

A photograph of a modern, multi-story building with a light beige facade and green accents. The word "ACADEMICA" is prominently displayed in large, dark letters above a large glass entrance. A small crest is visible above the text. The sky is blue with some clouds.

ACADEMICA

Faculty
Diversification
Initiative



ACADEMICA
NEVADA

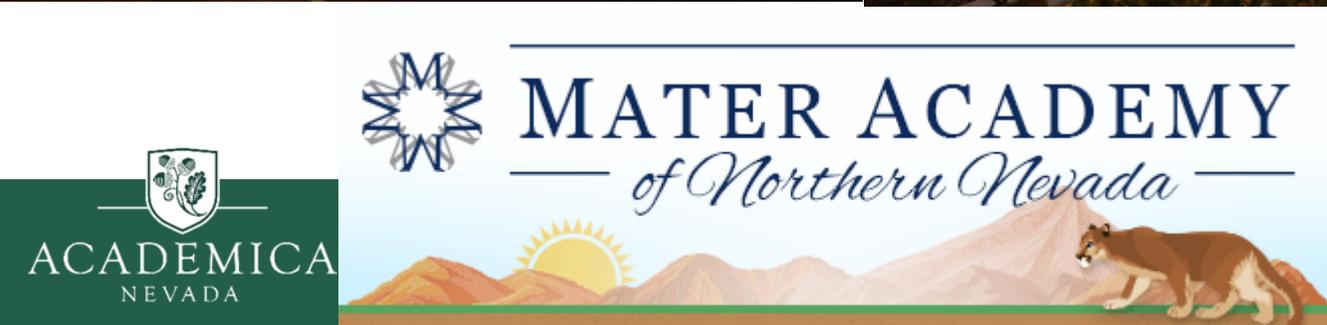
Academica Nevada-Who we are

Academica is an Educational Management Service Provider. We are an experienced team of professionals that provide services and solutions for every aspect of charter school establishment and operation. Our services include financial management, public relations and marketing, human resources management, board meeting facilitation, facilities planning, and more.

Academica was founded on the principle that each charter school is a unique educational environment that is governed by an independent Board with a specific vision for its school. Our primary purpose is to facilitate a Board's vision for its school and ensure that vision is implemented.

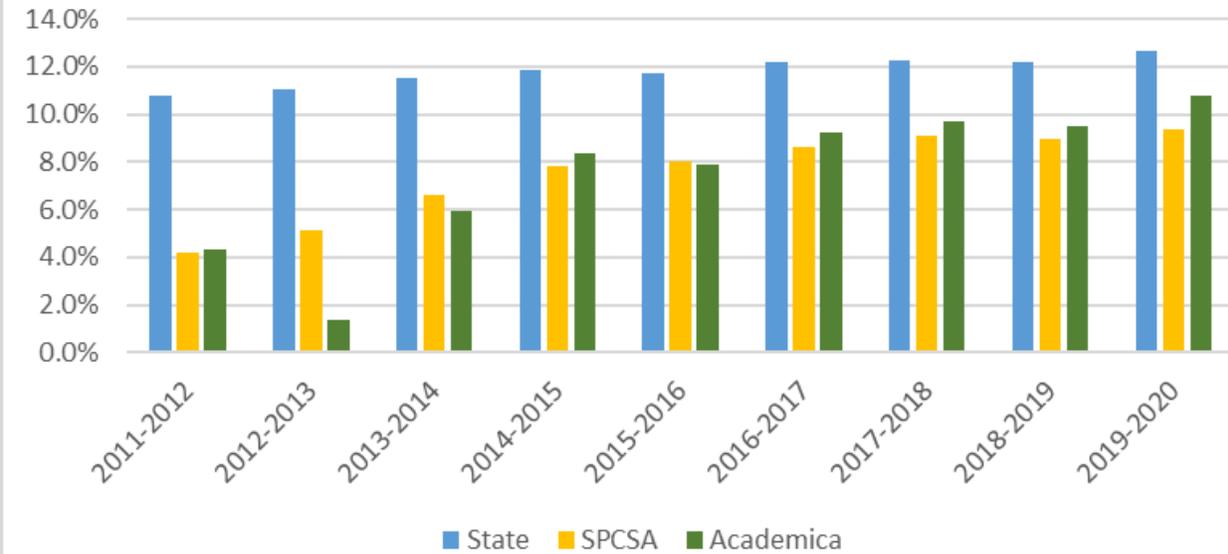
In 2010, Academica Nevada was formed, with local ownership and leadership bringing the Academica service model to Nevada. Beginning with just two campuses serving 1,000 students in August, 2011, the Academica Nevada family of schools has now grown to 24 campuses serving more than 27,000 students



