

RECRUITMENT & RETENTION

West Wind supports districts to recruit and retain staff, teachers, and administrators of color using a framework we helped develop that recognizes the importance of both recruitment and retention. The framework focuses on the unique needs of Midwestern communities, and includes work with mentor teachers, teacher supervisors, and administrators; cohorts of teachers of color; school boards and other decision makers; and higher education. Currently, the percentage of students of color in districts across the U.S. is growing, yet schools have persistently struggled to reach demographic parity in the workforce. In Iowa, the number of students of color has doubled since the year 2000, comprising 20% of Iowa's K-12 student body; however, teachers of color make up only 2.2% of teachers. The work needed to shift these demographics is different in Iowa than in larger urban settings, where most education research is conducted.

West Wind brings deep knowledge of Iowa and the Midwest and expertise in recruitment and retention, including recent awards to conduct research on recruitment and retention and to host a research conference bringing together leaders in the field both funded by the American Educational Research Association.

WHAT ELSE DO WE OFFER?

Equity-Focused Programs

- Equity Audits
- Equity Instructional Rounds
- Recruitment & Retention
- Equity Improvement Cycles
- Equity Professional Development & Coaching

Education Policy Services

- Professional Development, Consultations, & Coaching
 - Data Literacy
 - Policy and Policy Analysis
- Engaging Student, Family, and Community Voice
 - Implementation and Scale
 - Taskforce Facilitation

Want more information?

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www.westwinded.com