



Project LEAD: A Collaborative Initiative to Increase The Pool of Diverse Educators Before, During and Then?



2022 College Changes Everything (CCE) Conference
July 2022

Our story begins in 2004...



**Educator Supply
and Demand
in Illinois**

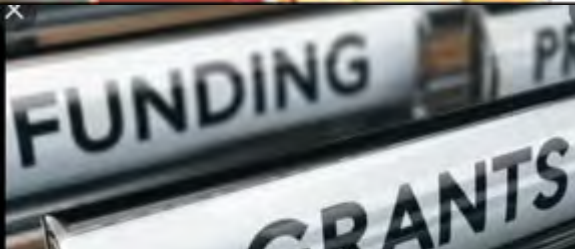
2004 Annual Report

Based on that data...

BECOME AN EDUCATOR

UNBC DEPARTMENT OF EDUCATION
**Scholarship
Opportunities**

Teacher Education
Scholarship Program



Where are we today?

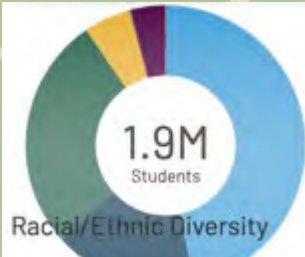
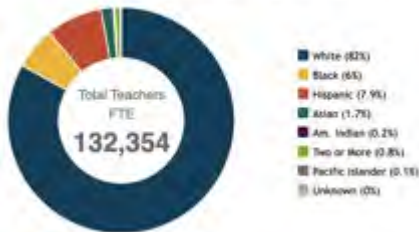
— 2.6 million US educators and staff quit public K-12 and higher education jobs during pandemic

Chase Lawrence and Renae Cassimeda

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State Teacher Demographics By Ethnicity (2021)



School's Out for Summer and Many Teachers Are Calling It Quits

In 2021, Illinois reported 82% of teachers are white while 53.2% of students are students of color.



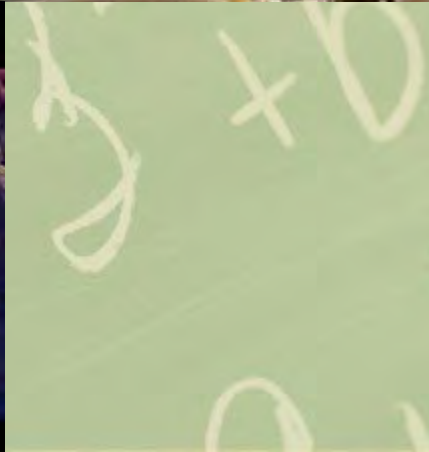


Project LEAD: LEADERS IN EDUCATION ADVOCATING FOR DIVERSITY





The Story of a LEAD Ambassador





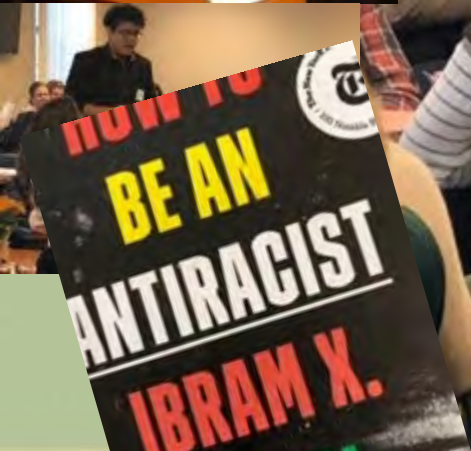
Project LEAD Statewide Activities



THE AGENDA

- 1-1:30 p.m.: Welcome State Farm
"Shout Out" To The Project LEAD Campus Communities
- 1:30-2:15 p.m.: Key Note: Dr. Martin Alberto Gonzalez
- 2:15p.m.-3:00 p.m.: "Many Books, Many Voices"
<https://www.leadproject.com/lead-ambassadors/book-study-2020-2021>
- 3:00-3:05 p.m.: Break
- 3:05-3:15 p.m.: The 2020 Project LEAD Book Study with the Quincy University LEAD Ambassadors
- 3:15-3:30: A Word From the Illinois State Board of Education
...With Dr. Sam Fogelman and the *Diverse and the Learner Ready Teacher Initiative*
- 3:30-3:40 p.m.: Project LEAD Survey
- 3:40-3:50 p.m.: Service project: Book Marks
...With the Rockford University LEAD Ambassadors
- 3:50 p.m.-4 p.m.: "And The Voices Said.....!"

