

Logic Model: BMEC; Expanding the Pipeline

Problem Statement: Only 5% of teachers in Philadelphia are Black men. Black students make up 51% of the student population.

Goal: Strengthen the pipeline for Black male educators (BMEs) through teacher preparation and retention

Rationale:

Lack of racial/gender diversity in the teaching force

BMEs are good for ALL students

Support positive racial identity in Black boys

Increase student achievement and graduation rates of Black male students

Lower the % of SPED designations for Black male students

Inputs:

The Fellowship (consortium of BMEs)

School District of Philadelphia (Dr. Hite, Superintendent)

PA Department of Education

PA Senate

East Carolina University (Nancy Hennessy)

Call Me Mister Program

Activities:

BMEC monthly planning meetings

Collaborate with higher ed advocacy groups via PA DoE

Develop list of influential policymakers in local/state government, seek new allies and meet to propose policy changes

Fellowship blog on US DoE website

Outputs:

1 month:

Black Male Educators Convening

One pager for Think Tank Proposal/statewide convening

climate survey for practitioners

3 month:

Baseline data on BME pipeline (HS grad, college enrollment, teacher prep program, cert, employment)

Outcomes:

Short Term: 1 year

Official initiative with PA DoE

4th BMEC (June 2016)

Medium Term: 2 years

100 new BMEs (25% increase)

Summer school teaching opportunities for college students

Pathways to Teaching Program (HS students)

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			<p>6 month:</p> <p>Action and advocacy toolkit for teachers, admin, policymakers</p>	<p>Long Term: Beyond 2 years</p> <p>Take BMEC to scale (other cities → statewide priority)</p> <p>Incentives (loan forgiveness, scholarships)</p> <p>Dedicated spots in PA Inspired Leadership Program</p>
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Student Impact: (If..., then...)

If we increase the number of Black men in schools, we will see an increase in achievement and positive racial identity for Black boys. School communities can also increase the cultural competency of staff, students and families