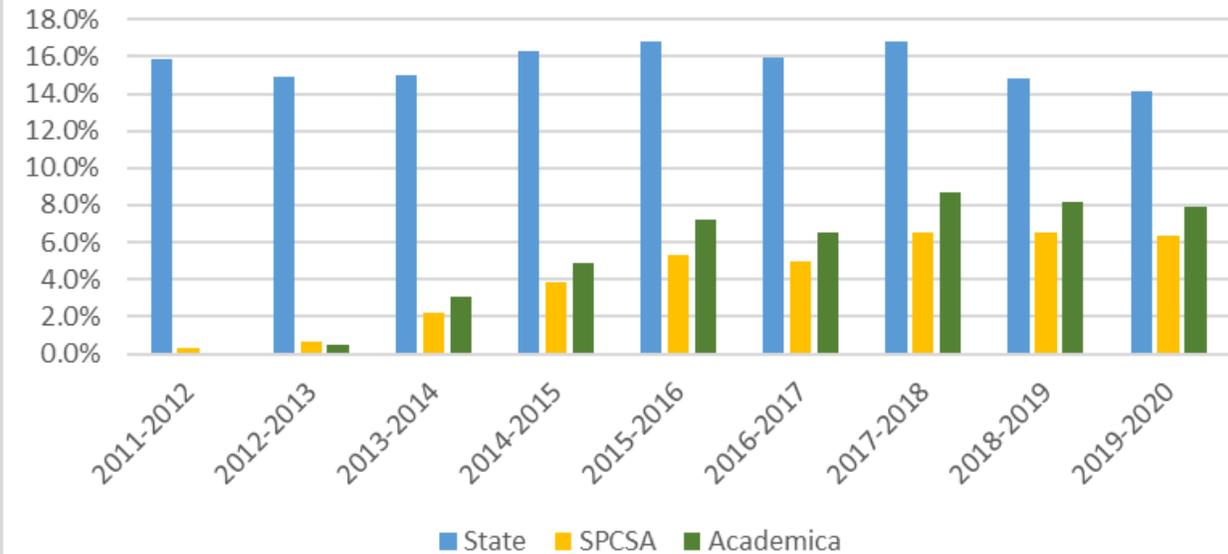


Academica Nevada- Growth and Diversification

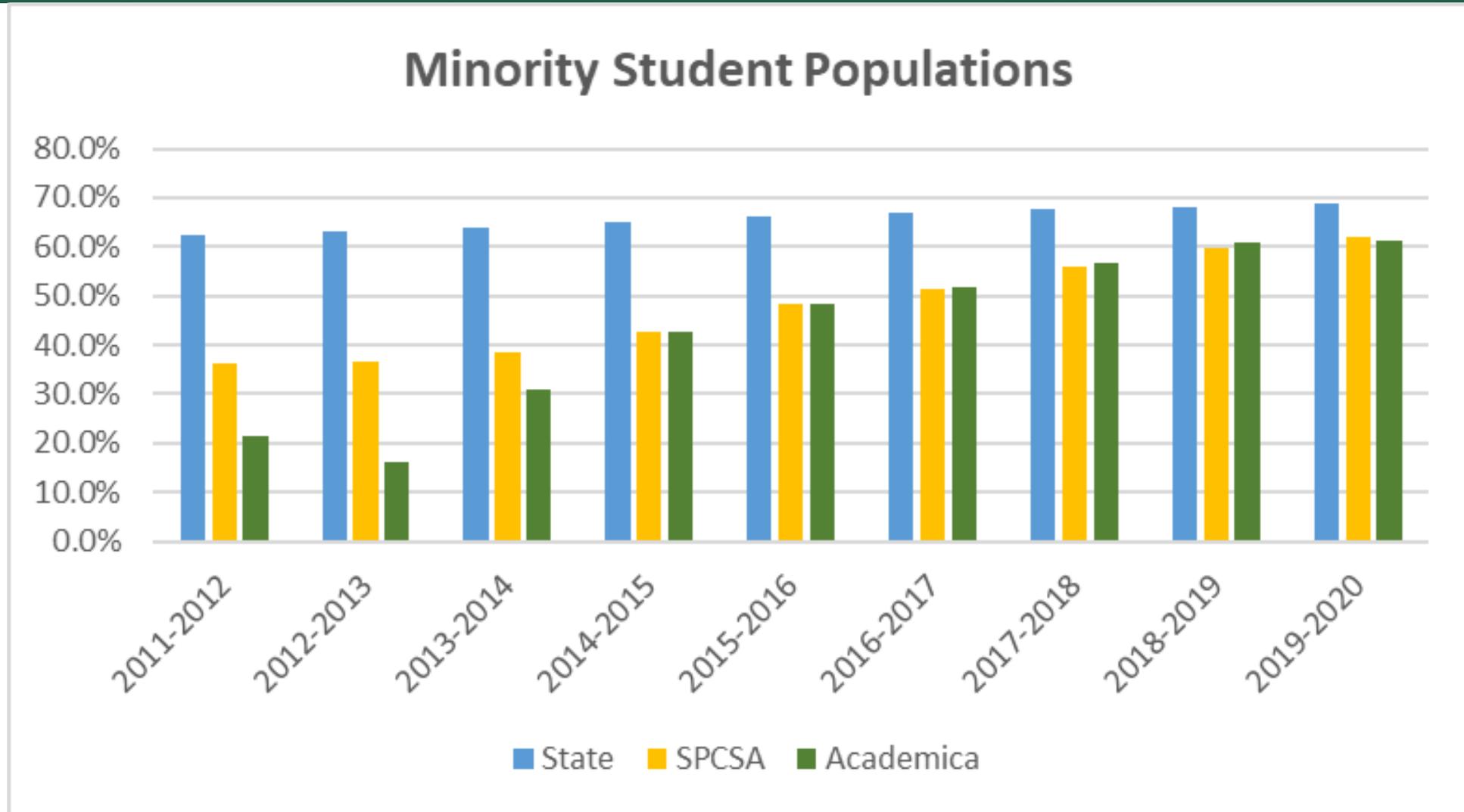
IEP Student Populations



English Language Learner Student Populations



Academica Nevada- Growth and Diversification





Revisionist
History WALCO



ACADEMICA
NEVADA

Miss Buchanan's Period of Adjustment

Season 2 Episode 3

"All students benefit from having teachers of color."

"Students with teachers who share their race are less likely to be suspended, more likely to be referred to gifted and talented programs, and more likely to complete high school and go to college."

"Nationally, 53% of students are people of color, yet 80% of teachers are White."

-A Strong Foundation (2020, TNTP)



The Importance of Diversity in School Faculty



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Windows and Mirrors: Why Diverse Staffing Matters in Education

Teachers act as windows and mirrors for their students. Children need to be able to see people leading classrooms that look like them, but they also need access to the cross-cultural interactions and stereotype inoculation they can experience when they have teachers that act as a window into a different culture. When your students sit in the classroom, are they seeing a good balance of windows and mirrors?

