



## Case Study: University of Arkansas at Little Rock

### AACTE Network Improvement Community Black and Hispanic/Latino Male Initiative

*"It became clear that a target population to increase the number of diverse teachers could be reached through paraprofessionals."*

## REASON FOR JOINING THE NIC

- The demographics of the School of Education (SOE) faculty and classroom teachers leading the charge toward the education vision do not match that of the neighborhood students.
- The percentage of African American males in the state of Arkansas is 15.43% and Hispanic/Latino males is 6.38%.
- In Pulaski County, the percentages are 34.97% African American and 5.79% Hispanic/Latino.
- In the Little Rock School District, teacher demographics are 7.60% African American male and 0.10% Hispanic/Latino male.

## NEW INITIATIVES RESULTING FROM PARTICIPATION IN THE NIC

- We began to target those individuals who were already working in schools (e.g., paraprofessionals, administrative staff) and those who were driven to become teachers at an early age (e.g., teacher cadets).
- The SOE developed a recruitment and retention committee to assess the recruitment data and target new opportunities for growth. A key priority is to attract diverse applicants into teaching through online learning with partnerships through community colleges.

## DISCOVERIES AND OUTCOMES

- The state is addressing barriers of testing by loosening restrictions on Praxis Core testing. Essentially, the teacher education program will have control as to whether or not to require the Praxis Core.