

# Addressing Critical Gaps in Teaching Capacity

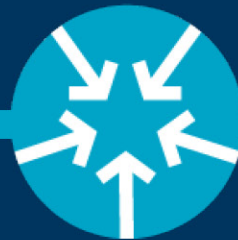
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# Students with teachers of the same race are...



Less likely to be suspended...



More likely to be referred to gifted programs, and...



More likely to complete high school and go to college.

Among classrooms with at least 75% Black  
or at least 75% Latinx students...



66%

of teachers who  
shared their students'  
race or ethnicity held  
high expectations

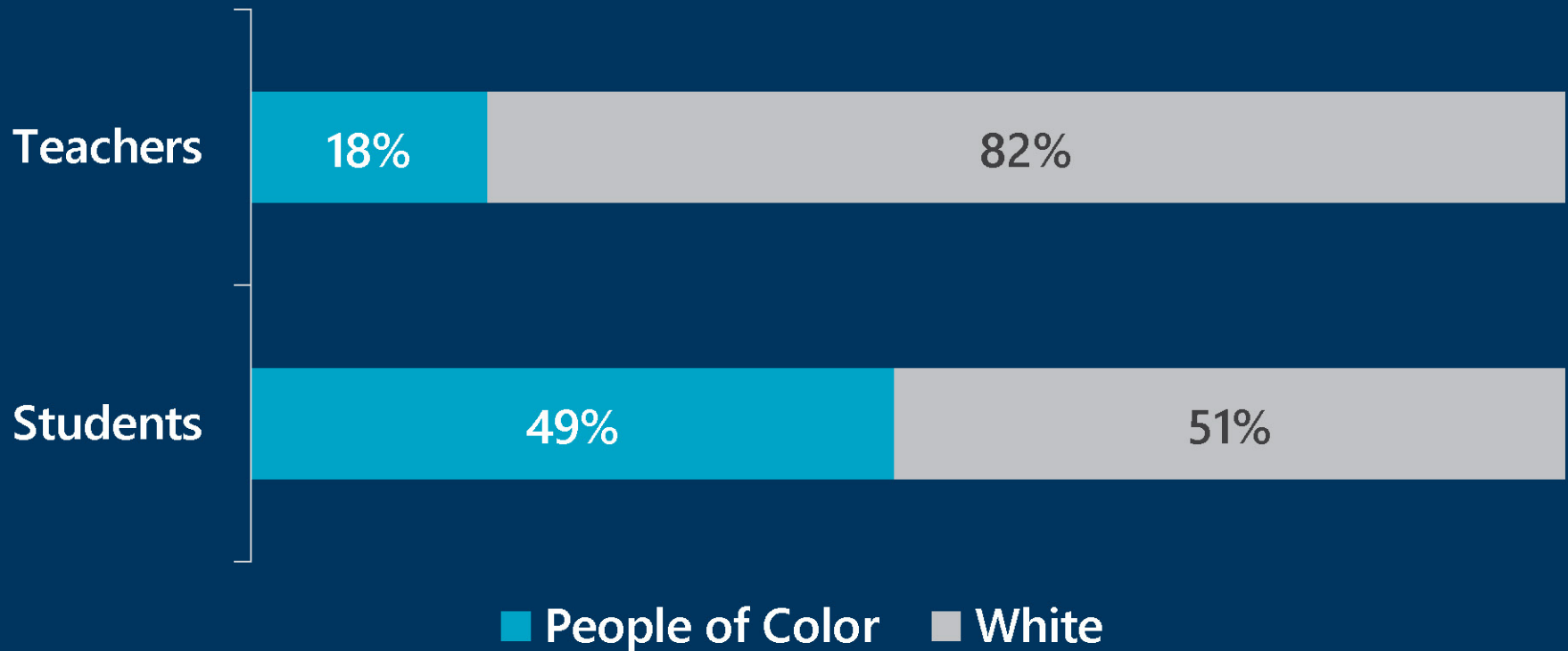


35%

of teachers who did  
not share their students'  
race or ethnicity held  
high expectations

