

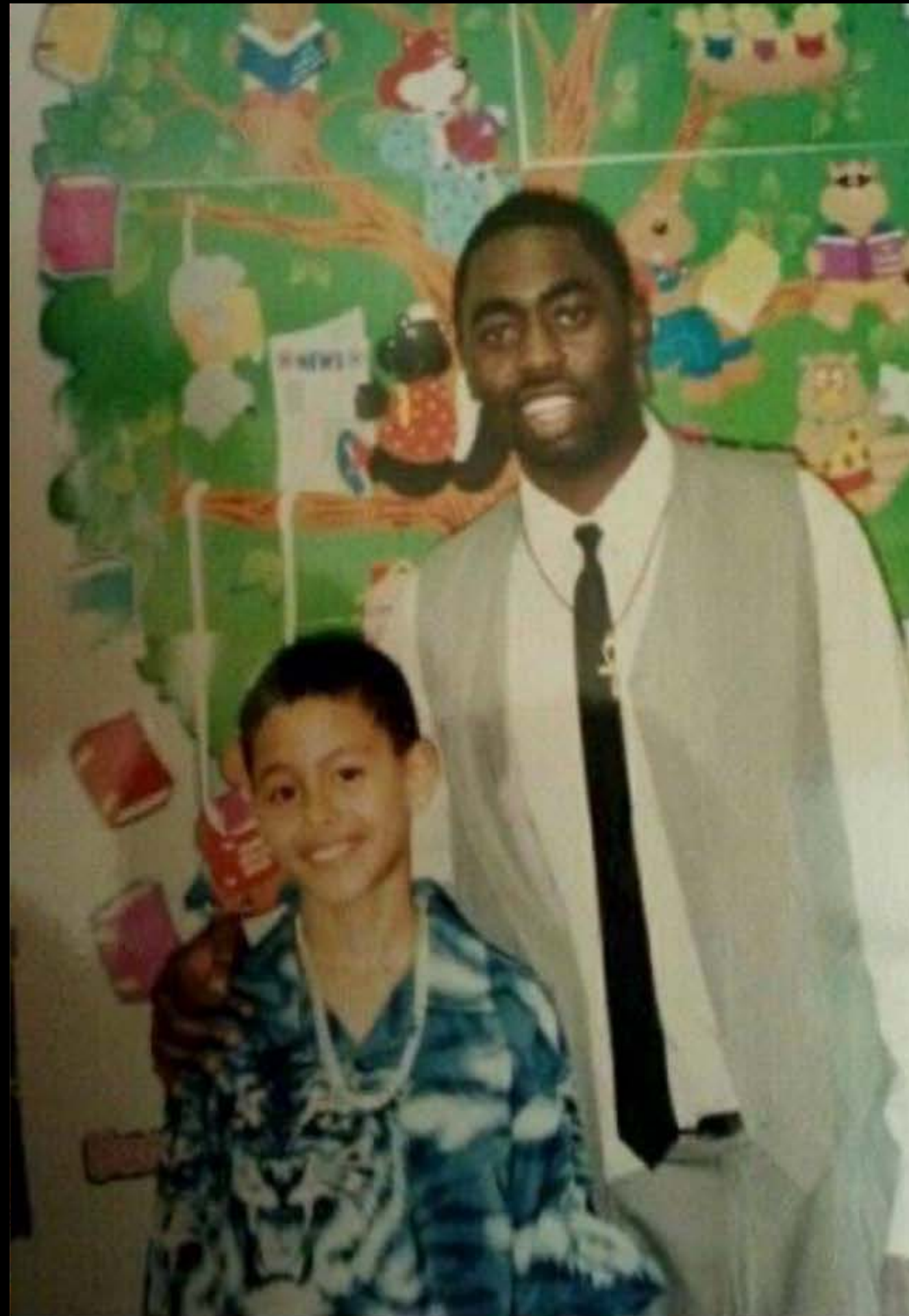
District 1 Monthly Meeting

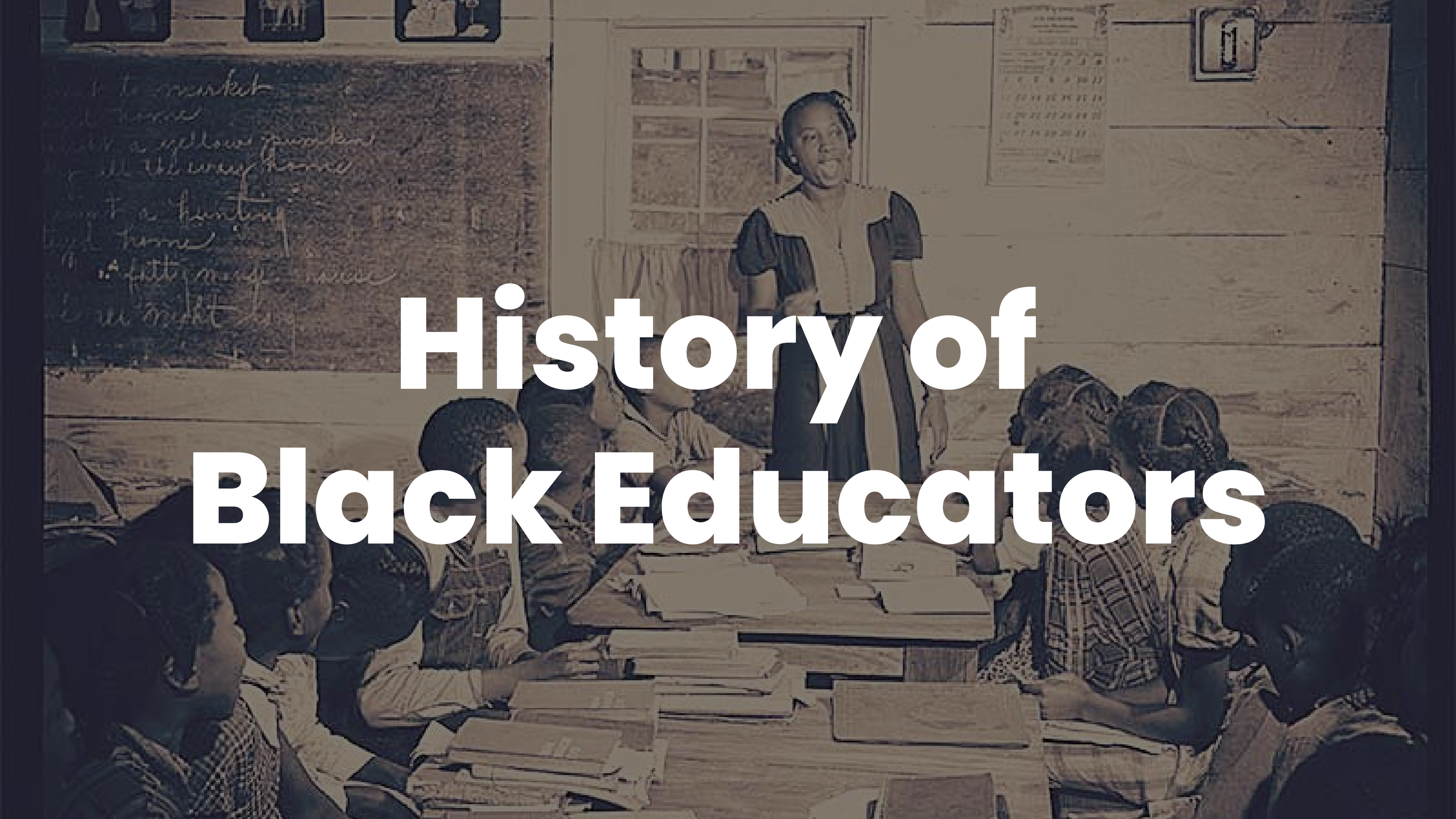


Curtis Lewis, Ph.D.

