**Tips for Recruiting Males and Minorities into the Teacher Cadet Class**

Minority students make up more than 40 percent of the U.S. public school population, while only 17 percent of U.S. teachers are minorities. According to a report by the[Center for American Progress (CAP) by Ulrich Boser,](https://www.americanprogress.org/issues/education/report/2011/11/09/10657/teacher-diversity-matters/) the shortage of minority teachers pose a problem for students and schools. “Teachers of color serve as role models for students, giving them a clear and concrete sense of what diversity –and in our society—looks like.” Therefore, we must find ways to counteract these disparities.

Below, you will find helpful hints for recruiting males and minorities into the Teacher Cadet class:

* Talk with current Teacher Cadets to get suggestions of males who may be interested in the program.
* Provide signs around the school about the Teacher Cadet Program.
* Set up a Teacher Cadet table during lunch where students can get information about the class.
* Get support from the guidance counselor. He/she can recruit students during their individual conference.
* Seek out males and minority students, and plant that “seed” about considering the education profession.
* Provide a segment on your morning news or television program about the Teacher Cadet Program.
* Have interested students to shadow the principal, assistant principal, or coaches for a few periods during the school day.
* Provide parents information about Teacher Cadet at football and/or basketball games.
* Set up a Teacher Cadet table at PTSA meetings.
* Use male-to-male recruiting. Have current Cadets or male administrators and male teachers to talk to the young men in your building.
* Tell students about scholarships available: Teaching Fellows, SC Teacher Loan, Call Me Mister, Teach Grant, etc.
* Expose students to the positives about teaching through panel discussions, career day activities, and guidance department endeavors.
* Identify students who have come to your school from a ProTeam class. Make a special effort to welcome ProTeamers during their ninth grade registration. Keep them in the teacher pipeline by encouraging them to participate in clubs that will groom them for the Teacher Cadet program. Track them as underclassmen to help them stay on course for Teacher Cadet in the 11th/12th grade.