





## Exhibit D

digitalpromise.org/wp-content/uploads/2023/12/DigP\_JourneyMap\_BlkmFellowship\_Final.pdf

Relaunch to update


DigP\_JourneyMap\_BlkmFellowship\_Final.pdf

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## Showcasing How Districts and Communities are Transforming Education

### Creating a Fellowship to Increase Black Male Educator Recruitment and Retention



District Name  
Middletown City Schools

District City, State  
Middletown, OH

Superintendent  
Deborah Houser

*"I figured I could still get a job in education. I started as a paraprofessional. I was thinking "Is this still what I want to do?" The answer was yes."*

#### Connect And Commit

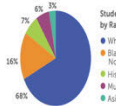
**Building a Diverse Team and Identifying the Challenge**

##### Challenge Statement

Black and brown students in Middletown City Schools and the Southern Ohio region have very limited access to black male mentors or black male educators.

##### Solution Concept

Develop a future diverse educators pipeline by creating a teaching fellowship for Black and Brown candidate student mentors earning their teaching licenses extending into a 3 year retention program to provide the professional development needed for new Black and Brown educators to the district.



Race or Ethnicity	Share
White, Non-Hispanic	68%
Black or African American, Non-Hispanic	16%
Hispanic or Latino	8%
Multiracial	6%
Asian	2%

#### Inquire And Investigate

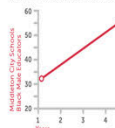
**Conducting Research to Gather and Analyze Data**

##### Understanding The Challenge

The teaching pipeline is spurred by high school and college students who want to enter the teaching profession. Many students of color have had negative experiences with school and lack interest in becoming teachers. To develop a diverse pipeline, it is important to understand perspectives of students of color to define the programs to encourage interest in teaching.

##### Identifying Goals And Outcomes

In the next 5 years, Middletown City Schools will experience a 50% increase in the number of black male educators serving as classroom teachers from 32 to 57.



Year	Black Male Educators
2018	32
2019	35
2020	38
2021	42
2022	45
2023	57

#### Implement And Sustain

**Supporting a Black Male Educator Program**

##### Supporting The Team


To effectively create a program like the Admiral Squad, it is important for the team to include teachers of color as leaders and a diverse group of decision-makers who are accountable to the outcomes:

For the Admiral Squad, the team includes:

- Teacher of Color leader(s)
- District Superintendent champion
- District HR lead

##### Designing A Solution

The district team designed and launched The Admiral Squad in Summer 2022—an affinity group to inspire Black male educators to enter the education profession. The group wears purple sweatshirts for visual unity and to inspire curiosity. The Admiral Squad model was co-designed with teachers of color and Middletown's partner, He is Me Institute, which offers a fellowship to support Black males in high school and college who are interested in becoming teachers.



#### Design And Develop

**Creating Solutions to Address the Challenge**

##### Creating Recruitment And Retention Ideas

The team generated ideas in Design Studios to define a new journey for teachers of color. The Studios focused on how teachers of color become educators, learn about teaching opportunities, are selected for positions and grow into teacher leaders. Some ideas that emerged:

- Black male co-teaching model
- Mentoring non-teaching Black male staff
- Cohorts of Black male educator candidates starting in high school
- Social media campaigns to reach Black male candidates

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