

Male Educator Network and
Policy Institute

Virginia Is for Teachers!

#MenMatter

#RealMenTeach

Virginia Boys and Men Advisory
Commission



Curtis Chavis Valentine

Curtis Valentine is founder of Real Men Teach, a national movement to recruit and retain male educators of color.

Author, professor, speaker, and researcher, Curtis is building the first policy institute and national educator network dedicated solely to growing the teaching profession for men.

“We can’t have thriving women, with struggling men.”



**“We Need a
Schoolhouse”**



Carroll-Boyd Rosenwald School
Bracey, Virginia (Since 1926)



MALE EDUCATOR NETWORK AND POLICY INSTITUTE

A world where boys have a male quality role model in school, men educators are valued and prepared to be successful, and society promotes education as primary career choice for men.

“Part fraternity, part think-thank.”

Fewer Men in the Classroom

Overall

Nationally only 23% of teachers are men...that's down from 33% in the 1980's.

In Virginia, only 18% of teachers are men.

ED students

Nationally only one in four undergraduate education degrees are awarded to men.

In Virginia, it only 17%.

Early Ed

Fewer than 3% of early childhood educators are men, compared to 20% of elementary and middle school teachers and 43% of high school teachers.

Key Subjects

Men account for only 26% of male English/Language Arts teachers in HS.

Male Educators Matter...alot

Men Mentor

Male school personnel are more likely to be identified as mentors by students.

Men Set Expectations

Teachers rate same-gender students as more attentive, and less disruptive, and male teachers are more likely than female teachers to perceive boys as capable.

Men Teach

The gender gap in middle school English would shrink by roughly a third if half of English teachers were men. The 9th grade math grade gap is smaller in classes taught by a man.

Men Are Diverse

And an evaluation of a targeted curriculum anchored by Black male instructors found dropout rates fell 43% for Black male students.

“MALE EDUCATOR MOTIVATIONS”

(New Study: University of Chicago and NORC)

01. MALE EDUCATORS

60% male educators in our sample were encouraged to enter teaching by another male teacher...69% said that encouragement was a very or extremely effective recruitment strategy

02. SOONER THE BETTER

Two-thirds were introduced to working with children as a youth coach, mentor, or babysitter. Of those who earned experience early on, 75% found it effective in introducing them to the teaching professions

03. TARGETED

Only a quarter of male teachers surveyed said they experienced recruitment efforts specifically targeting men. In spite of that low percentage, nearly three-quarters said those efforts were very or extremely effective.

Pathways in teaching?

HOW?

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Career Changers

One in four male teachers switched from a non education career, compared to one in seven women.

Veterans

Many returning veterans—a population that is 80% male —want to teach. Troops to Teachers placed ~7,700 veterans in classrooms in 2014. Today it places zero.

Former Athletes

Coaching and extracurricular leadership are among the few school-connected roles that are majority male.

Substitute Teachers

Men make up roughly 28–40% of substitute teachers, compared to ~23% of full-time teachers. Roughly a third of substitutes report aspiring to teach full-time.

Fathers

Fathers and grandfathers who volunteer schools can be introduced to education as a substitute or paraprofessional

Teacher Apprenticeships

Male teachers often take on mentoring roles with male and female students, especially those who lead extracurricular activities

Models of Success in Virginia

Registered Teacher Apprenticeship Programs

Partnership between local school divisions and higher education teacher preparation programs.

The Grow Your Own program allows aspiring educators to get extended apprenticeships and high-quality coursework.

Educator Preparation Program (EPP)

Allows residents to complete a year-long clinical practice placement in a partner school division while completing the undergraduate or graduate-level coursework needed to become licensed teachers

Higher Education

Over 36 public and private colleges in universities in Virginia , including 4 HBCUs, provide approved teacher preparation programs.

Troops to Teachers

William & Mary University administers a Troops to Teachers program to help military service members who want to become teachers. The office works with all colleges across Virginia to find the best option to become licensed as a teacher.

The Commission: *Be Data-Based*

01. **Leaky Pipeline**

Request Governor require DoE publish annual male educator report using existing data to track men across all routes into teaching; from admission to preparation/alternative licensure program through completion, licensure, employment retention, and departure. Identify where men leave the pipeline and disaggregate by sex, race, ethnicity, preparation route, endorsement area, and provider.

02. **Use Our Advantage**

Request Governor require every school district report the number of military veterans employed as teachers, by gender, military branch, and subject. The information will allow us to track the potential impact a targeted campaign to male military veterans could be here.

03. **Vocation Assessments**

Request results of Student Vocation Assessments by career and gender. In Virginia, 14 year olds are given an assessment to help them better understand career pathways suited their unique interests, abilities, skills and behaviors. The information will help gauge early interest in teaching by gender.

The Commission: *Invest in What Works*

01. **Speak Directly to Men**

Create a grant program for school districts to directly market existing programs (teacher apprenticeship, teacher residency, etc.) towards **men**. The impact of direct marketing to men has been effective in recruiting male paraprofessionals to enter programs that lead them to becoming certified teachers.

02. **Community Sustains**

Create a grant program for higher education institutions to create **male educator networks on their campuses**. The cohort model and brotherhood it fosters has been effective in ensuring the retention of male education students in programs like Call Me MISTER.

03. **Early Exposure**

Create a grant program to fund **early exposure/Career and Technical Education (CTE) for male educators**. Dual enrollment high school-community colleges with a career pathway into education have been successful at exposing young men to teaching as early as ninth grade.