Founder and CEO, Black Male Educators Alliance

Professor, Michigan State University

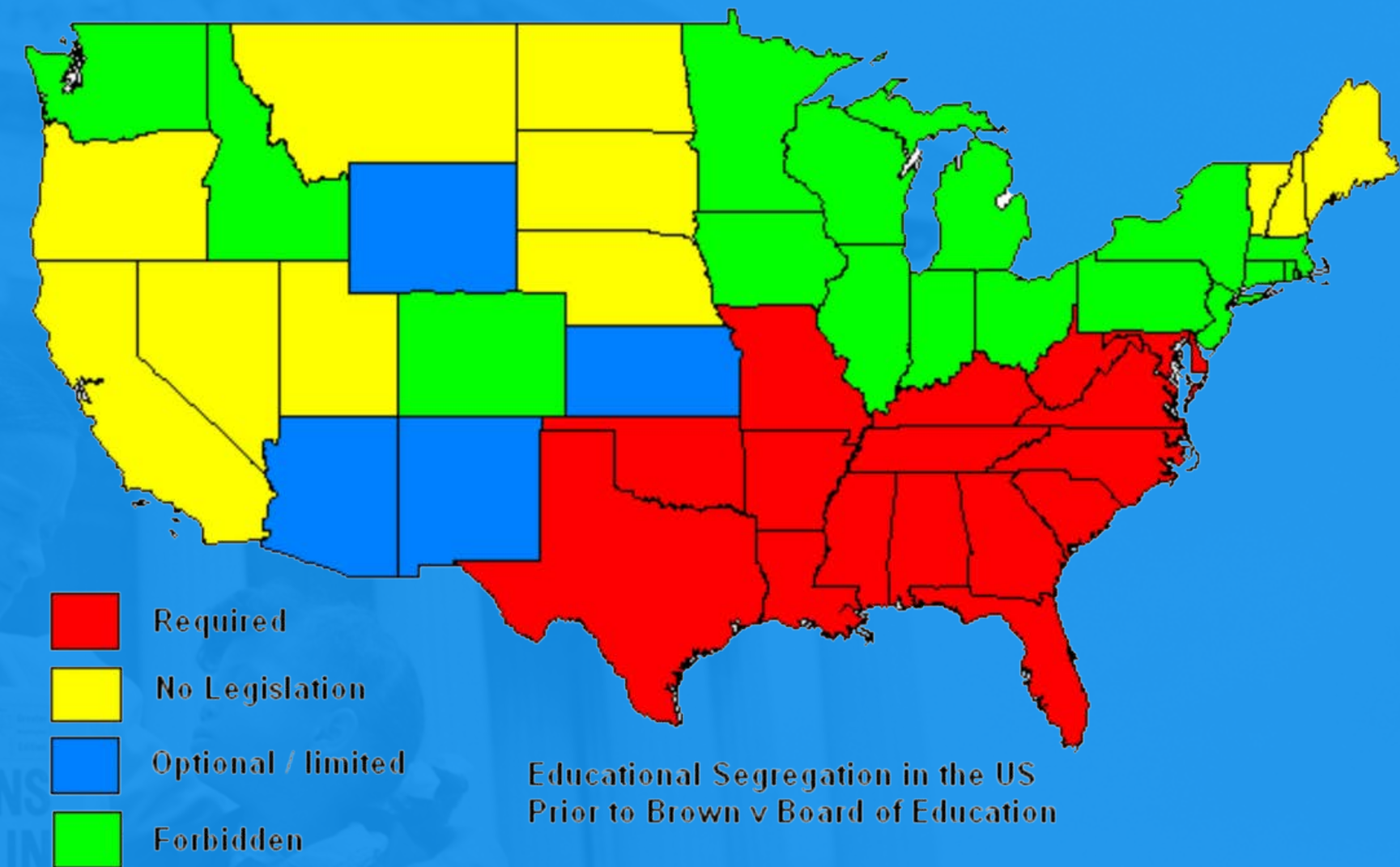




History of Black Educators

The Impact of Brown v Board of Education

- The decision resulted in large numbers of highly credentialed and effective Black teachers and principals being forced out