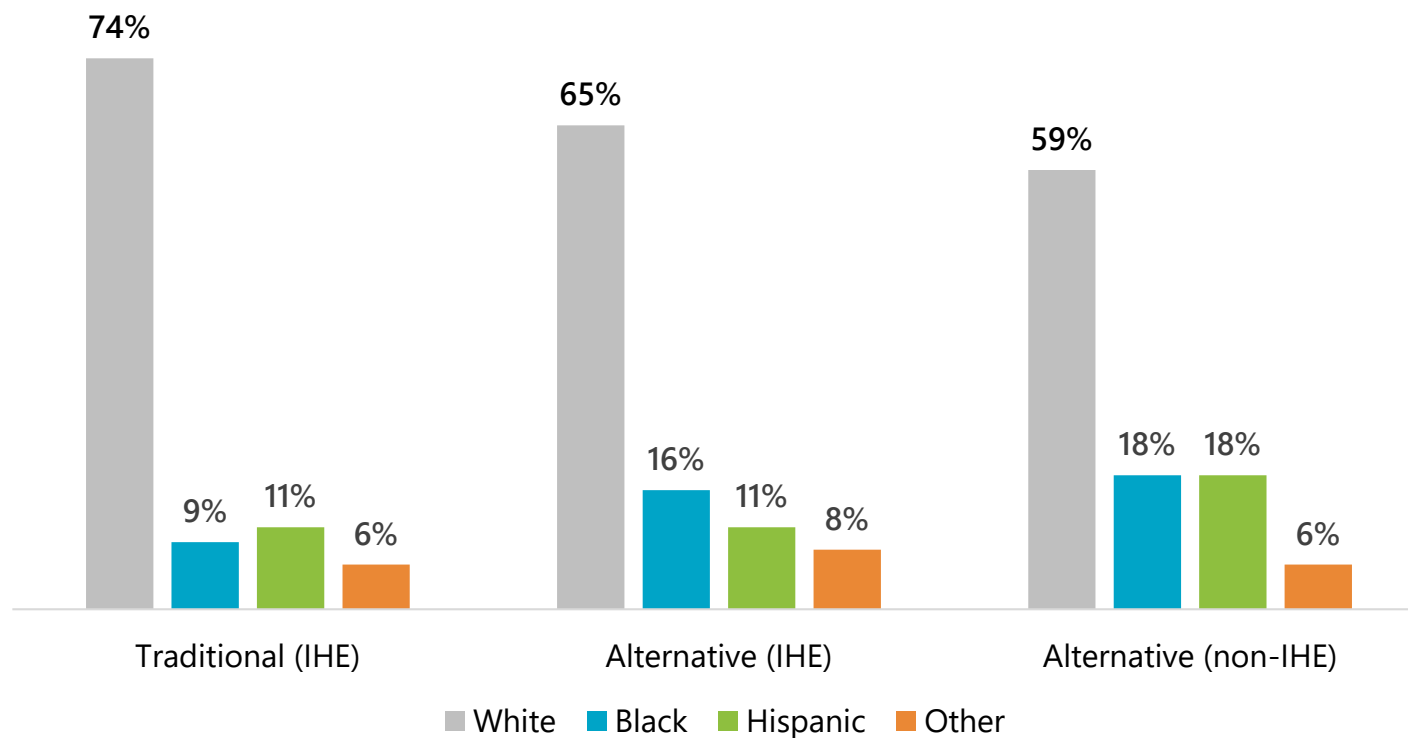
For students of color working at all achievement levels,  
teachers of color tended to have higher expectations.

The racial disparity between students and the teacher workforce is already large, and is likely to keep growing.



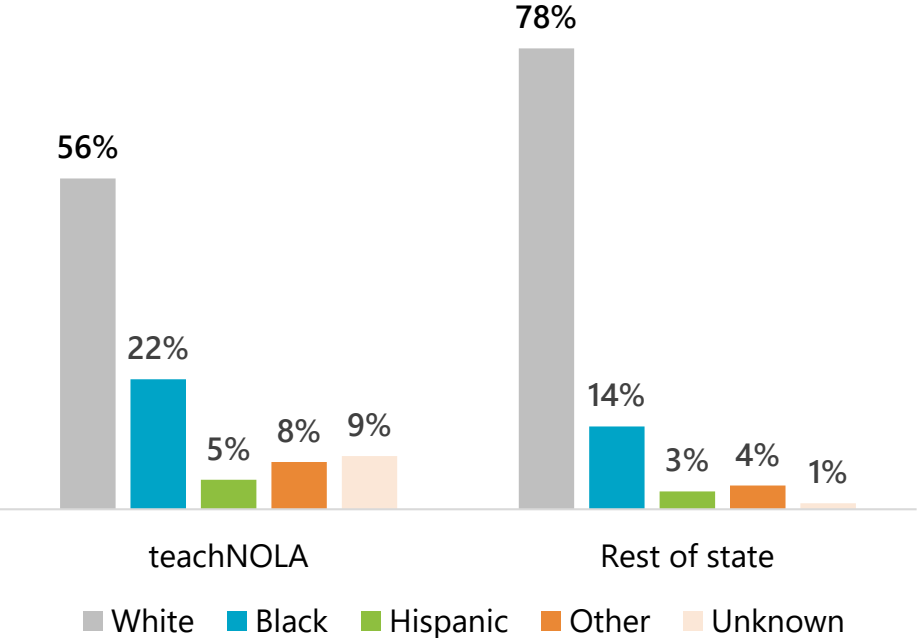
**A lack of racial diversity in teacher preparation programs—especially university-based programs—is fueling the problem across the profession.**

## Racial Diversity of Candidates in Teacher Preparation Programs, 2012-13



**Greater diversity in teacher preparation programs doesn't have to come at the expense of teacher effectiveness.**

**Racial Diversity of Candidates in Louisiana Teacher Preparation Programs, 2014-15**



**50%** of TNTP-trained first-year teachers outperform the average Louisiana teacher (regardless of experience), compared to 39% of other first-year teachers statewide.

Source: U.S. Department of Education, 2016 Title II Reports, <https://title2.ed.gov/Public/Home.aspx>; TNTP analysis of Louisiana Department of Education data.

**Current licensure exams—which research suggests don't consistently predict success in the classroom—disproportionately screen out teachers of color.**

## Praxis I Pass Rates by Race/Ethnicity, Compared to Pass Rates of White Test Takers

