



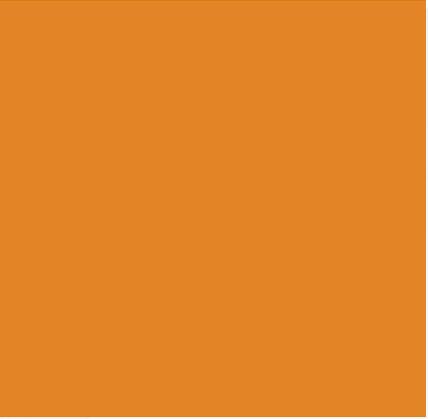
DESE Educator Diversification Initiatives

MASPA Meeting
October 3, 2019

Presentation Overview



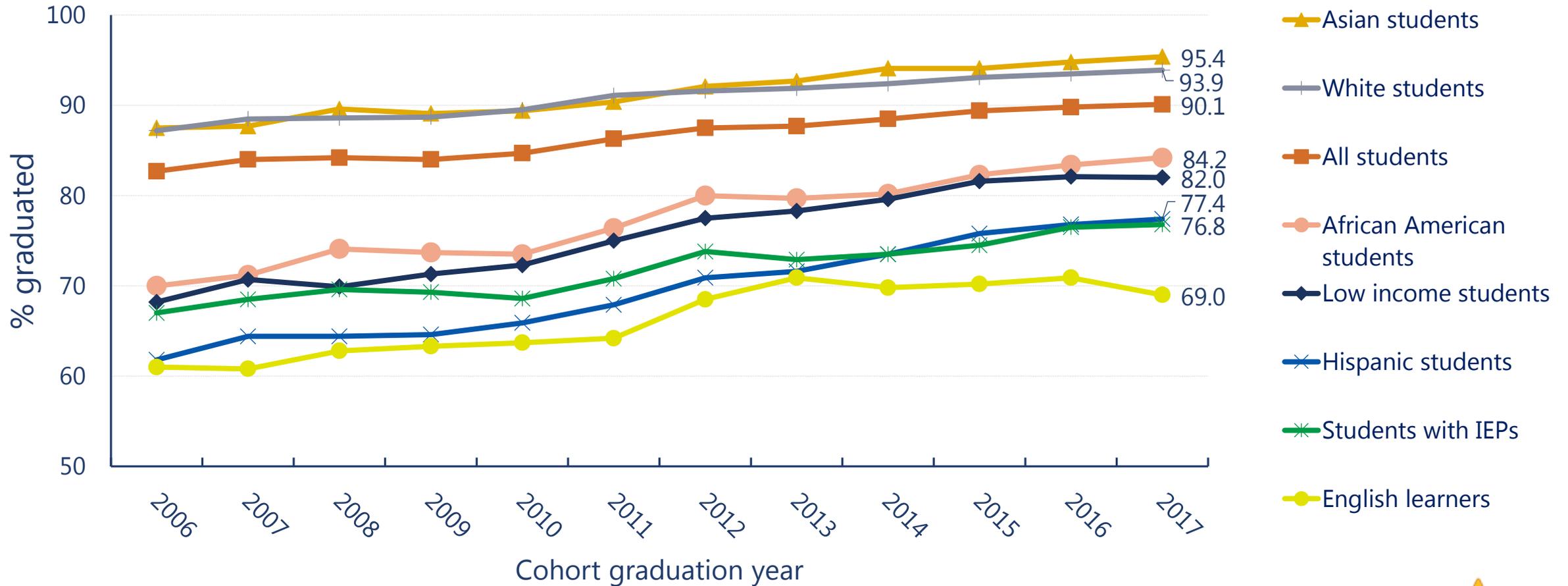
This presentation will provide an overview of current strategies developed by DESE to support a diverse and culturally responsive educator workforce.



