

WE ARE REBUILDING THE NATIONAL BLACK TEACHER PIPELINE

2022 PROGRESS REPORT



CENTER FOR
BLACK EDUCATOR
DEVELOPMENT

thecenterblacked.org

**You will be someone's ancestor.
Act accordingly.**

—Amir Sulaiman

A close-up portrait of Sharif El-Mekki, a Black man with a full, curly beard and mustache, looking slightly upwards and to the right. He is wearing a white button-down shirt. The background is a soft, out-of-focus green and brown.

LEADERSHIP MESSAGE

The Center for Black Educator Development leverages the well-documented research that Black students are best positioned for success when they are taught by people who can serve as mirrors, not just windows, to their world—**Black teachers grounded in Black pedagogy supported by policies that work for them and professional pathways that sustain them.**

The first acknowledgment of harm must address educational disparities throughout the educational ecosystem that impact, not only Black children's experiences, but also Black educators' experiences.

In *Fugitive Pedagogy*, Dr. Jarvis R. Givens rightfully notes a distinctness about Black teachers: they are leaders among leaders. That's who we get to serve at the Center: the next generation of leaders among leaders who will continue to make a colossal difference in our collective future.

I've been blessed to have been, my entire life, in community with others. This work is no different. We engender natural, genuine ways of learning from one another that are authentic and intergenerational. We focus on our children, our hopes and dreams, while honoring our elders, traditions, rich history and painful lessons.

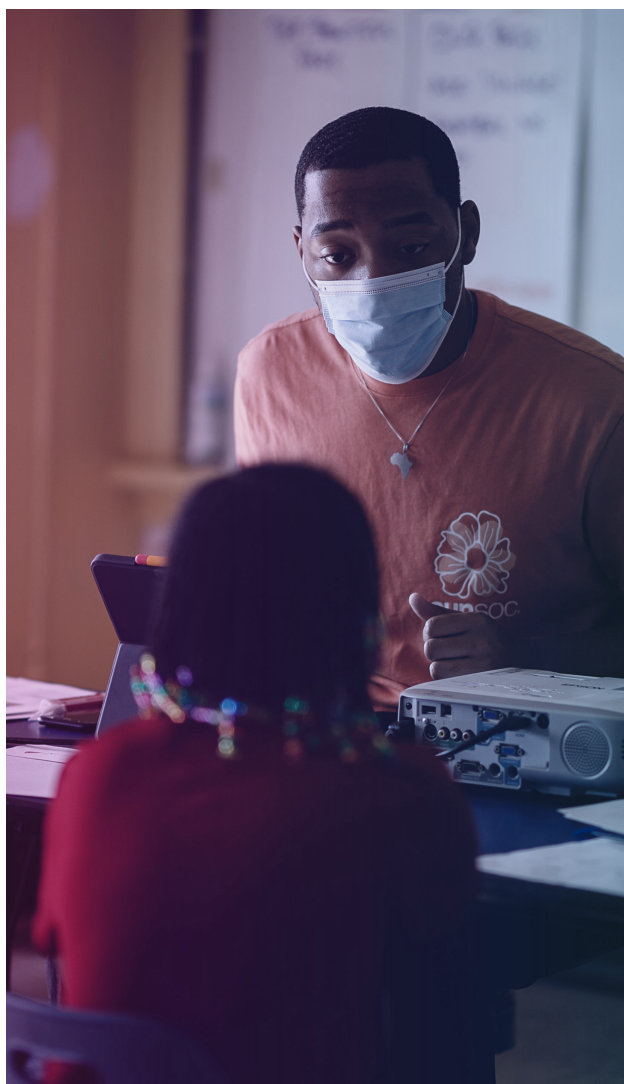
We continue to need your support as a part of our growing community. Together, we can and must rebuild the national Black Teacher Pipeline—producing one that is durable, protected, honored and predictable.

Every new Black teacher inspires hope—and is inspired by the sheer sacredness and weightiness of asserting and defending our students' history and humanity. We have made much progress in 2022, but we have much more to do in the coming year.

I'm simply in awe of our community and grateful to serve and build alongside you.

—Sharif El-Mekki
Founder/Chief Executive Officer
Center for Black Educator Development

We are rebuilding the national Black Teacher Pipeline to achieve racial and educational justice.



Research shows when Black students have Black teachers who reflect their racial identity, experiences and worldviews, they perform better in school. But most Black students in this country attend 13 years of public school without ever having a single Black teacher.

