My name is Mrs. Alycandria Johnson, and I live in Southern California with my husband of 20 years and 3 teenage children. I am a Program Specialist for the Rialto Unified School District Teacher Residency Program in partnership with California State University San Bernardino, Watson College of Education. In addition, I have over 20 years of experience as an educator, working as a middle school science teacher, Mentor, and Instructional Leader. As a doctoral student on the positive leadership strand of Organizational Leadership at ACU Online, I am focusing on Black male teacher recruitment and retention to ultimately improve student outcomes.