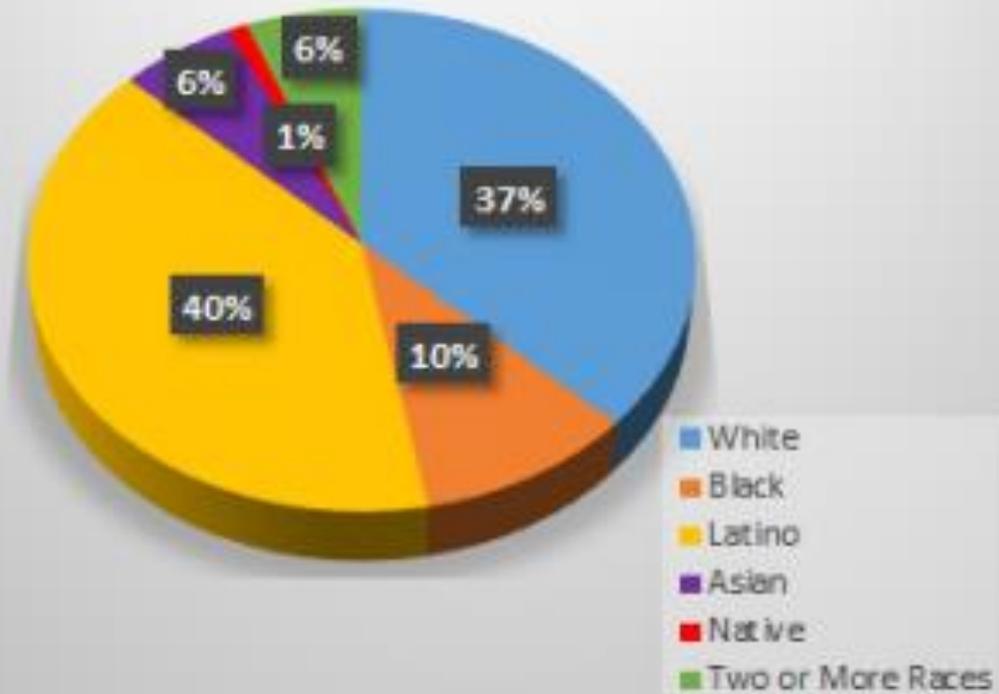


"Closing the teacher diversity gap is one of the most important steps we could take to make public education more equitable."

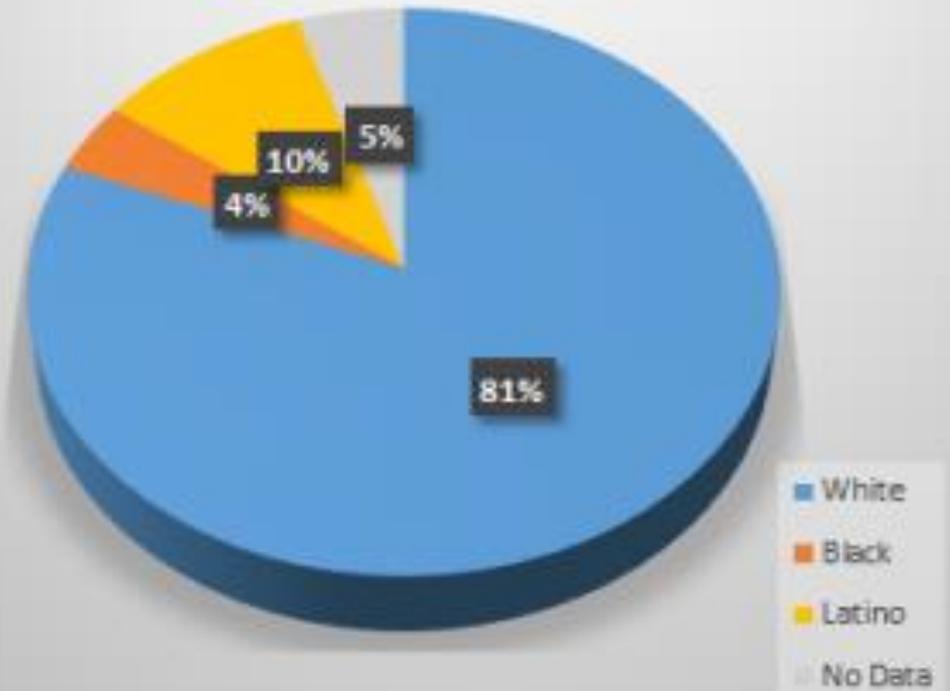
-A Broken Pipeline (2020, TNTP)

