Stats in Brief: Teach For America as a Pipeline of Educators and Systems Leaders of Color

Our mission at Teach For America is to find, develop, and support a diverse network of leaders who expand opportunity for children. The TFA community is bound by a shared commitment to Diversity, Equity and Inclusiveness (DEI) we envision for our country. We believe that realizing educational equity and excellence will take a broad and diverse coalition of people united around a common purpose and shared values and that the change effort must be shaped by those of us who are most directly impacted by educational inequity.

One manifestation of our commitment to DEI has been our intentional and intensive efforts to diversify our corps members and alumni with the goal of increasing the number of students taught by teachers who look like them and school and systems leaders who share characteristics with the communities they serve. And our efforts have been successful.

In recent years, about half of our corps members identify as a person of color. For context, the most recent national data indicate that about one in five teachers identify as a person of color.¹

A majority of our corps members matriculate into careers in education and more than 1,200 alumni lead schools across the country. A full third of these leaders identify as a person of color. By contrast, about one in five principals in the United States are people of color.²

¹ These are the most recent national data on the demographic breakdown of teachers. However, teacher demographics have not historically changed much over the years—the percentage of teachers of color has increased by only 4 points since 2000.

² These are the most recent national data on the demographic breakdown of principals. However, principal demographics have not changed much over the years—the percentage of principals of color has increased by only 3 points since 2003.
As of this year, 2019, there are 94 TFA alumni in district superintendent positions across the country. A third of them identify as a person of color. In contrast, only 6 percent of school superintendents in the U.S. are people of color.

At Teach For America, we are committed to a core belief that change should be led by the people most impacted by inequity, and in line with research, we also believe that low-income students and students of color benefit from being educated by teachers of color\(^4\) and seeing adults who look like them in leadership positions.\(^5\) For these reasons, we have doubled down on our commitment to improve diversity of our corps members, alumni, and staff.

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\(^2\) These are the most recent national data on the demographic breakdown of superintendents. However, superintendent demographics have not changed much over the years—the percentage of superintendents of color has increased by only 1 point since 2002.
