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**Title:** Analyzing the Relationship Between Superintendents’ Race & Principal Diversity

**Abstract**

Students benefit from racially diverse educators, but racial diversity in student composition within U.S. schools has not translated into equal levels of principal diversity, as the profession remains overwhelmingly White. Superintendents are critical as district leaders in creating a more racially diverse teacher and principal pipeline. This article uses 16 years of Texas’ principal and superintendent data to employ fixed-effects models to understand if the racial homogeneity of a superintendent and principal increases the hiring of Black or Hispanic principals. Findings show that Black and Hispanic superintendents have small but positive relationships with the presence of similar race principals within their district. We also see that the longer a Black superintendent is in a school district, it continuously increases the likelihood that there are Black principals in the district.