- Prior to Brown, Black principals and teachers comprised 35 percent to 50 percent of the educator workforce in the 17 states with segregated school systems.



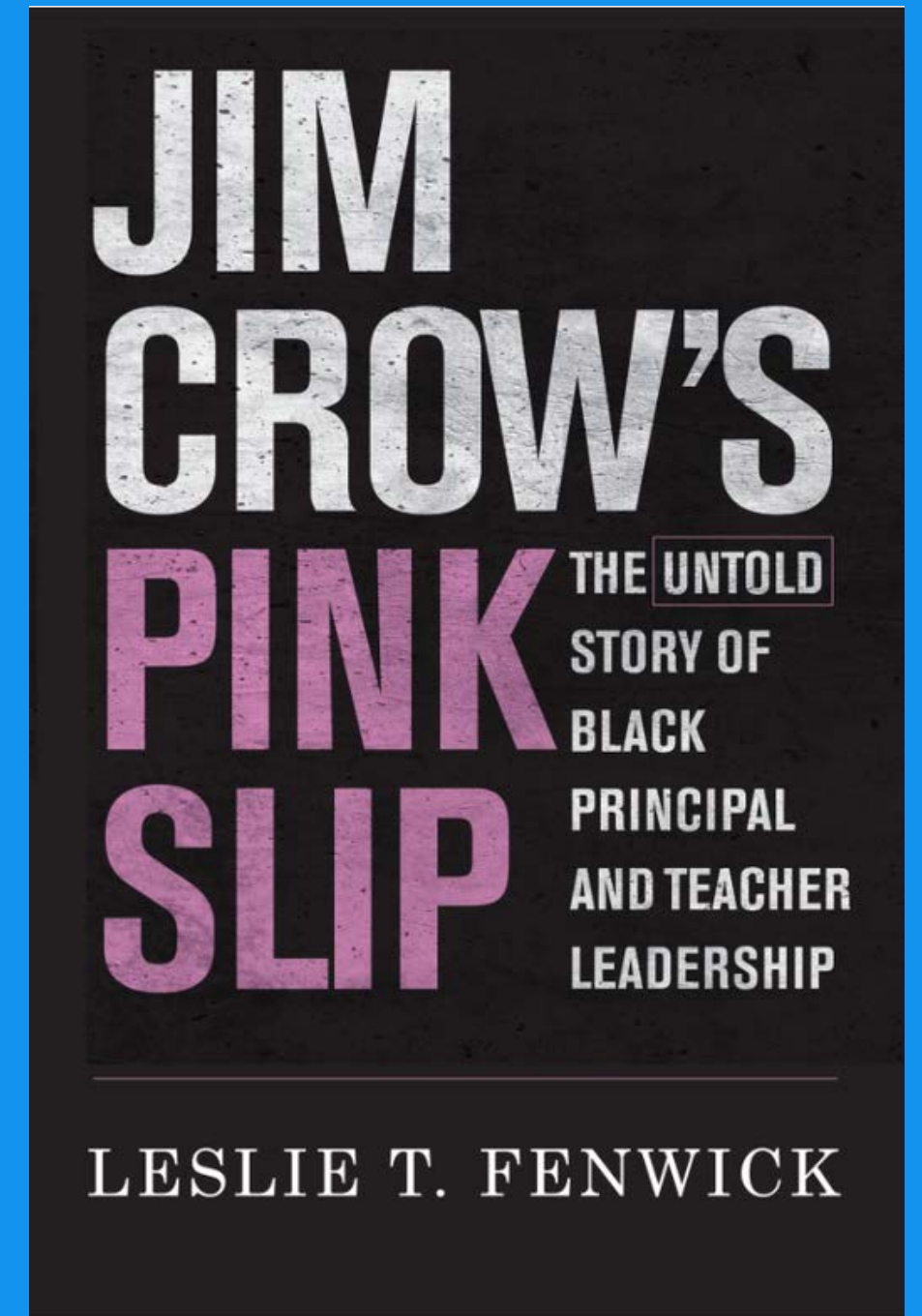
Start of the Black Teacher Decline

A once thriving professional option for Black people was systemically taken away from career educators



