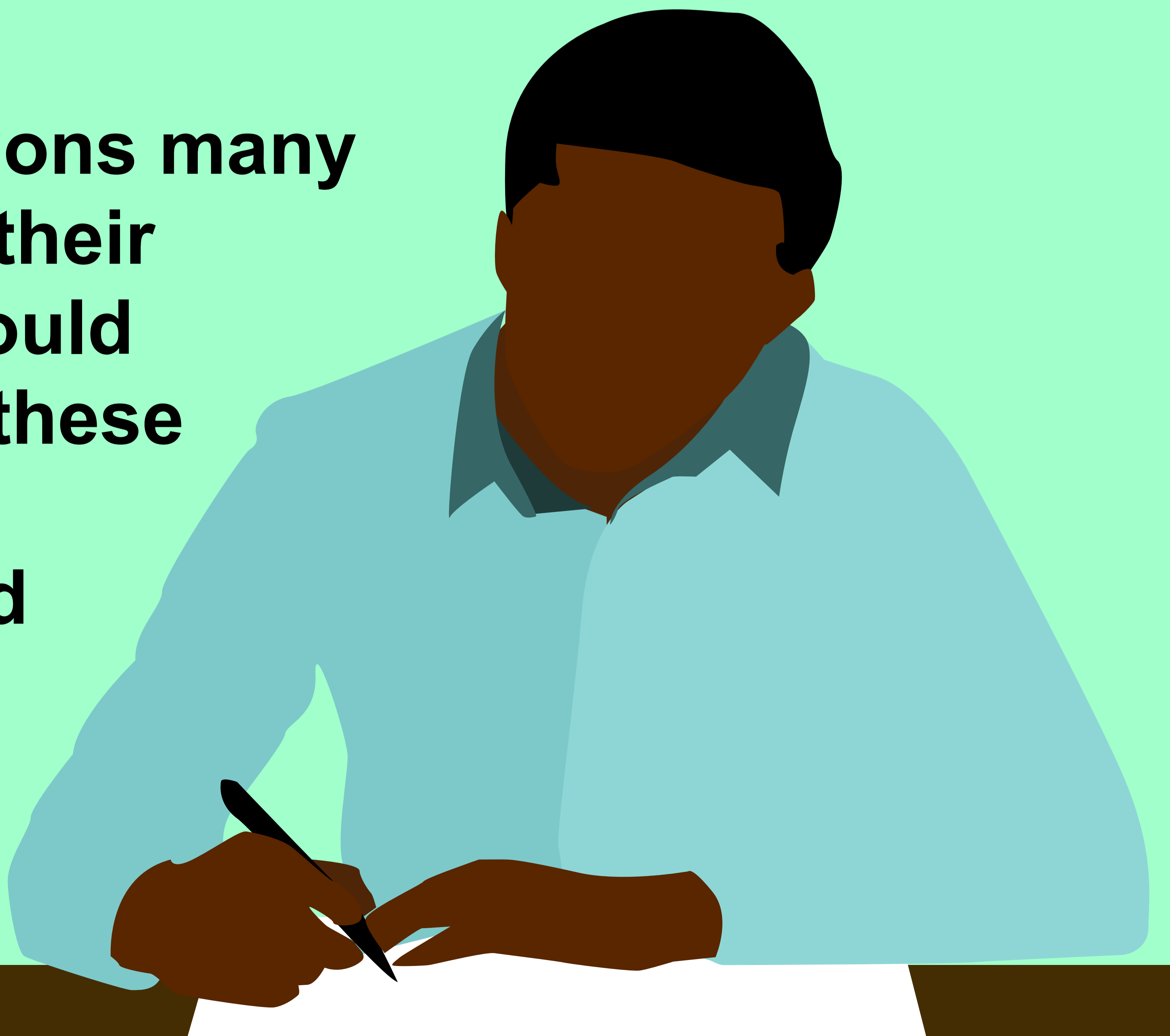


Hiring Black Teachers:

Raises Teacher Expectations

American University economics professor Seth Gershenson found that when White teachers and Black teachers assessed the same African American students, white teachers were 40 percent less likely to predict that their Black students would complete high school, and 30 percent less likely to believe they would graduate from a four-year college program.

The low expectations many teachers have of their Black students could negatively affect these students' school performances and goals.



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Hiring Black Teachers: Challenges Racist Beliefs

Minority teachers are able to identify and deconstruct the racial and cultural biases present in school systems, making it more likely that classroom discussions include a social justice orientation. Black teachers also allows white students to form critical relationships that disrupt how racism is passed on to the next generation. Racist children become racist adults. Black teachers can help end the cycle.



Increasing the Number of BIPOC Teachers at Your School:

FLI's Educator Project Fellowship aims to train, place, and provide professional development for teachers from underrepresented backgrounds. If your school would like our help in hiring and retaining educators that resemble your students, please contact us: info@futureleadersincubator.org

Support Educators of Color:

Even if you're not involved in education, you can help support teachers of color by **donating to our Educator Project Fellowship at tinyurl.com/FLI donations. All contributions from now until August 1st will be matched!**



