

What: A program to Grow Our Own Teachers of Color

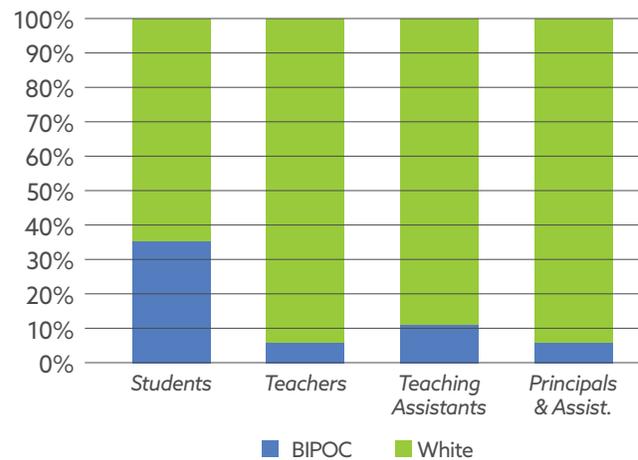
Why: 35% of students are of color; 7% of teachers are of color. Teacher pay is not sufficient to be a real incentive to attract teachers.

One Solution: Provide scholarships and mentors to promising local students of color who would like to become teachers and who would commit to teaching in Henderson County for at least three years after they graduate and become certified as teachers. This solution is being implemented in a few school districts across the country, often with state support.

The Challenge

The disparity between white and Black, Indigenous, People of Color (BIPOC) teachers/ administrators and students can be seen in this chart. Students need teachers who look like them, can better relate to them and who serve as excellent role models. This is especially true for those students growing up in single parent homes or homes without adequate adult role models. A growing body of research shows that representation matters even more than previously believed.*

BIPOC Students versus Staff
Henderson County Public Schools



Aligned Initiatives:



**New
Scholarship
Fund**

The Henderson County Education Foundation has established a "Grow Our Own" Educational Assistance Fund to support the diversification of the HCPS teaching workforce. Research is clear: Children who have teachers who reflect their ethnicity do better in school, are more likely to graduate from high school, are more likely to continue their education and are more likely to become contributing members of their community, benefiting everyone.



**HENDERSON COUNTY
PUBLIC SCHOOLS**

**New
Career
Pathway**

Henderson County Public Schools was accepted into the N.C. Department of Public Instruction's pilot program, "Teaching as a Profession" (TAAP). Launched in our high schools this Fall 2021, this is a new Career & Technical Education (CTE) pathway designed to recruit interested students into the teaching profession, and then streamline and incentivize the process by providing opportunities to receive college credit while still in high school. While the program intentionally recruits students of color interested in teaching, the pathway is open to all high school juniors and seniors.

HCPS' implementation of the Teaching as a Profession course, in conjunction with HCEF's "Grow Our Own" initiative, represent the joint effort to recruit and retain a workforce that better represents the county's student populations.

Community Coalition

An informal coalition of community groups and citizens are coming together to raise awareness of the needs of BIPOC students in Henderson County and to encourage private donations to the 'Grow Our Own' Fund at the Education Foundation.

These groups include the Henderson County NAACP, El Centro - Latino Advocacy Center, several local churches, and private citizens working in cooperation with representatives of the Henderson County Public Schools and the Henderson County Education Foundation.

How You Can Help

- Make a tax-deductible charitable contribution to the **Henderson County Education Foundation** in the name of "**Grow Our Own**" fund. 414 4th Ave W,, Hendersonville, NC 28739
- **Tell your friends** how they can **support this movement**

For More Information

Informal Coalition Contact
Larry Winecoff
larrywinecoff@yahoo.com

Henderson County Education Foundation
hcefnc.org
828-697-5551

Latino Advocacy Centers
El Centro
Sergio Fernandez
sergiofelcentro@gmail.com | 828-290-7134
True Ridge
Lori Garcia-McCammon
lori@trueridge.org | 828-719-2751

NAACP of Henderson County
Melinda Lowrance
mopheadcleaning@bellsouth.net
828-279-4312

*Gershenson, S., Hart, C., Hyman, J., Lindsay, C., & Papageorge, N. W. (2018). The long-run impacts of same-race teachers (No. w25254). National Bureau of Economic Research.

Lash, Martha, and Monica Ratcliffe. "The journey of an African American teacher before and after Brown v. Board of Education." The Journal of Negro Education 83, no. 3 (2014): 327-337.; CarverThomas, D. (2018). Diversifying the teaching profession: How to recruit and retain teachers of color. Learning Policy Institute.