Brown v Board of Education

- In Delaware, the number of Black principals in the state dropped from 50 to 12. (1967)
- In Oklahoma, the number of Black principals in the state dropped from 155 to 37. (1967)
- In Kentucky, the number of Black principals in the state dropped from 350 to 36 from 1954 to 1969

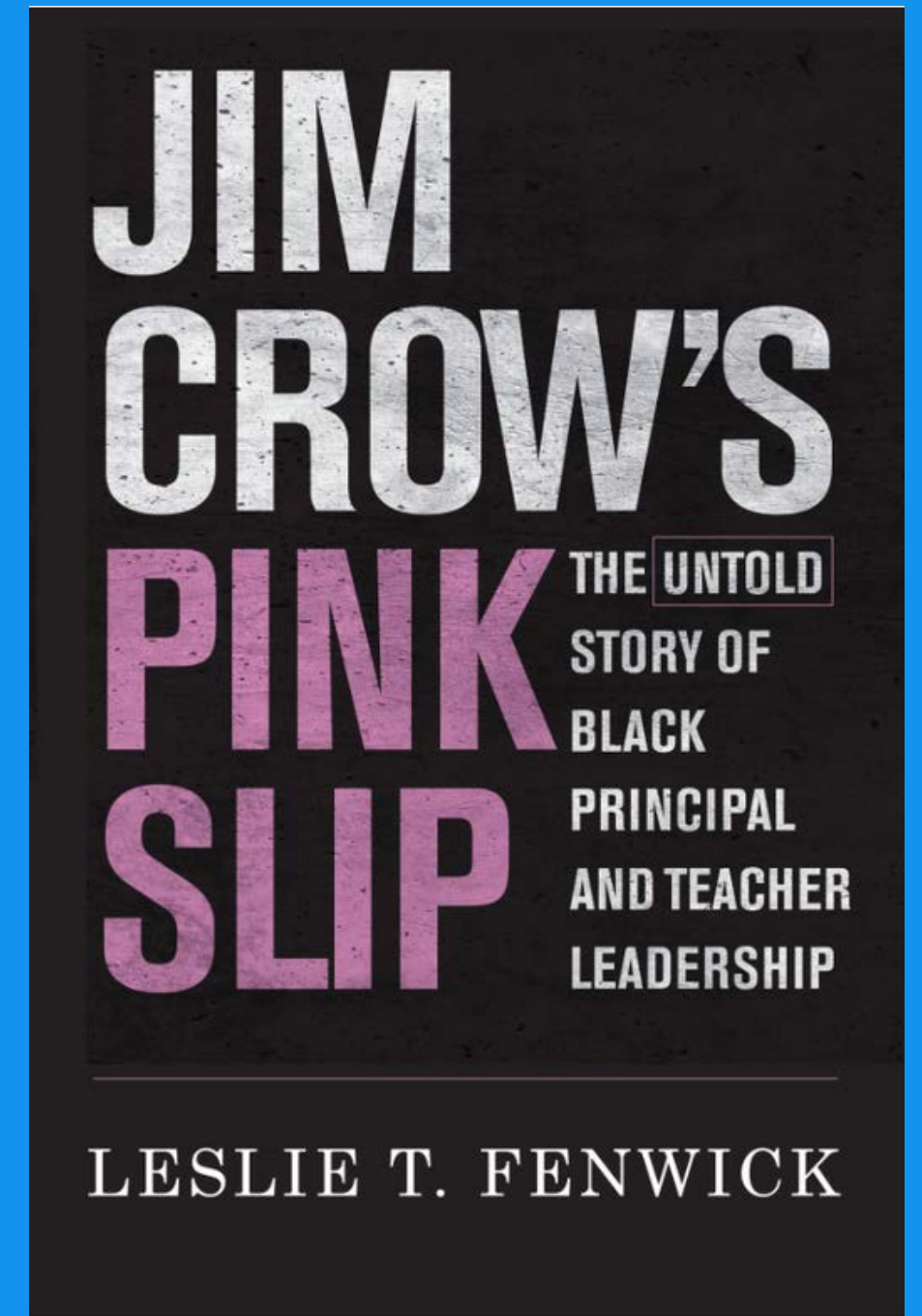


Brown v Board of Education

"Our studies suggest a three-fold problem: the demotion of Black principals, a lower rate of hiring of Black teachers, and unemployment among experienced Black teachers and administrators."

