



To address the issue of low-income students and students of color being disproportionately taught by inexperienced, ineffective, and/or out-of-field teachers, it's essential to take a multifaceted approach that includes systemic, policy, and instructional changes. Here are some strategies that we continue to work on at C3:

1. Recruitment and Retention of Experienced and Diverse Teachers

- **Mentorship and Support for New Teachers:** Provide mentorship programs for new teachers that pair them with experienced educators. This support can help new teachers develop the skills they need and reduce the likelihood of burnout, which is a common reason for high turnover in low-income schools.

2. Professional Development and Teacher Training

- **Targeted Professional Development:** Provide ongoing, high-quality professional development that is tailored to the specific needs of teachers working at C3. Focus on areas such as classroom management, culturally responsive teaching, and differentiated instruction to help teachers be more effective with diverse student populations.
- **Culturally Responsive Teaching:** Offer training for all educators in culturally responsive teaching practices. Teachers should be trained to understand and appreciate the cultural backgrounds of their students and adapt their teaching methods accordingly.

3. Classroom Support and Resources

- **Provide Adequate Classroom Resources:** Ensure that teachers have access to the resources they need to succeed in the classroom. This includes both teaching materials and technology, as well as resources to support students' social-emotional learning.
- **Classroom Assistants and Support Staff:** Provide additional support staff, such as paraprofessionals or teaching assistants, to help teachers manage large or diverse classrooms effectively.

4. Data Collection and Accountability

- **Regular Monitoring of Teacher Effectiveness:** C3 will regularly monitor teacher effectiveness through a combination of classroom observations, student performance data, and feedback from students and parents. This data can identify teachers who need additional support or professional development.

5. Address Systemic Inequities

- **Ensure Equitable Funding:** Advocate for equitable funding policies that ensure schools C3 has the same level of resources as more affluent schools. Adequate funding is essential for providing competitive salaries, professional development opportunities, and necessary classroom resources.

6. Community and Family Engagement

- **Family Engagement Programs:** Build stronger relationships between C3 and the families of students. When families are actively involved in their children's education, student achievement tends to improve, which can support teacher effectiveness.

8. Fostering a Positive School Culture

- **Create Supportive School Environments:** Foster a school culture that supports both teachers and students. Providing teachers with a collaborative and supportive environment where they can share resources and ideas can increase their effectiveness. Schools with strong, positive cultures often experience less turnover and better student outcomes.
- **Address Teacher Burnout:** Address issues of teacher burnout by promoting work-life balance, reducing excessive administrative tasks, and offering emotional and mental health support for teachers.

9. Policy and Advocacy

- **State and Federal Policies:** Advocate for state and federal policies that address the root causes of teacher shortages and the uneven distribution of experienced educators. Policy changes could include improved teacher training standards, better compensation for teachers working in high-needs schools, and stronger oversight to ensure that schools with the greatest needs receive the most qualified teachers.

By implementing a combination of these strategies, we can work to address the systemic issues contributing to the disproportionate number of inexperienced, ineffective, and out-of-field teachers in low-income schools and schools serving students of color.

School Contact: Jessica Whitaker, Executive Director, 414-444-2330 ext. 101, jwhitaker@ccc-mke.org