As a result, Black students are not reaching their full academic potential.

We established the Center for Black Educator Development to address this national crisis in Black educational achievement by: strengthening **pathways** to becoming Black teachers; creating and providing **professional learning** grounded in Black pedagogy and Black teacher experiences; and advancing **public policies and advocacy campaigns** that energize their commitment to teach.

We are rebuilding, and not building, the Black Teacher Pipeline because we are well aware of how white leadership took advantage of desegregation after 1954 to systematically undermine the Black teaching corps nationwide.

Black teachers did not abandon their students to pursue new careers, rather they were systematically dismissed, phased out and not recruited.

It was taboo for Black teachers to instruct white children, let alone lead segregated schools. And it didn't matter that the white teachers who were kept, or hired in their stead, were far less qualified and credentialed. What mattered was they were white.

The present-day effects are undeniable as negative Black student experiences dissuade the majority from entering the profession.

We work to undo racial and educational injustice by **rebuilding** the Black teacher pipeline—from recruitment through retention—to address the extreme shortage of Black teachers, protect every student's right to achieve in school and, ultimately, to liberate education.

Evaluation for this annual progress report was designed and conducted in consultation with Maryann Corsello, Ph.D., a developmental psychologist, education researcher and professor emeritus of the University of New England.



“It’s important that everybody gets the experience of having a teacher who looks like them. It definitely changes lives.”

–Keyana Lang,
FSLA Servant Leader Apprentice

ABOUT

FREEDOM SCHOOLS LITERACY ACADEMY

An afterschool and five-week summer program, the Freedom Schools Literacy Academy merges the philosophy of Freedom Schools (its focus on Black pedagogy, racial identity and intergenerational support) with the science of teaching literacy and the goal of developing future educators.

Our faculty of dedicated Black teachers support the professional development and student-teacher experiences of Black high school and college students interested in teaching careers. The Black teacher apprentices, in turn, provide early literacy instruction to young Black scholars.

PROGRESS HIGHLIGHTS

Fourth-year evaluation results show significant gains during the 2022 summer session in program expansion, the teaching aspirations of our high school and college students and the literacy skills of our elementary school scholars.

PROGRAM EXPANSION

5 SITES

3 in Philadelphia, 1 in Camden
and 1 pilot in Detroit

13 STATES

reached through virtual program

PARTICIPANT REACH

**388 TEACHER
APPRENTICES**

high school, college and graduate-school
students since start in 2019

300% GROWTH

from 36 teacher apprentices in 2019
to 142 in 2022

INTEREST IN TEACHING BLACK CHILDREN

**92% COLLEGE/
GRADUATE STUDENTS'**

interest remains high

**SIGNIFICANT
INCREASE IN
INTEREST AMONG
HIGH SCHOOL
STUDENTS**

from 54% to 71%

READING SCORES

**83% ELEMENTARY
SCHOOL SCHOLARS
IMPROVED THEIR
READING LEVELS**

in five weeks

**90% NEW STUDENTS
SHOWED A
STATISTICALLY
SIGNIFICANT INCREASE**

in the total score for racial identity

ABOUT

TEACHING ACADEMY

A year-round high school Career & Technical Education course for Black students interested in teaching, the Teaching Academy fosters a love for learning and sharing knowledge in an intellectually rigorous, collaborative environment.

The Teaching Academy's Le Count-Catto curriculum—named after Caroline Le Count and Octavius Catto—facilitates student explorations of Black pedagogy, as well as the cultural perspectives and socialization processes inherent in educational systems throughout history.

We also partner with higher education institutions so that students can earn college credits through dual enrollment and graduate high school with an associate's degree in education and certification as an educational paraprofessional.

PROGRESS HIGHLIGHTS

Our pilot semester of the Teaching Academy with 160 high school students attending four schools in three states (PA, NJ and MI) showed great promise, as well as lessons that are guiding further implementation.

There were 12 statistically significant outcomes across the five targeted growth categories:

- Interest in Teaching and Higher Education
- Understanding of Course Content
- Positive Racial Identity
- Academic Self-Efficacy
- Social-Justice Orientation



We see encouraging signs that our teachings did not fall on deaf ears. Rather, we stirred hearts and inspired future teachers.