Don Davis, Associate Commissioner
United States Department of Education

(before the Senate committee in 1971)



Our Current State

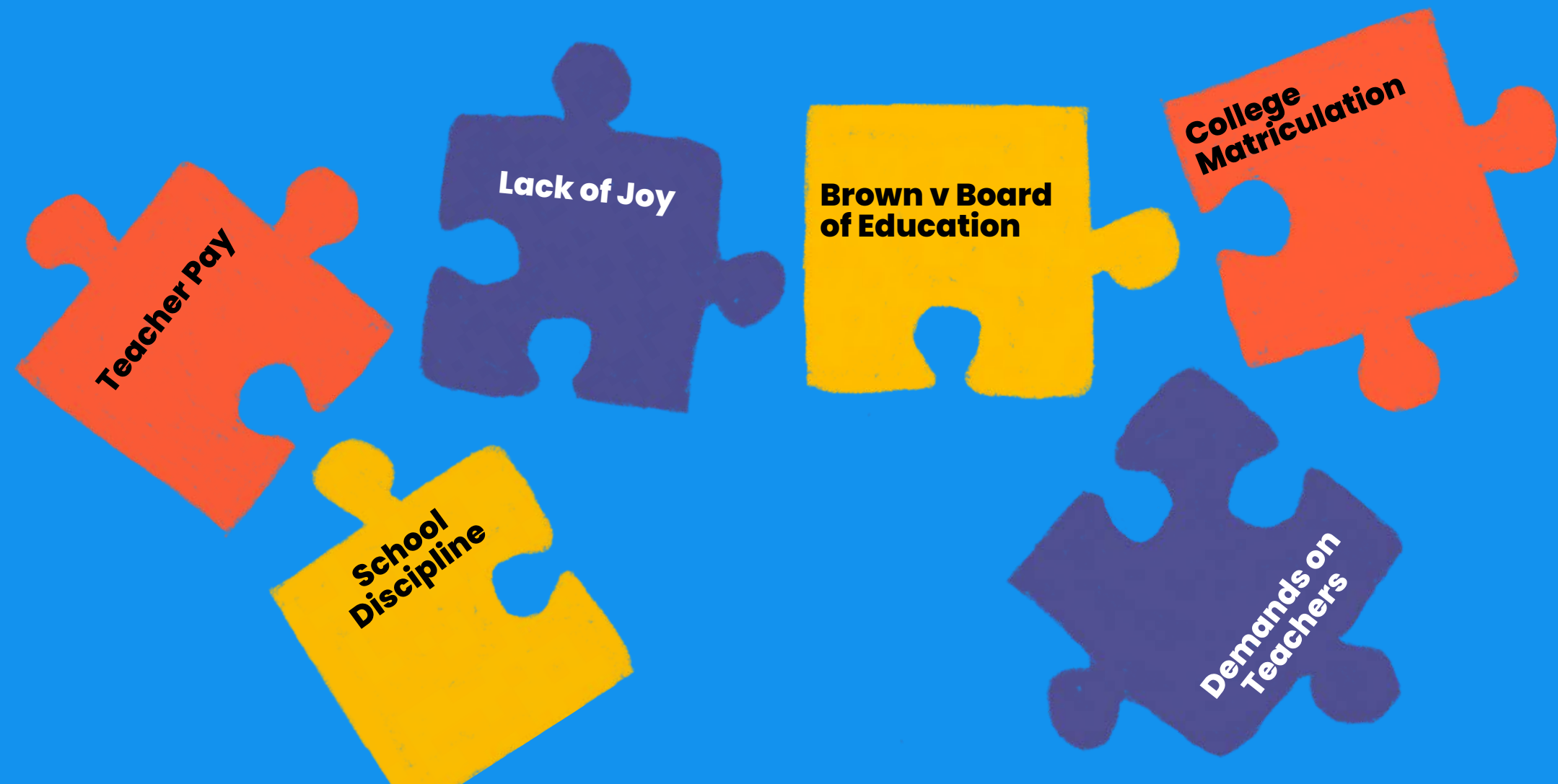
Black Teachers in Education

- Nationally, ~7% of teachers are African American

- Nationally Black Men make up approximately 1% of the teaching force (down from 2%)

- Approximately 11% of the nation's principals are Black

Were the numbers always this low?



Current Reality for Teachers

- Recovering from COVID (impact on student achievement)
- Low pay
- Academic constraints and mandates (curriculum battles)
- Fear for safety
- 280,000 fewer teachers compared to the start of the pandemic
- Safety of students

