RESOLUTION NO.__________

RESOLUTION ON THE RECRUITMENT AND RETENTION OF EDUCATORS OF COLOR

WHEREAS, Aurora Public Schools (APS) is committed to our mission to provide all students the opportunity to shape a successful future; and

WHEREAS, APS has a division devoted to equity, and the success of all students and understanding barriers to success and foster a more equitable future for all of our students; and

WHEREAS, APS values and recognizes research that indicates the impact of educators who share racial and ethnic identity markers positively impacts the academic success of students; and

WHEREAS, the APS Board of Education (the Board), is committed to eliminating gaps in opportunity and achievement for all students, English language learners, and students frequently left behind based on ability or circumstances beyond their control, and believes that it is APS’ responsibility to provide students with access to educators and leaders that mirror their racial identity and ethnic background while supporting the professional development of each educator’s unique assets and provide targeted supports that will help educators and leaders of color in successfully contributing to the success of all students; and

WHEREAS, the Board recognizes that disparities between the opportunities for the new national education majority of students (students of color) to have access to the teaching profession based on disproportionate access to achievement opportunities between White students and that of students of color persist, even though these students have the same academic potential and all bring experiences, perspectives and qualities to our school and community; and

WHEREAS, in Aurora Public Schools, students of color based on 2018-2019 demographic data represent 85.3 percent of the district, but experience disproportionality of access to learning in that they are disproportionately overrepresented in discipline statistics and special education programming while being underrepresented in rigorous classes including Advanced Placement, honors and gifted and talented programming, or access to educators that represent their likeness in those areas;

WHEREAS, in 2014 the state recorded an increase in minority college and university graduates and new hires which is evidence of opportunities to expand the pool of educators of color entering the teaching profession. This includes the opportunity to cultivate relationships with mid-career switchers, recruiting non-traditional areas, and early outreach grow your own programs that include families and community as partners; and
WHEREAS, the Colorado House Bill 14-1175 required the Colorado Department of Education to study the development strategies to increase and improve the recruitment, preparation, development, and retention of high quality minority teachers in the state; and

WHEREAS, Aurora Public Schools recognizes the need for key staff and stakeholders to be included in the work of increasing the success of educators of color; and

WHEREAS, The Board believes the following barriers may exist within the district:
• Lack of clarity about what equity means for Aurora Public Schools and competing priorities impeding focus;
• Unclear data and expectations regarding what equitable outcomes we seek to achieve;
• Need for more effective structures for collaboration and cohesion of work across the district;
• Need for district team members at all levels to engage in and commit to the hard and intentional work of becoming more culturally proficient in service to our students and communities; and

WHEREAS, the Board is reminded that when we focus and target our efforts, we see success as evidenced by the results we have achieved through our Cultural Linguistic Diverse Education efforts and Digital Badging initiatives.

NOW THEREFORE, BE IT RESOLVED THAT, the Board embraces the recruitment and retention of educators of color and will work with the District to prioritize and target their development through differentiated professional development opportunities and mentorship. The Board is committed to the work envisioned by this resolution and will support increasing capacity, resources, skills, and knowledge to address this area of focus.

Adopted this DATE of 18 day of February, 2020.

AURORA PUBLIC SCHOOLS DISTRICT 28
By: 
Kyla Armstrong-Romero, President, Board of Education

Attest: 
Debbie Gerkin, Secretary to the Board