— Ansharaye Hines
Teaching Academy Director

ABOUT

BLACK TEACHER PIPELINE FELLOWSHIP

In partnership with the United Negro College Fund, the Center provides Black Teacher Pipeline Fellows last-dollar scholarships and stipends, as well as academic and professional “success coaching” during their first years of teaching.

These fellowships are offered to education majors in good academic standing who participated in the Center’s Freedom Schools Literacy Academy or Teaching Academy and, after college graduation serve a K-12 teacher.

PROGRESS HIGHLIGHTS

The Center piloted the Fellowship’s selection criteria, recruitment protocol, application process, coaching program and course curriculum.

- **Four college students were awarded \$80,000 in total scholarships**, success coaching and an online course. Each will receive an additional \$20,000 at the start of their fifth year of teaching.
- **Projected to have 55 additional Black Teacher Pipeline Fellows** in 2023.
- **Launched the Future Black Teachers of Excellence Fund with \$1M** already raised to support 25 Black Teacher Pipeline Fellows.

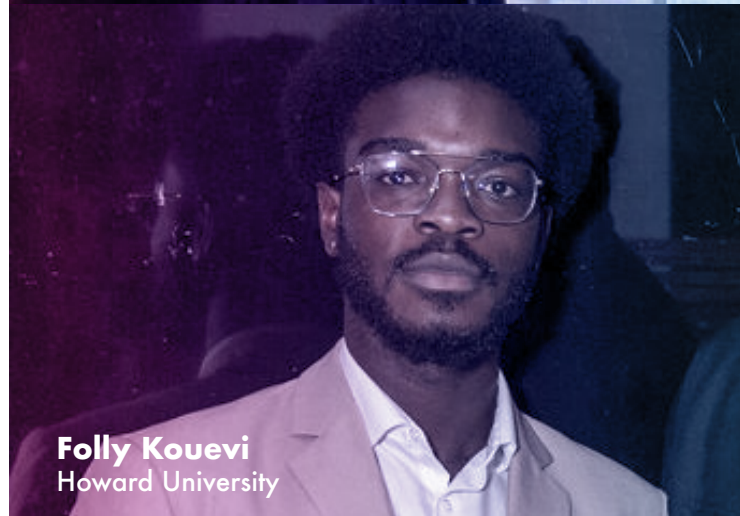
Intro to the Black Teacher Pipeline Fellowship Journey:

A Course for Revolutionary Black Educators:

- Academic Warrior
- Understanding your Learning Style
- Education in the 21st Century



