



Washington Office of Superintendent of **PUBLIC INSTRUCTION**

Educator Workforce Supply

1. **Purpose:**

To address the need for recruiting and retaining educators of color, this state portion of this funding is provided to ensure that mentors of new educators receive professional learning in mentoring skills specific to working with educators of color. This funding supports local communities in retaining educators from their own communities that are representative of the students they serve.

2. **Description of services provided:**

OSPI collaborated with Washington Education Association (WEA) and current Mentor Academy faculty to host Nakia Academy, a mentoring and leadership academy by people of color and open to educators of color. The academy in 2022-23 brought together 113 educators (teachers and Educational Staff Associates (ESA)) in three cohort groups over a four-month period focused on thinking, learning, interacting, and skill-building. The purpose of Nakia Academy, named for a fictional unsung hero and a humanitarian whose philosophy includes lifting others up, is a community that is in continuous growth and support. It currently engages authentically with more than 500 people of color alumni to lead, organize, and create equitable spaces in education.

3. **Criteria for receiving services and/or grants:**

To accomplish the goals of this program, OSPI contracted with WEA to:

- Recruit and select up to one hundred thirteen (113) Black, Indigenous, and People of Color (BIPOC) participants to participate in the Beginning Educator Support Team (BEST) specialized Mentor Academy 101 cohort collaboration.
- Prioritize registration for singletons from districts, applicants from districts not represented in the Spring 2021 Cohort, and applicants wait-listed in Spring 2022.
- Compensate up to one hundred thirteen (113) BIPOC participants at thirty-five dollars (\$35) per hour for up to sixteen (16) hours for their participation in BEST's specialized Mentor Academy 101 cohort collaboration.
- Engage in on-going collaboration with BEST Program Staff around communication with participants and training dates.
- Partner with BEST Program Staff to track participation of the BIPOC participants.



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Beneficiaries in the 2022-23 School Year:

Number of School Districts:	33
Number of Schools:	N/A
Number of Students:	N/A
Number of Educators:	113
Other:	N/A

4. Are federal or other funds contingent on state funding?

No

5. State funding history:

NH2 – Educator Workforce Supply

Fiscal Year	Amount Funded	Actual Expenditures
2023	\$60,000	\$56,760
2022	\$60,000	\$60,000
2021	\$60,000	\$43,769
2020	\$60,000	\$32,006

6. Number of beneficiaries (e.g., school districts, schools, students, educators, other) history:

Fiscal Year	Number of Schools
2023	33 School Districts, 113 Educators
2022	42 School Districts, 105 Educators

7. Programmatic changes since inception (if any):

In the 2020-21 school year, the focus of this portion of funding was on mentors of preservice teacher candidates (student teachers). OSPI piloted a Preservice Mentor Academy open to mentors of preservice teachers, and then continued to offer the training throughout the year. In the 2021-22 school year, OSPI focused this portion of funding on supporting educators of color to be trained as mentors and leaders in their communities. The Preservice Mentor Academy training continued, supported by BEST’s general fund.

In the 2022-23 school year, the focus of this funding continued to expand the reach to educators of color to be trained as mentors and leaders. Three cohorts supporting 113 educators from across the state engaged in the program during the 2022-23 school year.



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Nakia faculty continue to expand capacity by welcoming additional facilitators/leaders, under the constraints of limited resources. BIPOC educational leaders in local districts are reaching out to Nakia to expand the offerings supported by local districts and partnerships with Nakia Academy Faculty.

8. Program evaluation or evaluation of major findings:

Since 2020, Nakia Academy has created an opportunity for over 500 BIPOC educators to gather in a space to honor the talents and gifts that BIPOC educators bring to leadership roles, mentoring, and to students across the state. Participants attending since 2020 represent 55 different school districts. Participants of Nakia Academy have grown to become formal BEST mentors, Equity Directors in their local associations, Nakia Academy facilitators, and local association leaders. Participants are now inviting the Nakia experience into their districts where they plan to expand the reach of the Nakia Academy program.