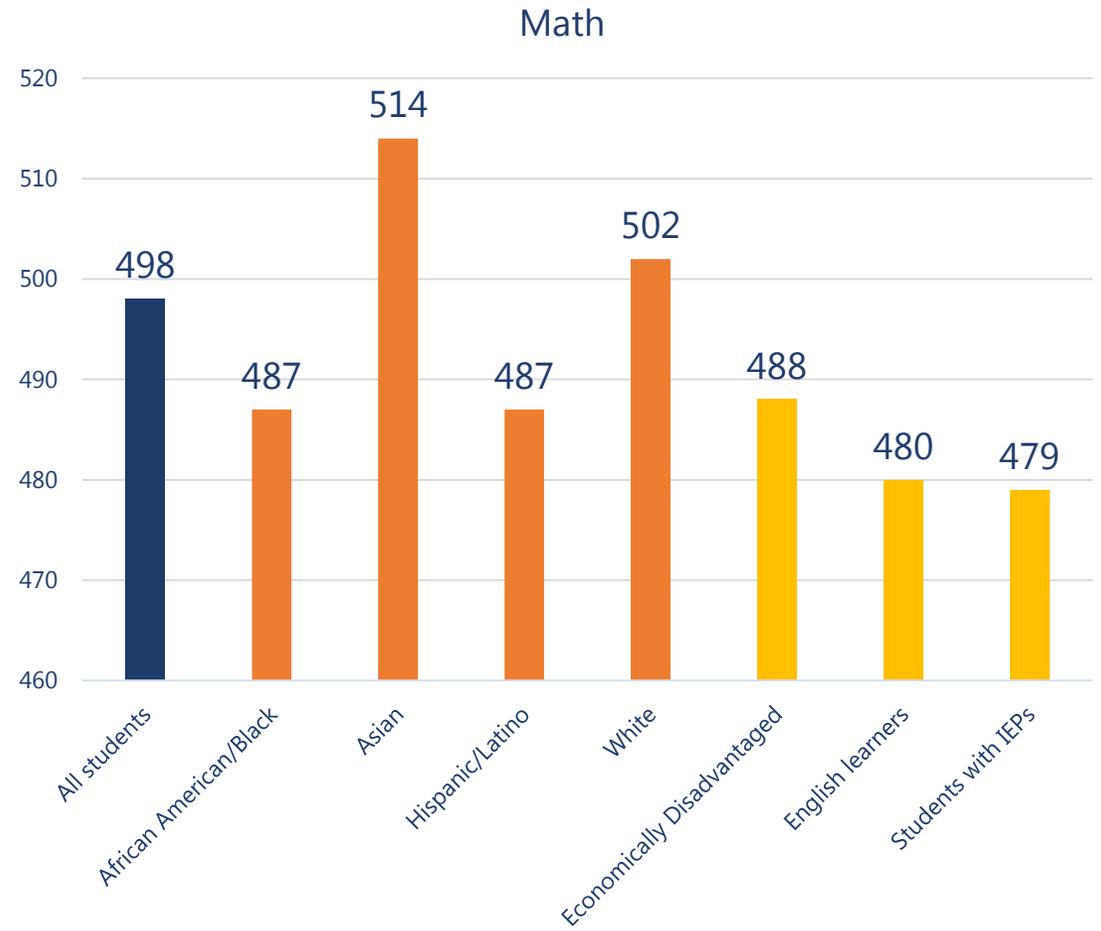
