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COLLEGE OF EDUCATION
Teaching and Learning, Policy and Leadership

Dear Educator,

I hope this message finds you well. My name is Dr. Keisha Allen, and I am an Assistant Professor at the University of Maryland, College Park. I'm emailing to invite you to participate in a research study titled, "Understanding Recruitment And Retention of Teachers of Color in Baltimore County Public Schools."

This study explores factors that affect the recruitment and retention of teachers of color in BCPS. As a current educator of color in Baltimore County Public Schools, your insights are critical to understanding and transforming the policies and practices that shape how educators of color are recruited and retained in the county.

If you choose to participate, you will be asked to:

- Participate in a 90–120 minute audio recorded focus group, where you'll reflect on your experience as an educator of color in BCPS and engage in collective discussion. Focus groups will take place in person in a private co-working space at the A. Hoen & Co. Lithograph Building located at: 2101 E. Biddle Street Baltimore, MD 21213
- Provide feedback on emerging research findings and interpretations of those findings.

Your participation is completely voluntary and consenting to be audio recorded is not required in order to participate. If you choose not to be audio-recorded, we will take detailed electronic notes instead. You may withdraw your participation at any time, and your identity will remain confidential. Your contributions will help shape more equitable policies and practices intended to recruit and retain BCPS educators of color.

To participate, please review and complete the screening form at the following link:
<https://forms.gle/X457Svxexw9NtnRi8>.

If you have any questions, feel free to email me at allenk@umd.edu. I would be honored to learn from your experiences and include your voice in this important work.

With appreciation,

Keisha M. Allen, Ed.D.
Assistant Professor of Teacher Education and Professional Development
University of Maryland, College Park
Principal Investigator