

EDUCATION

Resolution EDU-18-12

A RESOLUTION ON MINORITY MALE TEACHER RECRUITMENT

WHEREAS, the glaring cultural incongruence between our boys and their teachers has contributed to African American boys nationally being overrepresented in suspensions, chronic absenteeism, and disciplinary referrals;

WHEREAS, black males are graduating from college at a higher rate than ever, yet nationally African American males represent just two percent of the teaching force;

WHEREAS, data has shown teachers of color improve the academic performance of students of all races, and cultural reflection between students and staff matters;

WHEREAS, black male teachers should be entering the teaching profession, and while retention is cited as a greater challenge than recruitment, there is a lack of proper support for retention of male talent;

WHEREAS, state education authorities, credentialing programs, and school districts create pre-teaching pathways for Black males to experience the school system before entering the profession;

WHEREAS, state education authorities offer support such as professional enculturation, pedagogical preparation, assistance in school and position placement, housing assistance, and potentially aligning with partners such as the My Brother's Keeper Initiative, and "Call Me MISTER®" program, state universities, city governments, or foundations;

WHEREAS, research and evidence-based practices in achieving equitable academic outcomes, have shown greater academic gains when black students are paired with a black teacher; and

WHEREAS, racial and economic equity will be achieved by enhancing the network of teachers that are racially and culturally reflective of the communities in which they work, thereby increasing culturally competent lesson plans and reducing implicit bias in classrooms, which decreases suspension rates and disrupts the school-to-prison pipeline.

THEREFORE BE IT RESOLVED, the National Black Caucus of State Legislators (NBCSL) encourages local education authorities and schools to implement recruitment strategies to place men of color into their schools and state-run teacher credentialing programs.

BE IT FURTHER RESOLVED, that the NBCSL encourages improving the educational environment for students by recruiting teachers that reflect and understand the demographics of the communities and students they serve; and

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BE IT FINALLY RESOLVED, that the NBCSL send a copy of this resolution to the President of the United States, the Vice President of the United States, members of Congress, and other federal and state government officials as appropriate.

SPONSOR(s): Senator Steven Bradford (CA), Representative Gilda Cobb-Hunter (SC), Senator Anastasia Pittman (OK), and Delegate Angela Angel (MD)

Committee of Jurisdiction: Education Policy Committee

Certified by Committee Chair(s): Assemblywoman Shirley Weber (CA) and Representative Harold Love (TN)

Ratified in Plenary Session: Ratification Date is December 2, 2017

Ratification is certified by: Representative Gregory W. Porter (IN), President