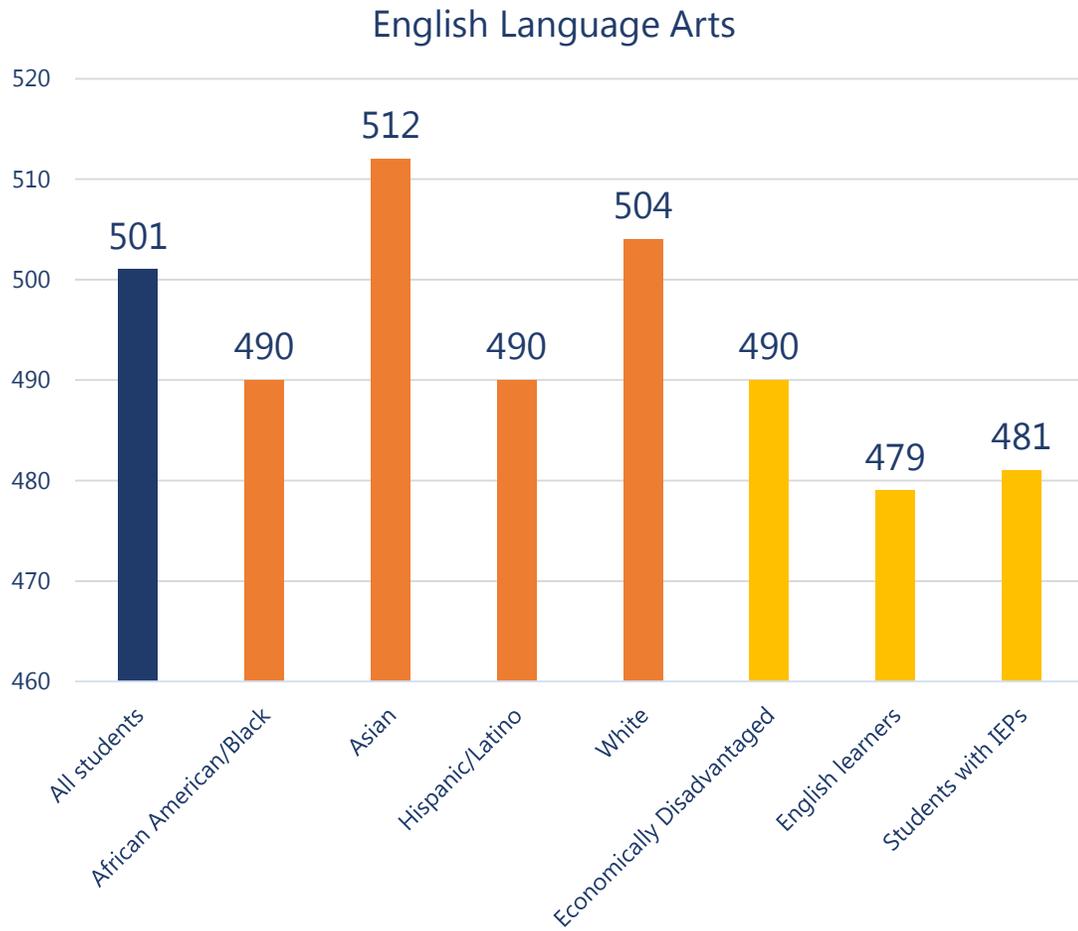
Educational Landscape and Research

