



ANDREA TERRERO GABBADON, PHD.

**AUTHOR · FACILITATOR · KEYNOTE
SPEAKER · LEADERSHIP COACH**

A sought-after voice on educator retention and trusted by school districts and organizations globally.



Dr. Andrea Terrero Gabbadon is a nationally recognized expert in educator retention and culturally affirming leadership — one of the few scholar-practitioners who brings both research grounding and school leadership experience to move a district from awareness to measurable action. As a turnaround school leader, she recruited and developed staff to surpass achievement goals while expanding advanced placement, honors, and enrichment offerings and building a culture of teacher leadership. She knows what it costs to lose great educators, and what it takes to keep them.

Dr. Gabbadon is the author of *Support and Retain Educators of Color* (ASCD, 2023), a widely adopted resource across organizational and school contexts ranging from suburban to urban districts. She led a cross-sector teacher retention initiative in the eighth-largest school district in the United States, producing measurable gains in educator belonging and a retention rate of 94%. Her work has impacted more than 100,000 students through the educators she has trained and developed.

SIGNATURE KEYNOTES

Why Educators of Color Leave — And What Leadership Can Do About It

- Why retention matters for outcomes, culture, and cost translated and what leaders can act on tomorrow.

Hire to Retire: Building Supportive Pathways to Retain Educators of Color

- A full career-arc lens on retention from recruitment through veteran leadership.

Three Leadership Moves to Cultivate Spaces That Foster Belonging

- Concrete leadership behaviors and organizational features that make educators stay.

Also available for panels on educator retention, culturally affirming leadership, and related topics. Click to see Dr. Gabbadon in action.

TESTIMONIALS

“Dr. Gabbadon brings a deep level of expertise, but what stands out most is her ability to make complex ideas usable. She doesn’t just present research—she helps educators turn it into practical strategies that actually shift how they lead and teach.”

— Dr. Crystal M. Edwards,
Principal

PARTNERSHIP OPPORTUNITIES

Dr. Gabbadon partners with districts, schools, institutions of higher education, and organizations ready to move from awareness to action on educator diversity, recruitment and retention, and culturally affirming school conditions.

- Leadership development & professional learning
- Affinity group facilitation
- Facilitator training & capacity building
- Executive leadership coaching

Let's design what fits your team as engagements range from single keynotes to multi-year partnerships.

[Click to schedule a 30-min exploratory call today!](#)



ABOUT

DR. GABBADON'S BOOK



Multiple studies have explored the benefits of teacher diversity and strategies to recruit educators of color, but few focus on how to retain them.

Featuring voices from the field and research-based strategies and solutions, Andrea Terrero Gabbadon presents six principles to enhance leadership knowledge and practice.

“Dr. Gabbadon's book is easy to read, offers practical strategies and focuses on establishing an overall culture of reflection, support and inclusion. Dr. Gabbadon demonstrates that the approach to supporting educators of color creates strong overall leaders and benefits all educators.”

— Dr. Katie Culver, Professional Learning Specialist,
Leadership Development