



Report to the Office of Higher Education and the Minnesota State Legislature

OVERVIEW

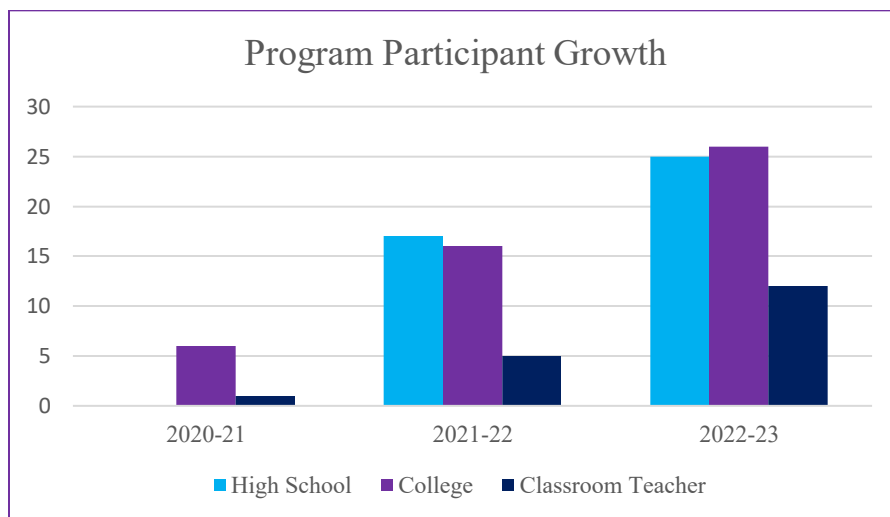
The mission of Black Men Teach (BMT) is to recruit, prepare, place and retain Black male teachers in Twin Cities elementary school classrooms.

According to a John Hopkins University study in 2017, having just one Black teacher in elementary school is a game changer. This longitudinal study of over 100,000 students found that:

- Black students who have just one Black teacher by third grade are 13% more likely to enroll in college.
- Black students with two Black teachers by the 3rd grade are 32% more likely to enroll in college.
- Very low-income Black boys (who qualify for free/reduced lunch) with just one Black male teacher in upper elementary school are 39% less likely to drop out of high school, and 29% more likely to aspire to attend college.

PROGRESS

BMT is on track to meet the goal outlined in the contract with the State of Minnesota to place Black male teachers in eight partner elementary schools, so that 20% of the teaching staff are Black men. This would equal roughly 32 Black male teachers by the end of the 2025-26 academic year, with aspirations to build a pipeline of 100 Black male educators in this decade. Since entering this contract with the State of Minnesota 18 months ago, BMT has built a pipeline of 51 “pre-service” high school and college fellows and 12 classroom teachers:



July 1, 2021 to December 31, 2022

- Increase “Pre-Service” High School Pipeline: from 0 to 25
- Increase of “Pre-Service” College Pipeline: from 6 to 26

- Increase of Teachers Supported in Classroom: from 1 to 12

IMPACT

Having a Black male teacher in elementary school has benefits for all students, especially BIPOC and low-income students.

The 2017 John Hopkins University study's co-author Nicholas Papageorge said:

"Spending just one year with a Black teacher in elementary school can move the dial on one of the most frustratingly persistent gaps in educational attainment—that of low-income Black boys. It not only moves the dial, it moves the dial in a powerful way."

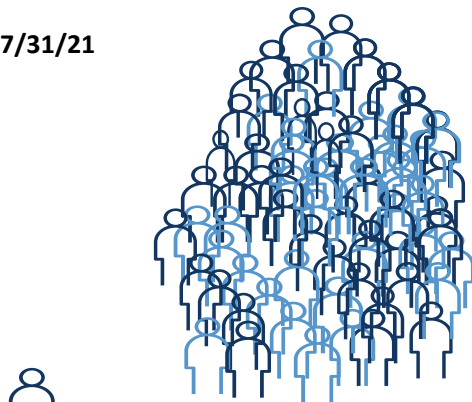
When classes of predominately Black and brown students have a teacher of the same race or ethnicity, they are nearly twice as likely to be held to high expectations.