Teacher Pay

Change in Starting Teacher Salary Compared to Inflation

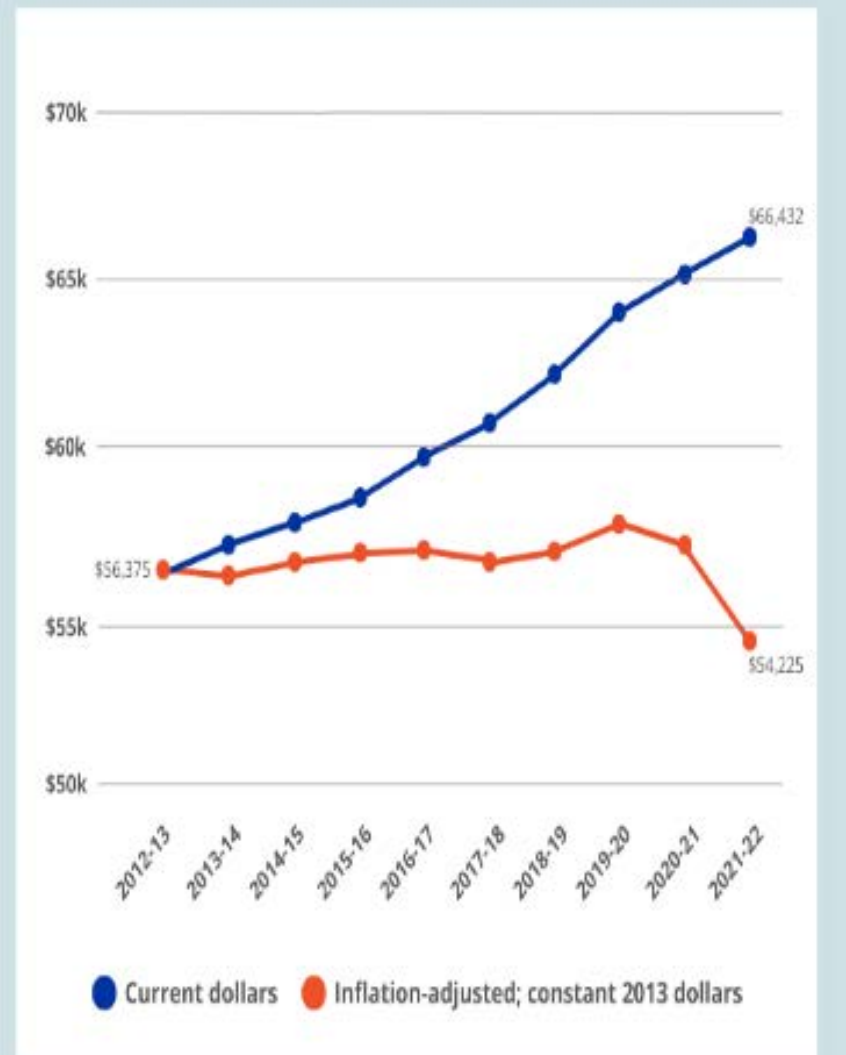
After nearly catching up, starting teacher salaries adjusted for inflation sunk to its lowest level since the Great Recession.



Source: State Teacher Salary Benchmark Data, FY 2020-21, NEA CBMA, April 2022.

The Decline in Average Teacher Pay

Teachers make on average \$2,150 less than they did 10 years ago, adjusted for inflation.



Source: Rankings & Estimates, NEA Research, June 2022.

Will We Retain our Current Black Educators?

According to a survey by the National Education Association (NEA)

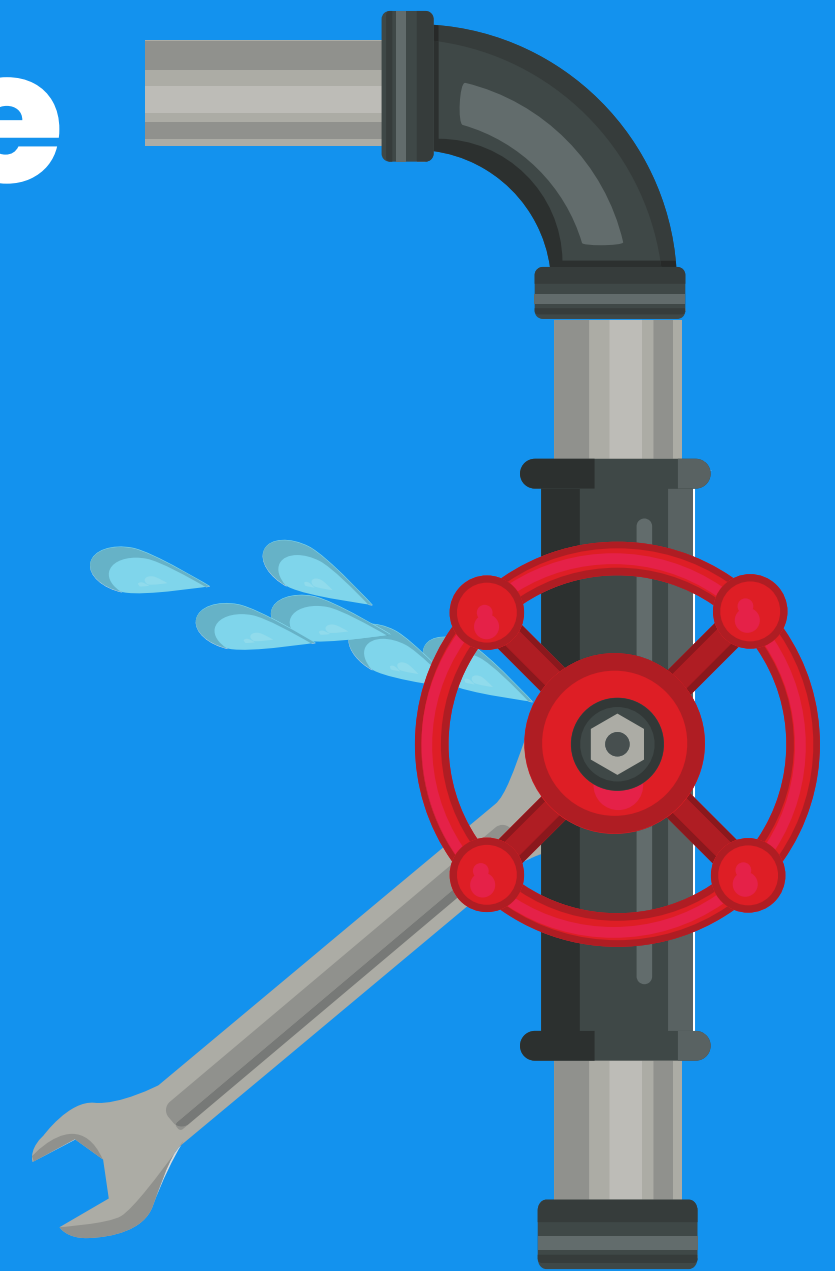
- More than half (55%) of members say they are more likely to leave the education profession sooner than planned because of the pandemic and teaching conditions.
- The poll found that a disproportionate percentage of Black (62%) and Hispanic/Latino (59%) educators, already underrepresented in the teaching profession, were looking toward their exits.