Bryce Thompson
College of Wooster



Folly Kouevi
Howard University

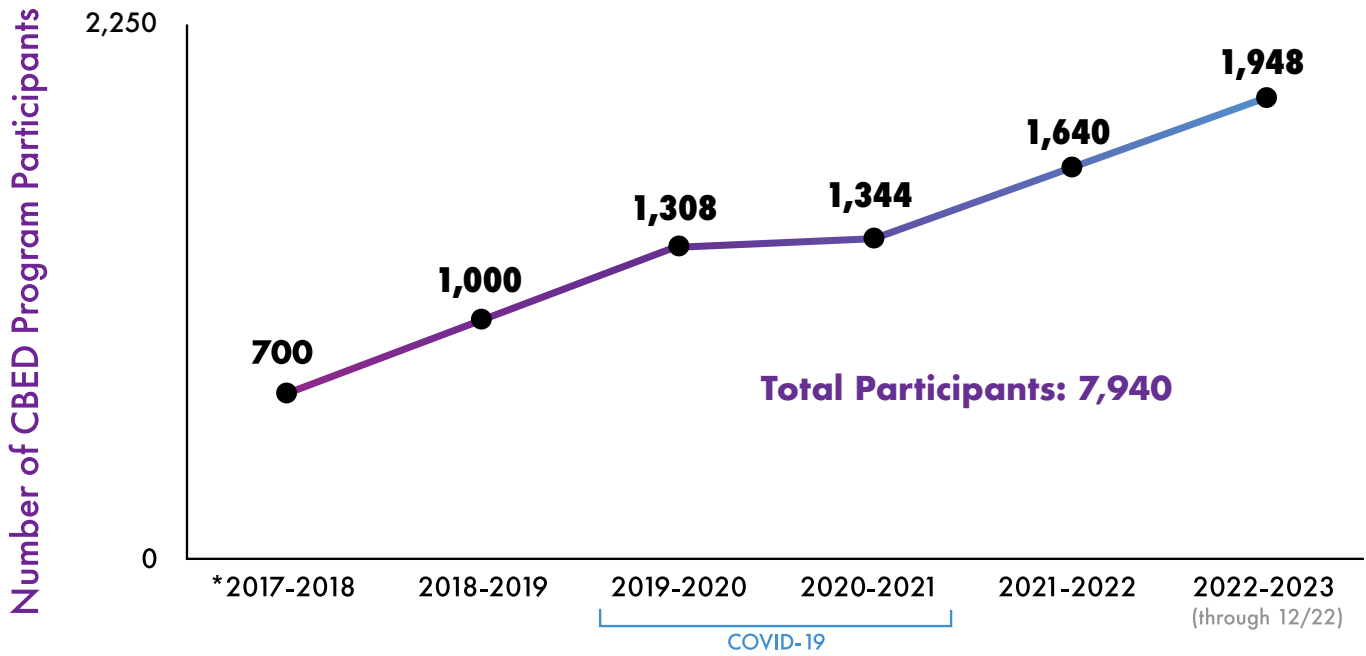


Horace Ryans III
Morehouse College



Imere Williams
West Chester University
of Pennsylvania

OUR REACH CONTINUES TO GROW





“This space was safe. It allowed me to unpack more of my thinking and my own biases that I don’t readily consider.”

—Workshop Participant

ABOUT

WORKSHOPS

The Center’s Professional Learning division creates and provides **workshops**, **E-learning courses** and initiatives to encourage **Black Male Engagement** in teaching. All to support the recruitment and retention of Black educators, as well as the development of anti-racist, culturally-responsive allies, school cultures and systems.

Professional learning workshops, offered online and in-person, are designed to build the skills, will, and mindsets necessary to break cycles of social oppression for Black children and other disenfranchised students.

PROFESSIONAL DEVELOPMENT WORKSHOPS & TECHNICAL SUPPORT HIGHLIGHTS

- **Workshop:** How Black Male Educators Can Address Microaggressions within the Profession at BMEC 2022
- **Workshop:** Philadelphia Academy of School Leaders
- **Dell Webinar:** Reflecting on One’s Cultural Lens
- **Dell Webinar:** Understanding the Tenets and Nuances of Microaggressions I & II
- **Technical Support:** Fresno Unified School District, a partnership with two of the largest high schools to design and facilitate racial affinity spaces
- **Technical Support:** New York Department of Education to assist in the refinement of DEI recruitment and hiring toolkits and training on improving school cultures for teacher diversity

ABOUT

E-LEARNING

E-learning courses translate our workshop series into an E-learning format for larger audiences and ranges of educators, from pre-service trainees to veteran teachers. Currently, three modules on Cultural Identity, Implicit Bias and Microaggressions are available.

PROGRESS HIGHLIGHTS

- Piloted E-learning course in spring with one university and 40 students
- Expanded E-learning course in the fall to eight universities and approximately 350 students
- Trained faculty on teaching Center-designed E-learning modules
- Students in field placement experienced the largest impact in both spring and fall semesters
- Survey respondents gave high scores (86% and higher) to course overall experience, including gaining relevant, meaningful information as future teachers and deeper understanding of culturally-proficient teaching

I learned that I must make an active effort to make sure my biases will not accidentally interfere with the learning experience of any of my students.

—E-learning Participant



ABOUT

BLACK MEN IN EDUCATION CONVENING

Black Male Engagement provides professional learning, mentorship experiences and affinity space uniquely tailored to support Black and Brown male educators, from aspirants to seasoned teachers. Support extends to schools, districts and organizations to assist in informing and energizing interests among Black boys and men to pursue teaching careers.

Each year, the Center hosts the Black Men in Education Convening that attracts hundreds from across the globe.

BMEC

NOVEMBER 17-19, 2022

Participation Totals

870 attendees from 31 states, Germany and the Virgin Islands

Convening Impact

Statistically significant increases among survey respondents on all convening objectives, which included:

- Historical contributions of Black people in education
- Understanding of BME experience
- Culturally-responsive practices and teaching to uplift and restore student racial identities
- Emotional/mental condition and self-care
- Tools and motivation to support BME

“I feel I am not alone in this work.”

The vibe was the thing—a day where you just feel at home as a man of color in education.

Convening provided life-giving energy, fitting for uplifting and encouraging spiritual warriors. Wide variety of session topics and truly delightful interactions with everyone who crossed paths.