Graduation Rates

Five Year Cohort Graduation Rates



2018 Average MCAS Scaled Scores (Grades 3-8)



Commissioner Riley's Report: Our Way Forward

Deeper Learning for All

Ensuring that *all* students have access to instruction that is rigorous and aligned with the demands of college and career.

Holistic Support & Enrichment

Through effective family and community engagement, ensuring that *all* students have access to social emotional supports and enrichment activities to meet their goals.

Innovation & Evidence-Based Practice

Leveraging research *and* district efforts to support innovation around teacher diversification, curricular materials and partnerships to support improved student learning.

State as Partner

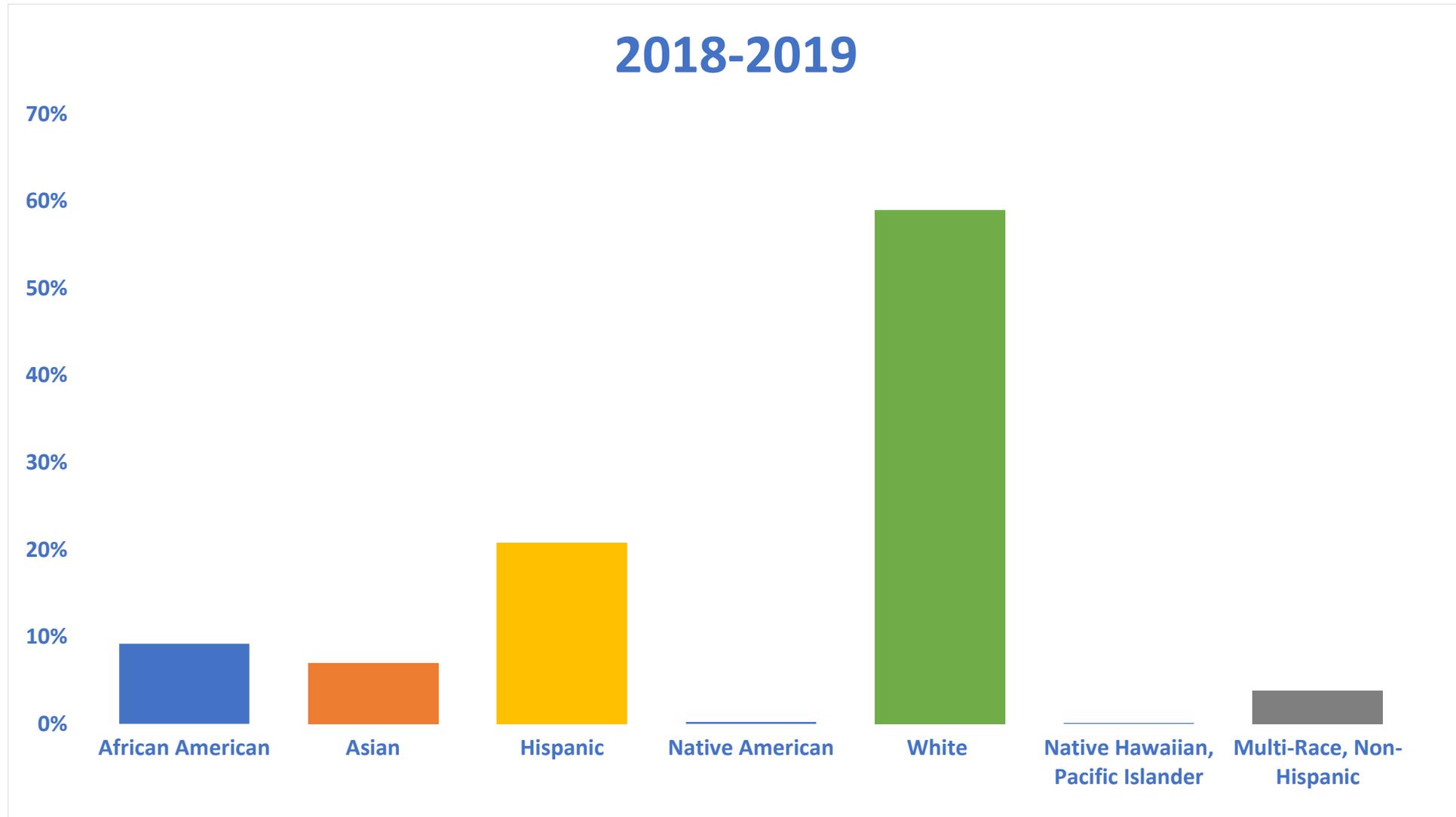
Aligned with these priorities, exploring opportunities to increase individualized support from the state, while reducing administrative burdens.