**What is the impact of
current issues and the
historical context on the
number of Black and
Brown educators today?**

Symptoms of a Broken Pipeline

Why would Black and Brown students desire to become teachers when the reality is that:

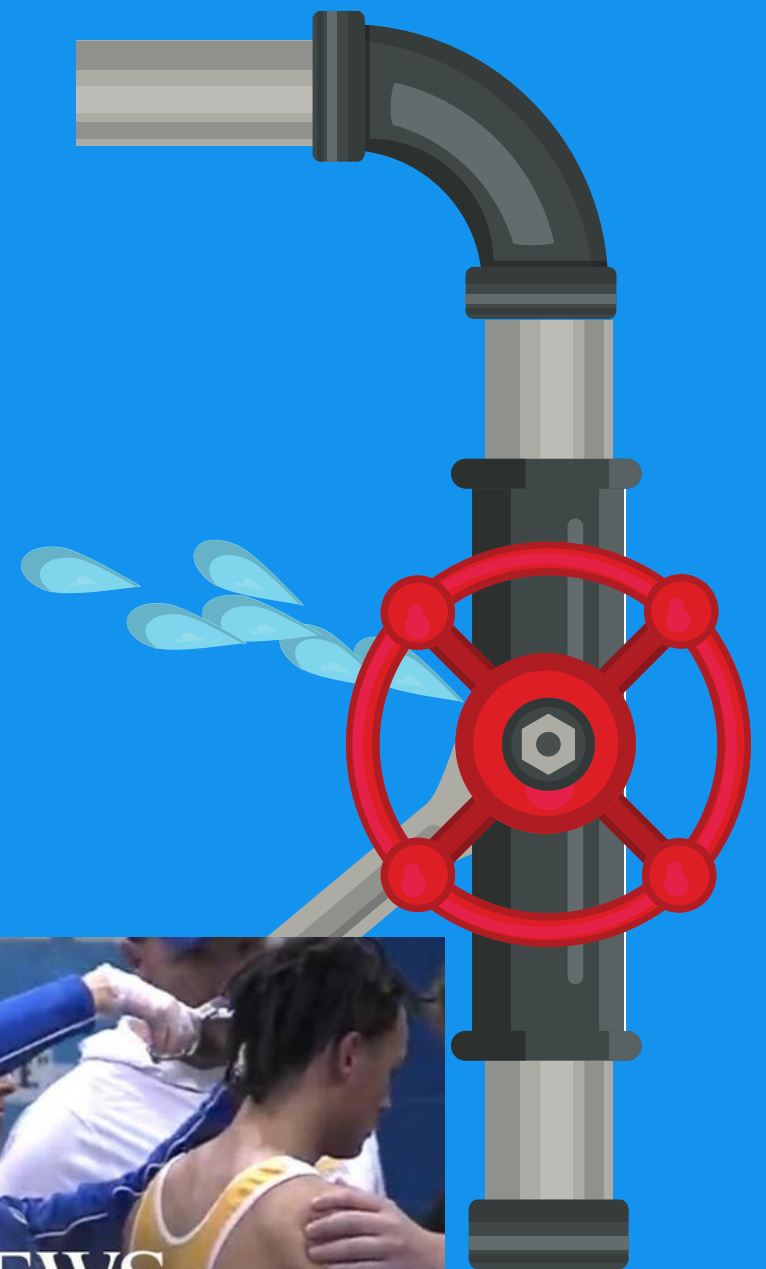
- Lack of representation in the teaching force
- Schools being oppressive places for students of color
- Low achievement compared to their counterparts
- Teacher pay
- The six-year college graduation rate for Black and Hispanic students is about 51.5%



Symptoms of a Broken Pipeline

Why would Black and Brown students desire to become teachers when the reality is that:

- Drop out rates for Latino and Black students remain higher than their white counterparts
- In middle/high schools, Black and Latino students lose ~5 times the amount of days of school due to suspension compared to white students
- On recent NAEP tests, Black and Brown students declined significantly more than their white counterparts





How Do We Recruit and Retain Black Teachers?

About **B.M.E.A.**

BLACK MALE EDUCATORS ALLIANCE

BMEA is dedicated to liberating students, teachers, school leaders, and school systems/policies to transform the landscape of education for Black and Brown communities across the country.