I loved being able to just **BE** and **EXIST** in a space full of individuals who look like me, and are just as passionate as I am about this work.

Thank you, BMEC, for having a space where educators can come share ideas, issues, concerns, and triumphs...There is too much knowledge and wisdom to be shared.

Seeing so many brothers in education is uplifting.

ABOUT

POLICY DEVELOPMENTS

The Center persistently advocates for local, state and federal interventions that support educational equity, teacher diversity, cultural pedagogy and the student-to-activism pipeline.

We recently enacted PA Senate Bill 99: important, bipartisan legislation to address problems surrounding teacher recruitment and diversity.

—Pennsylvania State Senator Vincent Hughes

PROGRESS HIGHLIGHTS

- **Open Letter to U.S. Secretary of Education Dr. Miguel Cardona.** Partnered with 1 Million Teachers of Color to call on the Biden-Harris administration to dedicate resources to closing the teacher-diversity gap.
- **Building a Movement: Creating & Sustaining Diverse Teacher Workforces Convening.** A partnership of the Center, EdTrust, TeachPlus, WeARE NC, Californians for Justice and Tennessee Educators of Color Alliance, the convening brought together respective education state leaders and classroom teachers from seven states (Pennsylvania, Illinois, California, Louisiana, Texas, Tennessee and North Carolina) to Philadelphia on July 27-29 to advance policy levers for teacher diversity. Attendee evaluation all positive and promising.
- **Shapiro-Davis Transition Advisory Committee on Education and Workforce Development.** The Center's CEO, Sharif El-Mekki, will serve on this gubernatorial committee.
- **PA State Board of Education Code Chapter 49.** The Center partnered with Pennsylvania Educator Diversity Consortium to develop Culturally Responsive-Sustaining Education (CR-SE) competencies, which will be required for all education prep programs starting in 2024.
- **PA Senate Bill 99.** The Center served on an education talent recruitment committee to craft a bill sponsored by Senator Vincent Hughes to revise the PA School Code, including measures to: develop career and technical education (CTE) programs; direct appointment of State Department's Chief Talent Officer; instruct the Senate Democratic Appropriations Committee on collecting and publishing education workforce demographics; and establish a grant program for Institutes of Higher Education to support dual enrollment programs.
- **PA Education Diversity Consortium.** The Center is playing a leadership role in co-developing cultural competence toolkits for educators as a part of advancing systemic policy changes that support Black educator recruitment and retention, including the Center-authored RESPECTING EDUCATOR ACTIVISTS OF COLOR: The Anti-Racist Guide to Teacher Retention.
- **PA Department of Education's Educator Workforce Committee.** The Center supports the development of plans to: build a statewide workforce representative of students served; operate a streamlined certification process; and ensure high-quality preparation, professional growth and leadership development opportunities.
- **Philadelphia Councilman Isaiah Thomas Resolution Designating October as Black Male Educators Month.** Announcement honors the Center's Black Men in Education Convening for its impact on the recruitment, development, support and retention of BME in our city's schools.

ABOUT

EDUCATION CAMPAIGNS

In addition to the Black Educator Pipeline podcast, a pre-recorded program on all platforms and our CEO's popular 8 Black Hands podcast, powered by brightbeam, the Center continues to reach greater audiences with #WeNeedBlackTeachers, a social media campaign encouraging Black high school and college students to pursue teaching careers and support the rebuilding of the national Black Teacher Pipeline.

#WENEEDBLACKTEACHERS

SEPTEMBER 2021-2022

Totals:

13,098,717

Impressions

5,971

New Followers

30,631

Engagement

5,961

Retweets

1,457

Organic Twitter Posts

665

Instagram Comments

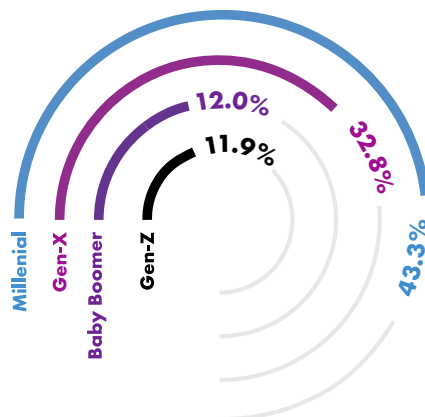
346

Instagram Feed Posts

\$99,300

Social Value

Audiences:



TOP INFLUENCERS

Instagram



[drmayaangelou](#)



[astronautstartbright](#)



[slynnyoung](#)



[reachhigher](#)



[stokleyofficial](#)



[ilyasahshabazz](#)

TOP INFLUENCERS

Twitter



[@selmekki](#)



[@100kin10](#)



[@chrismendin](#)



[@africanacarr](#)



[@edu_post](#)



[@drmayaangelou](#)



There is no racial justice without educational justice.