Faculty Demographics-State of Nevada

NV Student Demographics by Race & Ethnicity

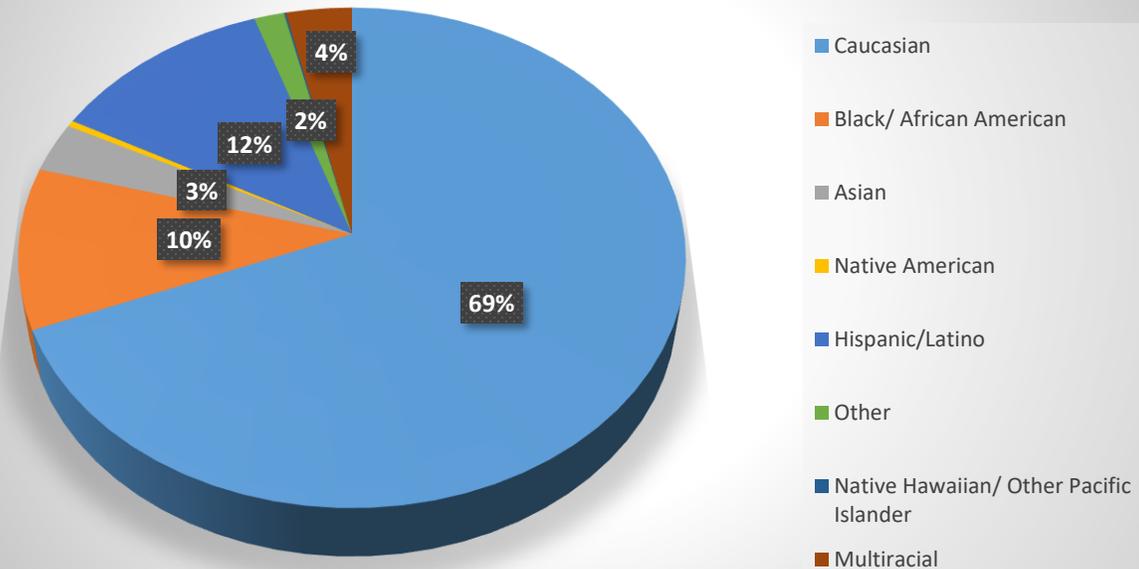


NV Teacher Demographics by Race & Ethnicity

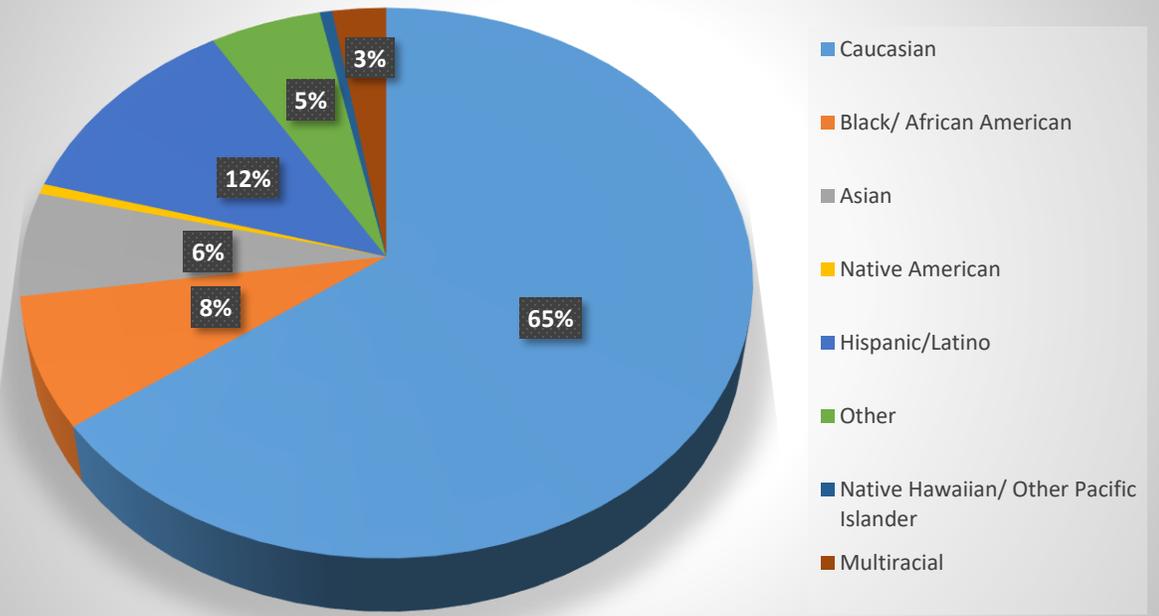


Faculty Demographics-CCSD

CCSD Administrative Personnel by Ethnicity
2020-2021



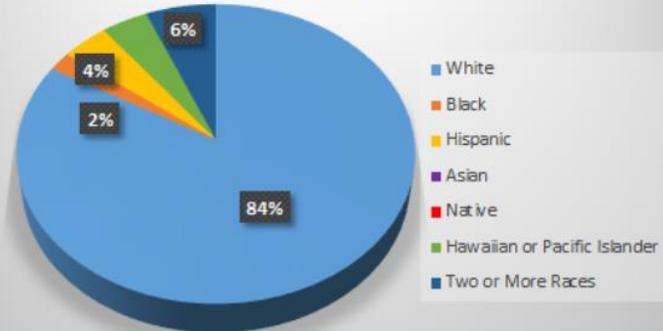
CCSD Licensed Personnel Ethnicity 2020-2021



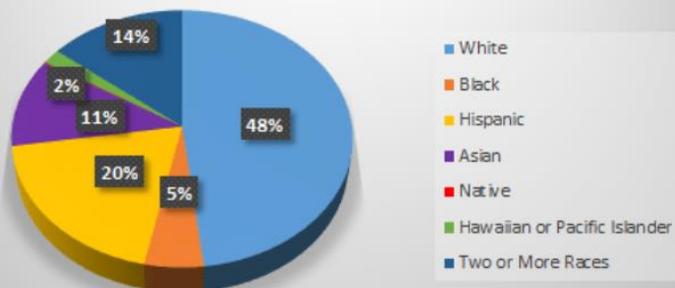
Faculty Demographics-Academica Family of Schools