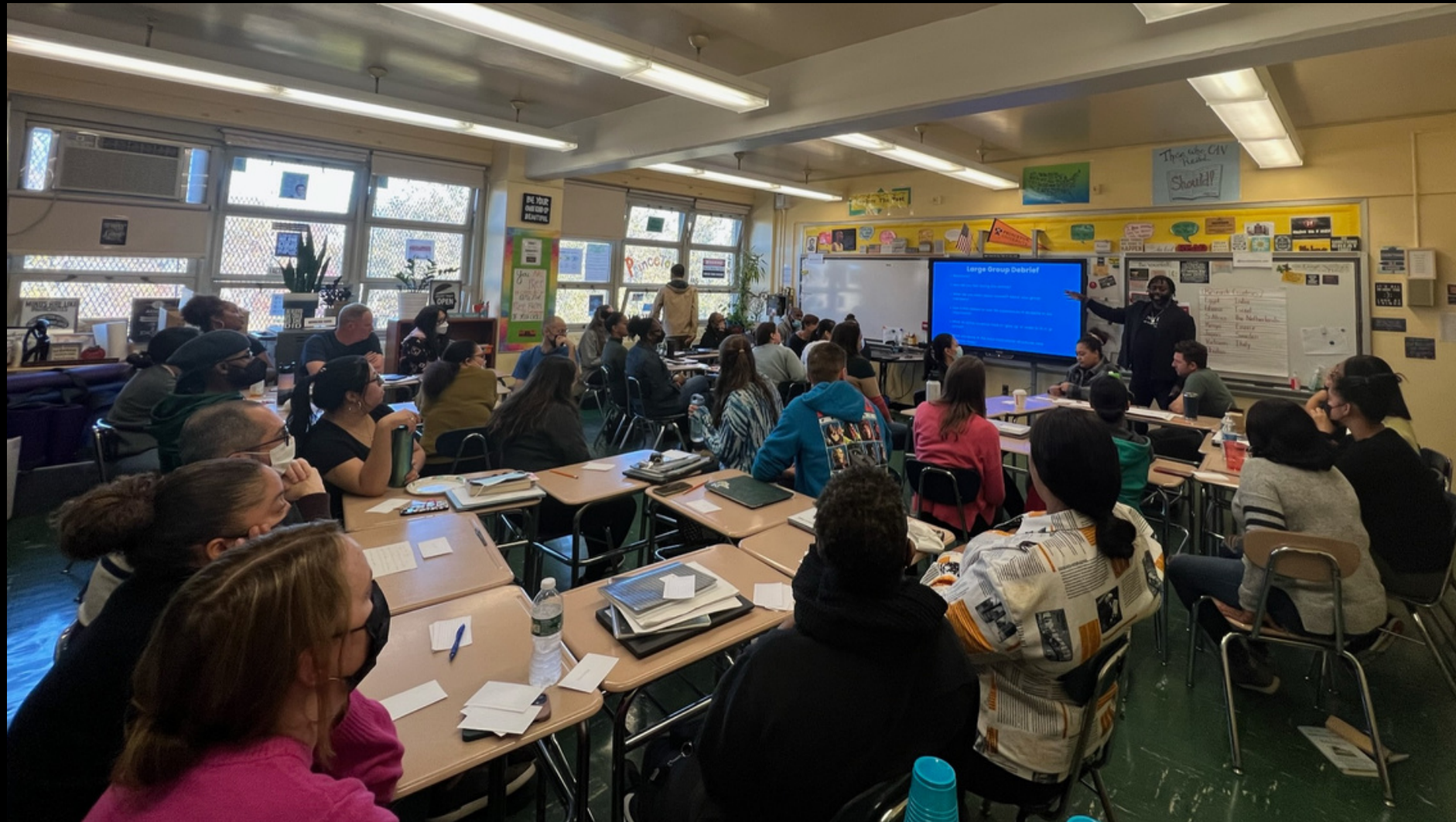
Engage

Develop

Retain

BMEA School Professional Development

The ultimate goal is to create spaces for school leaders and teachers to facilitate justice-oriented learning spaces that ignite creativity, innovation, and intellectual genius in all children.



Black Minds Leadership Program

Recruit

Intergenerational program which exposes high school students to teaching through mentoring and tutoring elementary students



Teacher Wellness Fellowship

This co-ed fellowship is designed to equip classroom teachers with strategies and support, to implement sustainable and transformative practices that promote individual healing.

- Engage
- Develop
- Retain



Principal Wellness Fellowship

Engage

Develop

Retain

Fellowship for Black school leaders that provide principals with a new framework for sustainability and transformative practices that promote healing for themselves and to be better champions for the teachers that they serve.



BMEA School Professional Development

"This was an AMAZING experience!! Thank you so much for sharing your time and resources with us! I looked forward to these sessions each time and each time you all delivered above and beyond my expectations!! I am in awe of the work that you all do and I pray that we continue to cross paths moving forward! Keep educating the masses and keep inspiring others to be the best version of themselves for the benefit of themselves and others as well!"

-DETROIT SCHOOL TEACHER FROM PARTNER SCHOOL

What Do Teachers of Color Need?

JOY

SUPPORT

AUTONOMY

INCREASED
PAY

DISMANTLING
RACIST
PRACTICES



CONNECT WITH ME



DR. CURTIS LEWIS



/CurtisLewis855

THANK YOU

District 1

President Pro Tem James Tate