Educator Diversity Research

- Improved academic performance (*Dee, 2004; Gershenson et al 2018*)
- Improved high school graduation rates and enrollment in college (*Gershenson et al, 2017*)
- Role models and cultural connections (*Noguera, 2008; Ladson-Billings, 1994*)
- Higher expectations of students of color (*Uhlenberg et al, 2002; Gershenson et al, 2016*)

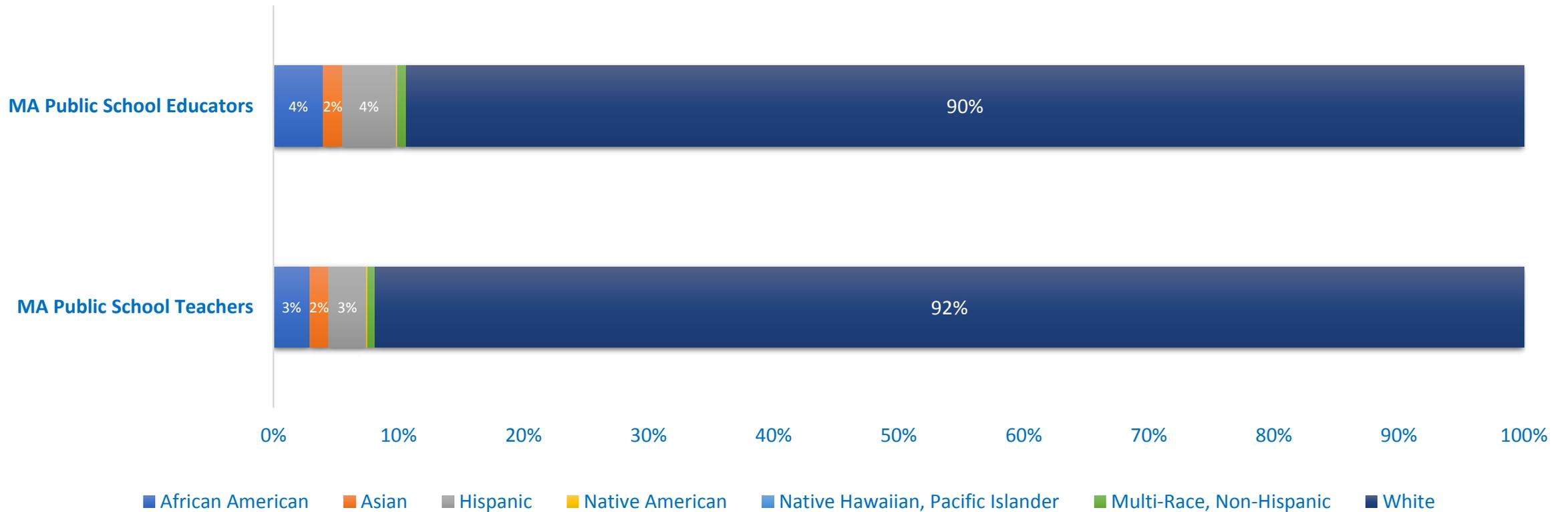


Massachusetts K-12 Student Enrollment by Race/Ethnicity



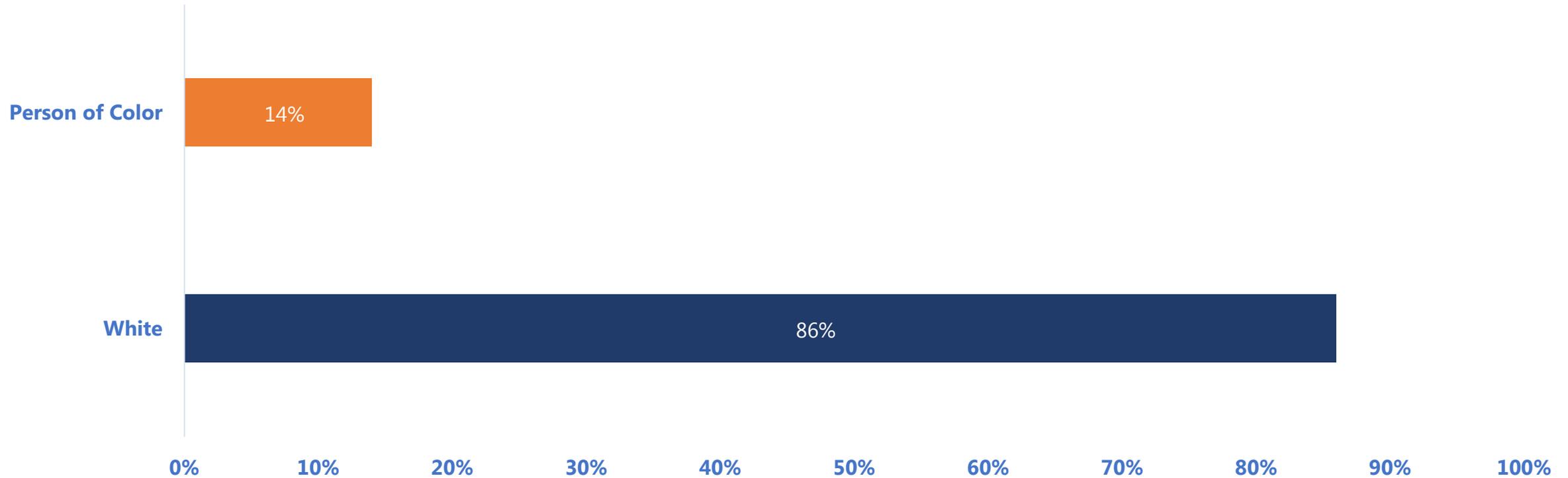
Massachusetts Educator and Teacher Figures by Race/Ethnicity

2018-2019



Massachusetts Educator Preparation Program Demographics

2017-2018



Barriers to Recruiting Teachers of Color



- Obstacles to completing college
- Impact of student debt on teacher preparation, enrollment, and completion
- Teacher licensure exams

Source: Diversifying the Teaching Profession Through High-Retention Pathways (April 2018). Carver-Thomas

Barriers to Retaining Teachers of Color



- Feelings of isolation, frustration, and fatigue
- Restriction of assignment and impact
 - Only teaching Black students
 - Reduced to disciplinarians
 - Not heard in staff meetings

DESE Initiatives to Increase Educator Diversity



- Teacher Diversification Pilot Program
- Commissioner's College Visits
- InSPIRED Fellowship
- Influence 100

Teacher Diversification Pilot Program

Support district efforts to strengthen and diversify existing teacher recruitment and retention programs



Option A: Tuition assistance for enrollment and completion of an educator preparation program.

- Paraprofessionals with bachelor's degrees
- District graduates and other college graduates
- Provisionally licensed teachers