Doral Academy-Cactus Campus

Licensed Staff Demographics by Race & Ethnicity

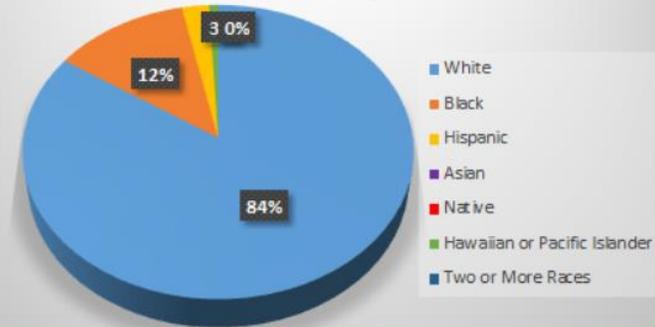


Enrolled Student Demographics by Race & Ethnicity

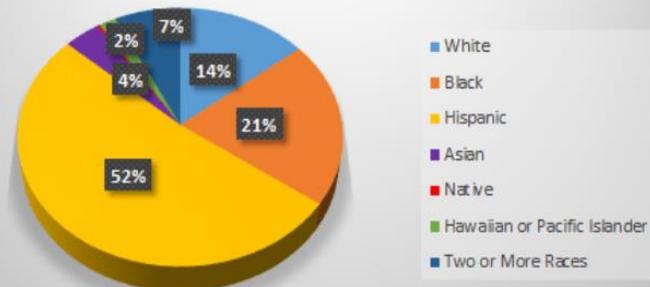


Somerset Academy-Losee Campus

Licensed Staff Demographics by Race & Ethnicity

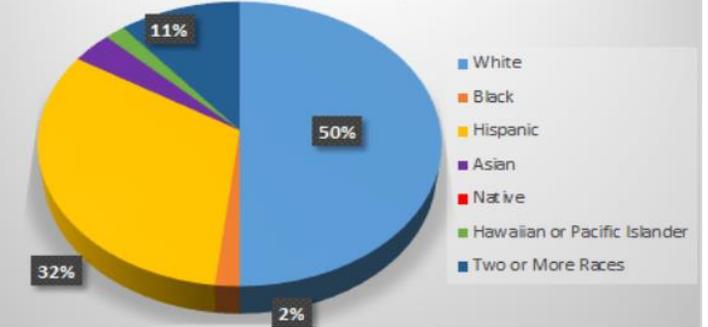


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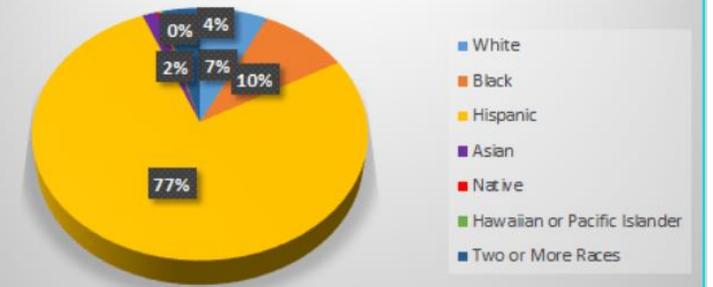