CALLING ON BLACK HIGH SCHOOL AND COLLEGE STUDENTS, EDUCATORS AND FAMILIES WHO SEEK TO JOIN OUR MOVEMENT TO LIBERATE EDUCATION.

July-August virtual program and eight onsite programs in Philadelphia, Camden and Detroit. All intentionally designed to be intellectually-rigorous, culturally-supportive and community-building.

High school and college students: Receive a stipend, intensive coaching and teaching experiences over seven weeks to encourage and explore your becoming teacher-activists.

Educators: Serve as a coach for aspiring revolutionary educators based on Center-developed curriculum grounded in Black pedagogy, cultural-historical frameworks and teacher experiences. Positions are paid, impactful and unforgettable.

Families of rising K-2nd graders: Register your children for five-weeks of summer classes to improve their reading skills and strengthen their racial identity.

SIGN UP

2023 summer Freedom Schools Literacy Academy:
thecenterblacked.org

I take this work very seriously because I want to be a teacher.

—FSLA Junior Servant Leader

I am committed to grounding my work in the teachings of Black historians and educators.

—Black Male Educator at BMEC

This program served as a safe space to share how we feel about the current school system.

—Teaching Academy Student

When Black students have Black teachers, they feel worthy of being taught.

—FSLA Servant Leader Apprentice

I always say education is activism.

—FSLA Servant Leader Apprentice

The blueprint is out there...we just gotta make it happen.

—Black Male Educator at BMEC

I now understand the importance of culture in education. I feel the urgency to reform schools for the better.

—Teaching Academy Student

We Black male teachers have the obligation to teach in ways that uplift and restore racial identities of our students.

—Black Male Educator at BMEC

In an education system built on white supremacy and inequities, I need fuel to continue blazing this trail.

—Black Male Educator at BMEC



**CENTER FOR
BLACK EDUCATOR
DEVELOPMENT**

WE APPRECIATE YOU

2022 Funders!

thecenterblacked.org

1954

Accenture
American Student Assistance
Annie E. Casey
Anonymous
Apple
Arne and Karen Duncan
Arthur Rock
Ballmer Group
Barra Foundation
Berstein Family Foundation
BetterHelp
Bezos Family Foundation
brightbeam
Burroughs Wellcome Fund
Camden Education Fund
Catesby Foundation
Center for Educational Opportunity
Chan Zuckerberg Initiative
Charter School Growth Fund
City Fund
City Year
Claneil Foundation
College Football Playoff Foundation
Comcast
Dallas Foundation
Delaware State University
Dell Foundation

EdChoice
Fund for the School District
of Philadelphia
Food Corp
Freedom Coalition
for Charter Schools
Gates Foundation
Gesu School
Green Family Foundation
Hewlett Foundation
Hunt Institute
Jones & Lippincott
Jordan Brand
Kansas City Teacher Residency
KIPP Schools
Laborers' District Council
of Philadelphia
Laura and Gary Lauder
LECET
Mackenzie Scott
Mastery Charter Schools
Micron
Moriah Fund
NAML
National Basketball Association
National Urban League
NBCUniversal Foundation
Neubauer

New Schools Venture Fund
New Story Schools
Nicetown CDC
Nike
Patricia Kind Family Foundation
Pew Charitable Trusts
Philadelphia Foundation
Philadelphia Youth Network
Reach University
Salesforce Foundation Fund
School District of Philadelphia
Schultz Family Foundation
Schusterman Family Foundation
Social Ventures Partners of
Philadelphia
Spring Point Partners
TeachPlus
Tides Foundation
Tiffany Taylor
Uncommon Schools
University of Pennsylvania
School of Education
Urban Ed Academy
Urban Teachers
Walton Family Foundation
William and Flora Hewlett
Foundation
William Penn Foundation
Zoom

**Your greatest contribution
to the universe may be who,
what and how you teach.**