



Latinx Teachers' Fellowship

Background

Research suggests children benefit in many ways from having a teacher of the same race or ethnicity. But now more than ever, the diversity of our country's teaching workforce is at risk. Even before COVID-19, Latino teachers were facing unique challenges that led to job dissatisfaction and many Latino educators leaving the profession before they master teaching*.

Schools across the country are at a high risk of teacher attrition. Poor working conditions are known to influence teacher retention and, among those conditions, the lack of resources for teaching and learning and opportunities for professional collaboration strongly influence the decision to leave the classroom**. Social distancing policies, increased demands from new virtual learning environments, and pressure to meet higher needs among low-income students and English Language Learners (ELLs) underscore these attrition risk factors.

Did you Know?

43.3% of Hispanic K-12 teachers leave the profession within 4 years.***

Program

Considering this urgency, Latinos for Education fast-tracked the design and implementation of a plan to cultivate and accelerate teacher leadership. The Latinx Teachers' Fellowship will provide a national cohort of 45-75 Latinx K-12 teachers with a learning network of peers and the tools to collaboratively prepare to maintain and improve the skills needed to serve large ELL populations during the re-entry process. Our goal is to equip Latinx teachers to navigate the increased demands of a post-pandemic education system and improve their likelihood of progressing in their careers as teacher leaders into the next school year and beyond.

Who are the ideal candidates? Latinx teachers:

- With 2–7 years of K–12 teaching experience
- Serving large ELL populations
- Who teach across New England, Houston, Chicago, New York City, Miami, San Francisco Bay Area, or Phoenix
- With a track record accomplishing high student achievement

Schedule:

- Onboarding: Thursday, July 8th (1:00 – 2:00 p.m. EST)
- Week 1: Tuesday, July 13th and Thursday, July 15th (11:30 – 2:30 p.m. EST)
- Week 2: Tuesday, July 20th and Thursday, July 22nd (11:30 – 2:30 p.m. EST)
- Week 3: Tuesday, July 27th and Thursday, July 29th (11:30 – 2:30 p.m. EST)
- Ongoing alumni learning network events throughout the Fall and Spring

Session Topics Include:

- Latinx Educators Dismantling Anti-Blackness
- Culturally Responsive and Linguistically Sustainable Practice
- Engaging Communities of Color
- Leadership Pathways
- Social and Emotional Skills for Diverse Populations

By the end of the summer, we expect Fellows will:

- Increase their self-efficacy around leveraging their Latinx identity as educators and agents of change.
- Develop clarity over their career goals within the educational landscape and reestablish their “why.”
- Collaborate around best practices for teaching marginalized populations in Grades K–12
- Build local and national learning networks of Latinx teachers.



Applications open March 8, 2021
Apply: <https://www.tfaforms.com/4881244>
Visit: www.latinosforeducation.org



For additional information or if you have questions about the program, please contact:
Katie Caster at Katie@latinosforeducation.org.

*Griffin, A. (2018). Our Stories, Our Struggles, Our Strengths: Perspectives and Reflections From Latino Teachers.

**Solving the Teacher Shortage. How to Attract and Retain Excellent Educators; Learning Policy Institute (2016)

***K–12 Teaching Experience Among 2007–08 College Graduates; NCES (2012)