



Strategies for recruiting a diverse teacher candidates pool

- Offer fellowships and financial supports (Source: [Recruiting and Retaining a diverse workforce](#))
 - A recent study of the correlation between financial incentives and teacher diversity found that the availability of loan forgiveness in a district was associated with an increase in teachers of color of nearly 4 percentage points—25% more than the average district. (Hansen, M., Quintero, D., & Feng, L. (2018). Can money attract more minorities into the teaching profession? Washington, DC: Brookings Institution.)
- Explore different communication strategies: [Engaging students of color during the recruitment process](#)
 - [Recruitment Tips \(Ed Trust\)](#)
- Partner with districts to tap into paraprofessionals interested in becoming teachers. (Source: [New America: Pathways to Prosperity](#))
- Partner with districts to expose high school students to teaching as a profession