Mater Academy-Mtn. Vista

Licensed Staff Demographics by Race & Ethnicity



Enrolled Student Demographics by Race & Ethnicity



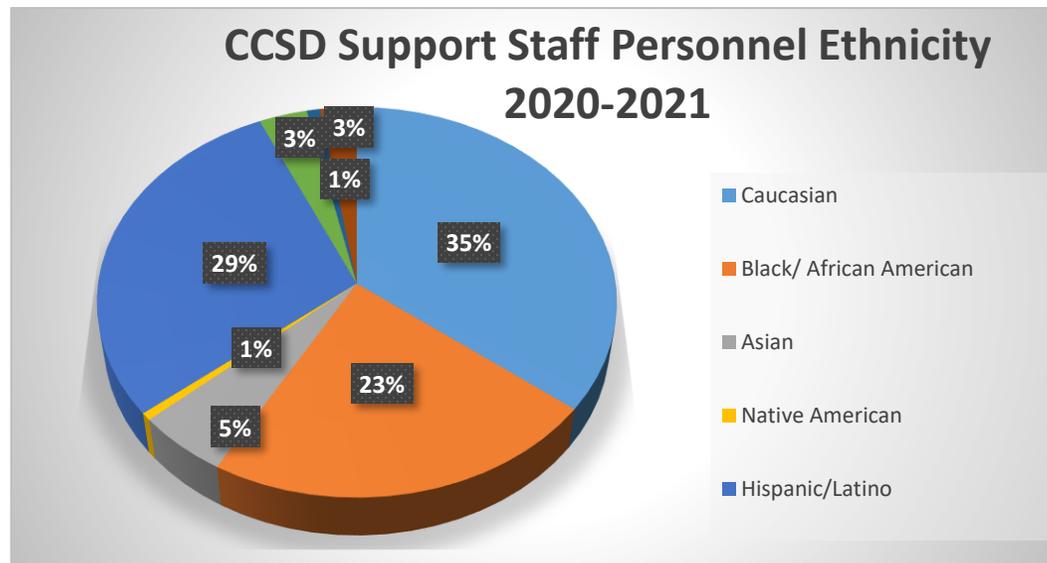
Steps to Faculty Diversification

What We can't do -Expect a Quick solution to systemic issue, or -Hire based on race

What we CAN do

1. DIVERSITY AWARENESS TRAINING

2. BUILDING FROM WITHIN-Increase Opportunities for Support Staff to pursue full licensure and faculty positions within existing schools



Steps to Faculty Diversification

1. DIVERSITY AWARENESS TRAINING
2. BUILDING FROM WITHIN-Increase Opportunities for Support Staff to pursue full licensure and faculty positions within existing schools
3. BUILDING FROM WITHIN-Increase opportunities for Students to pursue careers in education through CTE, Dual-Enrollment, and Internship Programs
4. TARGETED RECRUITING-Target Hiring Fairs and University programs that will produce a diverse faculty reflective of our student body



Steps to Faculty Diversification

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Universities with high Hispanic student populations

Texas A & M International University
University of Texas – Rio Grande Valley
University of Texas – El Paso
Our Lady of the Lake University
Texas A & M University – Kingsville
California State University – Los Angeles
Florida International University
St. Mary’s University of San Antonio
California State University – Dominguez Hills
California State University – San Bernadino

Highest ranked historically black universities

Spelman College
Howard University
Xavier University of Louisiana
Hampton University
Morehouse University
North Carolina A & T State University
Florida A & M University
Tuskegee University
Clafin University
Fisk University



Academica School Faculty Diversification Committee

Overall goal of the **Faculty Diversification Committee** is to work collaboratively with school leaders to develop guiding policies for diversifying school staff.

This committee is comprised of ten school leaders from Academica supported schools and four Academica representatives.