Quotes from Nakia Academy Facilitators – Presentation at Transformational Mentoring Conference March 2023:

"I believe Nakia is transformational because it brings educators of color together in a community where we belong and we can build up our leadership skills, and I think that it is significant that it is growing, and we continue to expand."

"It is a safe place to connect, to reflect, and to grow, it is a gift, to BIPOC educators, and now it's a powerful and growing community."

"Why Nakia, we have so much expertise amongst all of us, we can live and thrive in the lived experiences we have, and we have some learned experience too, we are some educated dedicated and committed folks, so why Nakia, why not Nakia."

"When I think about this work, I think about all the people we have not yet seen. I think about all the leaders out there that have not yet realized that they are amazing, that they have something to give, that they are leaders in their own right, and in their own way, and they don't necessarily have to be in a formal leadership position, and they can continue to lead and grow and help others around them, and they can come see us (Nakia Academy) and we can lift them higher. I am hopeful for all teachers of color in Washington State because they will be seen as the precious jewels they are."

Quote from Nakia Academy Participants – Presentation at Transformational Mentoring Conference March 2023:



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"I have seen many BIPOC educators come and go. As an educational system we may say representation matters, however a space that can help retain BIPOC educators is often not provided, therefore I sometimes struggle with the feeling I do not fit in. Because I can truly be myself in Nakia, I feel encouraged, I feel uplifted, and it has been absolutely life changing. I also expanded my knowledge base by hearing other BIPOC educator's stories and have made lasting connections with others from around the state. Because of this experience, because of this opportunity where I feel like I belong, I truly believe I deserve my place in education. I feel better equipped to support our marginalized students in a safe place to elevate their voices, their uniqueness, and help them to confront their challenges. I feel ready to mentor future BIPOC educators."

"The diverse community educators were a breath of fresh air. I LOVED it."

"The most useful and valuable aspects of NAKIA Academy were opportunities to engage in conversations with other BIPOC educators around readings and concepts. The fact that it was educators from around the state that made it an incredibly valuable experience. Knowing that we will be keeping the conversations and connections going has invigorated my commitment to this work."

"Every aspect was both useful and valuable. From the beginning with the establishment of a safe and risk-free environment. Developing those core relationships with not only our presenters but with our fellow Nakia colleagues was beautifully nurtured and sustained throughout. The rawness, openness and depth of the content was always discussed with respect and sensitivity. I learned strategies on how to discuss these issues with others. I also experienced self-revelations and personal growth within my own personal experience and journey. I attribute that solely to Nakia. It was painful, raw, but also necessary, and uplifting."

9. Major challenges faced by the program:

Each cohort of Nakia Academy has had a significant waitlist of educators of color, wishing to participate. Though the BEST Program, Nakia has limited facilitator capacity to host the cohorts, and there is not currently adequate funding for participant stipends.

10. Future opportunities:

This program has been developed with a high degree of collaboration between OSPI and WEA. A decision was made early on to insist upon having educators of color exclusively involved in the preparation, planning, and executing of Nakia academy to honor the space as safe and fulfilling for educators of color. BEST is poised to continue this collaboration with hopes of expanding access to more educators in the future.



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BIPOC educational leaders in local districts are reaching out to Nakia to expand the offerings in partnerships with Nakia Academy Faculty. There continues to be an identified need for the support to BIPOC educators in Washington State.

11. Statutory and/or budget language:

\$60,000 of the general fund—state appropriation for fiscal year 2022, \$60,000 of the general fund—state appropriation for fiscal year 2023, and \$680,000 of the general fund—federal appropriation are provided solely for the implementation of chapter 295, Laws of 2019 (educator workforce supply). Of the amounts provided in this subsection, \$680,000 of the general fund—federal appropriation is provided solely for title II SEA state-level activities to implement section 103, chapter 295, Laws of 2019 relating to the regional recruiter's program.

12. Other relevant information:

N/A

13. Schools/districts receiving assistance:

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14. Program Contact Information:

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