



OVERVIEW

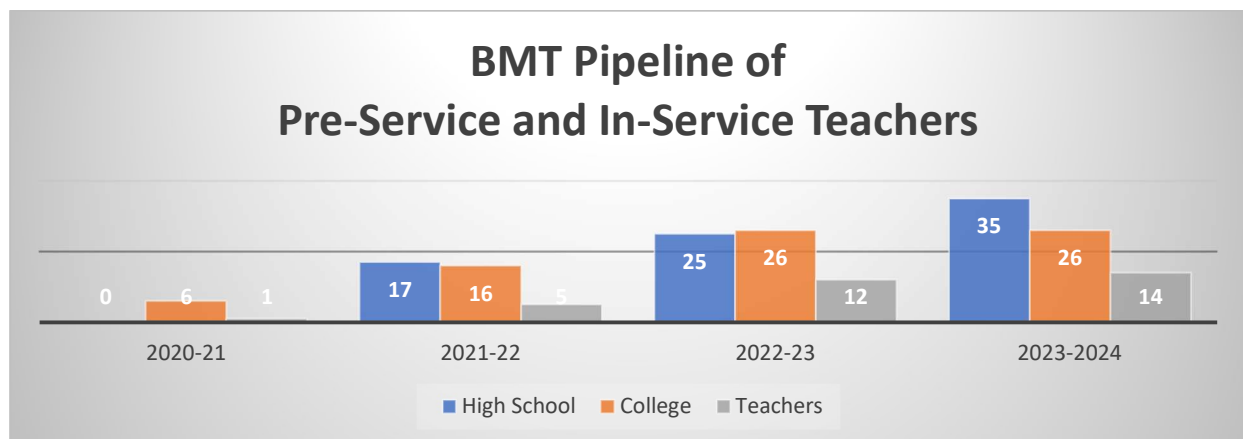
The mission of Black Men Teach (BMT) is to recruit, prepare, place and retain Black male teachers in Twin Cities elementary school classrooms.

According to a Johns 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 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 450 Black male educators in this decade. BMT has developed a pipeline of 61 “pre-service” high school and college fellows and 14 teachers supported:



July 1, 2021 to December 31, 2024

- Increase “Pre-Service” High School Pipeline: from 0 to 35
- Increase of “Pre-Service” College Pipeline: from 6 to 26
- Increase of Teachers Supported: from 1 to 14

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 14 teaching fellows and approximately 25 students per classroom, today BMT has already grown to impact 350 young, impressionable elementary students every school day for the entire year.

SUMMARY OF USE OF FUNDS

Funding has allowed BMT to scale program staffing, growing from one fulltime Executive Director, to adding 6.75 full-time equivalent positions, including:

- Director of Partnerships – Facilitates and leads a network of 50 stakeholders in education sector to advance equity through learning together, aligning, and integrating collective actions to achieve population and systems-level change.
- Impact Director – Responsible for program development, data management and evaluation
- Finance Director – Leads budgets development and monitoring, bookkeeping, accounts payable and accounts receivable, and providing cash flow and other key financial reports to the Executive Director and Board
- Program Director – Responsible for program implementation at the High School and College level
- Instructional Coach - Provides professional development and coaching to teachers, interns, and student teachers
- Program Coordinator – works closely with BMT's Program Director and Impact Director to co-create and facilitate programming

In addition, BMT is supported by two development professionals and a volunteer bookkeeper.

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

BMT has grown to serve 35 Black male juniors and seniors attending Patrick Henry and St. Louis Park High Schools. BMT is now in its third academic year recruiting high school fellows to consider teaching as a career. BMT conducts 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
- College visits and exploration
- This year we will conduct ACT prep and pay for college applications

College Pre-Service Fellows and Partnership Support

Funding 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 cohort or “house” 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. 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

Teaching Fellows and Partnership Support

BMT currently partners with six (growing to eight) 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 14 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 also enabled BMT to develop host the:

- Second Annual 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.