whistling vivaldi
How stereotypes affect us and what we can do
CLAUDE M. STEELE



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One Campus Story

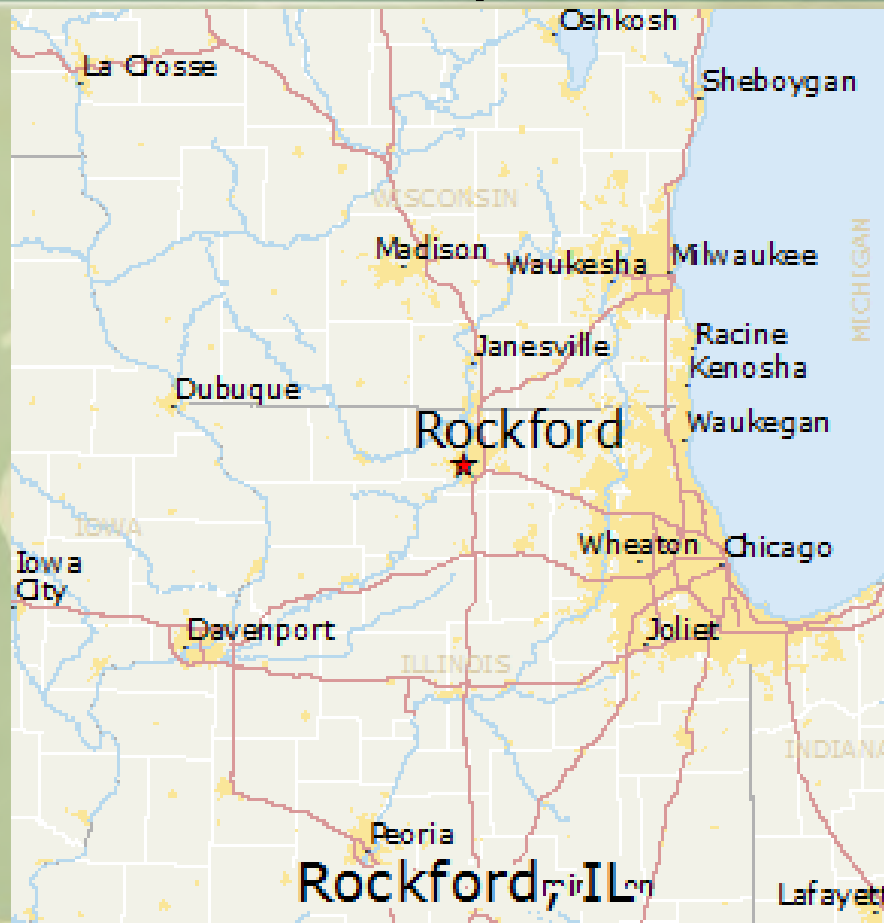
- Book/movie clubs
- Alumni for Social Justice annual event
- Project LEAD Instagram @nccprojectlead