With 12 teaching fellows and approximately 25 students per classroom, today BMT has already grown to impact 300 young, impressionable elementary students every school day for the entire year.



Impact

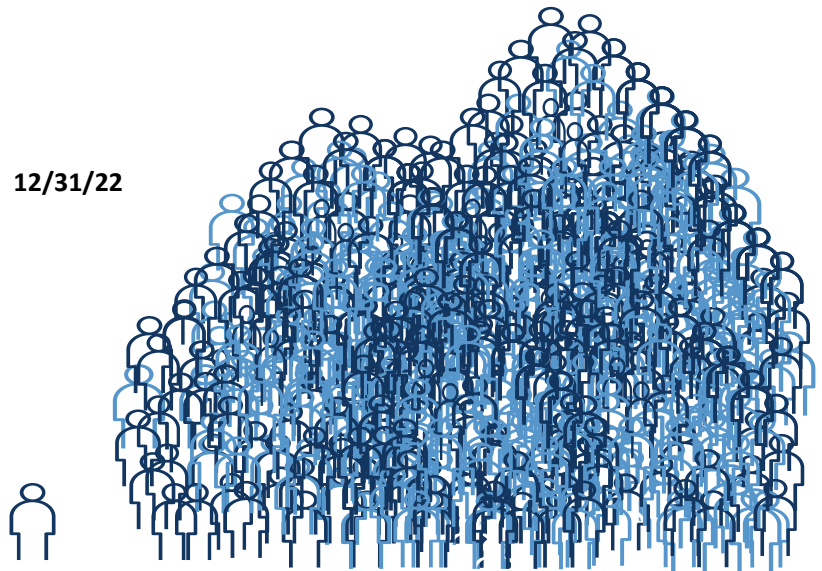
7/31/21



1 teachers

25 students

12/31/22



12 Teachers

300 students

SUMMARY OF USE OF FUNDS

Funding from the Minnesota State Legislature has allowed BMT to scale staffing, growing from one fulltime Executive Director, to adding three new full-time positions, including:

- Program Director – primarily responsible for program implementation at the High School and College level pipeline
- Impact Director – primarily responsible for program development, data management and evaluation
- Administrative Operations Manager – supports the organization’s accounting functions and day-to-day operations

The strategy BMT outlined in its work plan with OHE involved recruitment, training, placement and retention activities all along the teacher development pipeline. BMT starts recruiting participants, referred to as “fellows” at the high school and college level, and continues to support them once they start teaching.

High School Pre-service Fellows and Partnership Support

With funding from the Minnesota State Legislature, BMT has grown from serving 0 to serving 25 Black male juniors and seniors attending Patrick Henry and St. Louis Park High Schools. BMT is now in its second academic year recruiting high school fellows to consider teaching as a career. The legislative appropriation has allowed BMT to conduct the following services:

- Weekly meetings with Black male high school students taking college level courses to explore teaching
- Provide paid summer employment.
- Regular social activities to build relationships trust and support among the high school cohort and reinforce their interest in teaching.
- An internship where high school students co-facilitate lessons on social emotional learning to BIPOC elementary school boys.
- This year we will conduct ACT prep and pay for college applications.

College Pre-Service Fellows and Partnership Support

Funding from the State of Minnesota has allowed BMT to grow the pipeline of Black male college students on track for careers in education to 26 fellows. All college participants apply to become a BMT fellow. As part of our commitment to collective impact, each group has a leadership coach who works with program staff to engage fellows in monthly activities with expectations for academic rigor, volunteerism in service to others, and participation in training and workshops, along with cultural and social activities. With funding from the State of Minnesota, BMT college fellows are also offered:

- Scholarships - Annual scholarships based on need, that increase each year of a fellow’s participation.
- Internships - Provide paid internships in elementary classrooms, exposing them to teaching as a career.
- Student Teaching Stipends – Provide financial support during the 12-16 weeks of required student teaching, which is usually unpaid and is often a barrier to entering the profession.
- Emergency Assistance – To help when financial problems become a barrier to success
- Licensure Preparation – Tutoring to prepare for state licensure testing
- Supplemental training- Monthly meetings that introduce our men to evidence-based practices intended to prepare them to successfully lead classrooms.

