

# HighScope Educational Research Foundation Kellogg 2030

**INPUTS**

**RESOURCES:**  
Existing coursework at EMU  
Existing relations with ISDs  
Existing coaching models  
Existing equity 5-day workshops thru UT Model San Antonio  
Existing families of color in ISDs

**CONSTRAINTS:**  
Current lack of teachers of color  
Lack of substitute teachers  
Need for racial healing

**OUTPUTS**

#140 teachers trained  
#250 ISD employees receive equity training  
#Research studies

**ACTIVITIES**

- Cohorts of 20 teachers of color annually
- 20 enter each year in BA, MA, or PhD degree in ECE/SBE through an online cohort with EMU
- HS works with EMU/ISDs for coaching/pd (HS Approach, Trauma-informed practices, equity training, etc.)
- HS creates partnerships with eight ISDs to provide classrooms for immersion training for students
- Research longitudinal study on impact to teachers/administrators
- Conference attendance and presentations annually, etc.
- Equity Training with UT year 1 and year 5 with refreshers years 2-4 and 6-8.
- Research tracking for 2 years after coursework is done to track impact on teachers/administrators

**Timeline**

- 8 years, 20 students beginning year 2
- Planning year 1, two-year research at end

**Evaluation**

- 10-year study of impact to teachers
- 10-year study of impact on administration
- Pre-intervention surveys and focus groups year 2
- Follow for 2 years after intervention

**EXPECTED OUTCOMES**

INITIAL	INTERMEDIATE	LONG TERM
Job training and Bachelor's, Master's or doctoral education/support for people of color	Higher persistence to complete degree/program	Increased Leaders of Color/income for those completing program
Business Consultations available	Increased #s of Teachers of Color presenting at conferences	Change in demographics for ISD's staff to reflect more diversity
	Higher number of quality programs in rural communities	More equity in classrooms/schools for students of color.
	Parents perception that their school supports children of color	Indicators or racial healing (e.g. lower rates of punishments and suspension) for children of
Provide equity training for at least 250 ISD employees	ISDs/schools receive regular Racial Diversity and Inclusion trainings	