Addressing Earlier Leaks in the Pipeline

—
One
Community's
Story





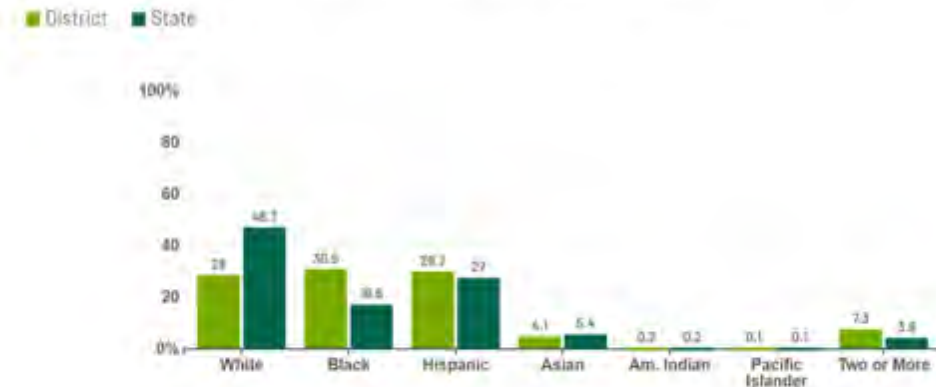
Stakeholders

Rockford Public Schools

Alignment Rockford

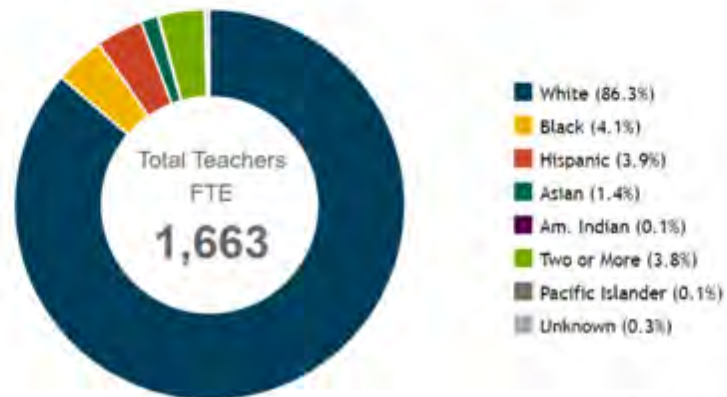
Rockford University

Rockford Public School Student Demographics, Racial/Ethnic Diversity



(Illinois State Report Card, 2022)

Rockford Public School Teacher Demographics, Racial/Ethnic Diversity



(Illinois Report Card, 2021)

Rockford University Education Pathway Program

PHASES OF THE RU PATHWAY

PHASE 1 ON RAMP



GRADES PRE-K - 9

- Career Seminar
- Academy Expo
- Pick Your Pathway

PHASE 2 PATHWAY



GRADES 10 - 12

- Site Visits
- Job Shadowing
- RU Dual Credit
- Capstone

PHASE 3 POST-SECONDARY



BACHELOR'S DEGREE

- Student Teach at RPS 205
- Summer employment opportunities in RPS 205

PHASE 4 EMPLOYMENT



EMPLOYMENT

- Preferential job placement at RPS 205
- Master's Degree Urban Education



Rockford University Education Pathway Program

Project LEAD at
Rockford University:

We learn together
and play together!



Addressing Earlier Leaks in the Pipeline

The MERIT Program - Multicultural Education Recruitment in Teaching

- Core team of alumni (current teachers and administrators)
- Monthly meetings with top ranked activities - Professional Development, Networking with Current Professionals and Socializing
- Mentoring program
- MERIT Fellows Course with commitment to the following projects:
 - Project Lead Fall and Spring Attendance
 - 2 Book Study Meetings
 - 4 Spring MERIT Events
 - MERIT Mentoring program participation
 - High School Advocacy Presentation

- "Diverse Literature: Mirrors, Windows and Sliding Glass Doors"
- "Principals of Color" panel
- Ernest Crimm, author of "Black History Saved my Life"
- Justin Johnson, teacher of the year.







Impact of Project LEAD

- Project LEAD alum: **approx. 150**
- Current participants: **approx. 90**
- Project LEAD evaluations: Spring & fall '21, Spring'22 (**N=52**)
- **100%** agree on impact of Project LEAD on faculty and programs
- Program content based on input by alums and current students





Project LEAD: Biggest Takeaways or Most Impactful memories/moments

“The keynote speaker Dr. Martin Alberto Gonzalez sharing his personal experiences really changed how I perceive things and made a huge difference in my life.”

“Impactful moment is in helping to start our project LEAD group at the college I knew that the college and the professor(s) were invested in supporting all students and making sure we had the resources to become teachers who could support our future students”

“Being able to hear people's experiences has led me to widening my lenses and reflecting on my own experiences in education and how I will conduct myself as a teacher”

“getting tips from fellow teachers of color on how they advocate for their students in the classroom”

“My biggest takeaway was the various pointers for first year teacher - how important it is to collaborate with others, how its ok to make mistakes. I also learned a lot during the guest speaker's presentation.”





In Summary: Effective Structures and Tools

1. Recruit Early And Often
2. Build A Welcoming Campus Culture & Provide Lots Of Networking Opportunities
3. Provide Support Before During and After Preparation And Connect Candidates to Other Candidates, Faculty, Education Leaders and Critical Issues Across the State
4. Continue to learn about and engage in social justice through Affinity Groups like 'The Fellows at The Center' and use networking to sustain your practice

Learn More & Get Involved:

www.center4success.com

Join us:

Fellows at the Center Launch

irmasandovalvizcaino@stfrancis.edu

Annual Conference: *Exploring New Pathways*

August 5, Online 7:45 am - 5 pm

<https://center4success.eventsmart.com/?p=356>

Fall Forum: November 11, 2022





Q & A

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