

The Black Teacher Pipeline in Propel Schools

What brought you to this work?

Cuffe: My experience of teaching as a young, black, woman teacher has brought me here. I am of course used to being “the only” or “one of the few” black teachers in predominantly white spaces, but it bothers me that there are not more black teachers and black school leaders. It is now even more important to expose how black teachers are doing in the middle of this pandemic.

Hamilton: By immersing myself in this shifted power structure I hope to view my future work through the same lens and ensure the priorities of Black and Latinx educators are amplified.

Research questions

How can recruitment, training, and retention strategies of teacher residency programs be adapted to increase the number of quality Black educators?

Research plan

In collaboration with Propel Schools, data will be collected from their teacher residency program to review strategies for recruitment, training, and retention of Black educators. Other national teacher residency programs will be reviewed to compare best practices and offer recommendations on how to adapt teacher residency programs to best meet the needs of Black educators in order to increase the number of quality Black educators in our regional school systems.

Working together

It has been such a collaborative and joyful experience working together. Alonna brings such passion, knowledge, and experience from the field which allows the project to remain actionable and focused.



Alonna Cuffe
Educator, Propel Schools



Sarah Hamilton
Researcher