- MTEL preparation and examination vouchers

Option B: Recruitment and retention financial incentives

- Loan repayment reimbursement
- Relocation allowance
- Signing bonuses
- Grow your own programs

Opportunities to work with Tntp and other pilot districts for shared learning related to fostering culturally responsive environments and recruitment and retention strategies.

Commissioner's College Visits

Visit Goals

Speak directly with students about the teaching profession & need for a racially and ethnically diverse teacher workforce.

Commissioner Riley met with approximately 300 hundred students and faculty members from:

- Bridgewater State University
- UMASS Amherst
- UMASS Boston
- UMASS Dartmouth
- Holyoke Community College





The InSPIRED Fellowship

In-Service Professionals committed to **I**ncreasing the **R**acial and **E**thnic **D**iversity of the Commonwealth's teacher workforce.



Our vision: All children will have the opportunity to see their ethnic and racial backgrounds represented in excellent teachers and leaders within their classrooms and schools.

Fellowship Goals:

1. Increase the diversity of the teaching workforce in MA through proactive recruitment of future teachers
2. Increase the retention rates of current educators committed to a diverse workforce by creating an inter- and intra-district network of like-minded, committed educators

Influence 100



Program Goals

- Increase racial and ethnic diversity of superintendents in Massachusetts.
- Create more culturally responsive districts and leaders across the state.
- To promote better outcomes for students.

THANK YOU

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