Teaching Fellows and Partnership Support

BMT currently partners with four elementary schools in the Twin Cities which have committed to provide multi-year teacher induction, utilize master teachers, and create a culture in which all teachers thrive. BMT is now directly supporting 12 classroom teaching fellows. In addition to placement and assistance with contract negotiations, we offer wrap-around support to ensure they are successful, including.

- Student Loan Repayment –BMT provides full student loan forgiveness over five years for men who stay in the classroom (or move into a position of school leadership.)
- Instructional Coaching – All fellows with under three years of teaching experience are provided an instructional coach. Instructional coaches support teaching fellows and visit them twice per month during class hours to perform observations and provide feedback.
- Classroom Support – teacher supplies for classroom activities
- Ongoing Professional Development – Meaningful, evidence-based practices that build our men’s capabilities as practitioners.

Funding from the State of Minnesota also enabled BMT to develop an:

- Inaugural Black Men Teach Conference – BMT brought together our own teachers and pre-service teaching fellows, along with other Black male educators from around the state for a conference. BMT brought together nearly 100 Black male educators for two days of learning and networking to support these teachers as they prepared for their upcoming school year. In a state that has struggled to attract or retain Black male teachers at any level, this conference created powerful moments for fellowship and opportunities to celebrate their unique role as educators.
- Annual Back to School BBQ – At the beginning of each school year, BMT hosts a BBQ for classroom teaching fellows, their students and families. This is an opportunity to come together over food and games, so BMT teachers to start building relationships with their students and families.

TESTIMONIAL

Research tell us that BMT will have a significant impact on students and schools once the organization reaches scale. However, BMT teaching fellows already making a difference. The following email communication was spontaneously shared in fall of 2022 from a student’s mother about one of BMT’s classroom teachers.

Good morning,

My son is in Mr. White's class at Monroe Elementary School. Mr. White is not only an amazing teacher, but a great role model for students. My son Jaden (now in 7th grade) had Mr. White and it has changed his life.

We are part Native American. Mr. White was the first teacher to not only support my son being Native, but took the time to teach about some of the struggles Native Americans have been through. He took the time to teach facts my son had not yet been taught. My son went from a kid that was having panic attacks before school to absolutely loving to go to school and learning again. Mr. White gave my son Jaden so much more than an education he taught him to be confident in who he is and it is ok to embrace a culture that few people understand. As a mother I of course have always told my sons that but, for a teacher to take the time to really help a student embrace all of who they are is very powerful. Jaden went on to Jackson Middle School last year where he was #1 out of over 600+ students the whole year, he arranged the first fundraiser for Native American families in need at his school (he set up all of the meetings he needed and did it on his own) and asked his teachers to talk about the boarding schools’ Native children were taken to. I truly believe that if Mr. White had not come into Jaden's life he would not have had the courage to stand up the way he did.

This year my youngest son Jaxson is in Mr. White's class (I requested this) and again even this early in the year Mr. White is doing amazing things. He is so excited to get to school every day! When dropping Jaxson off at school in the morning, I have had to remind Jaxson to wait until I am completely stopped to open the car door.

Mr. White takes the time to truly get to know who each student is. He knows just how to push each where they need it and support them where they need it. He is so much more to these kids and families than a teacher. He is changing lives more than he will ever know. My children (and family) have benefited greatly by Mr. White's presents in our lives. We are

extremely grateful that our path crossed with Mr. White and will never be able to thank him enough for the life gifts he has given my family.

Gratefully, Holly



Mr. White and Jaden