



# DESE Educator Diversification Initiatives

MASPA Meeting  
October 3, 2019



# Presentation Overview



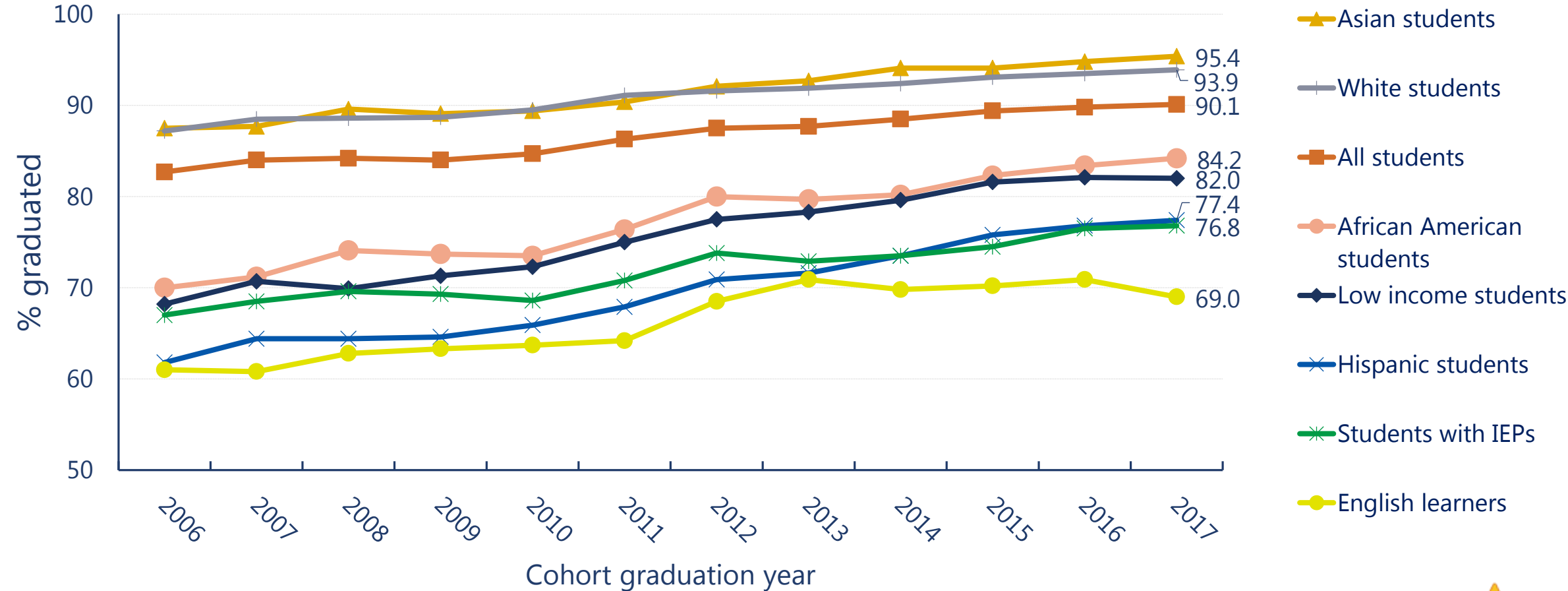
This presentation will provide an overview of current strategies developed by DESE to support a diverse and culturally responsive educator workforce.

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# Educational Landscape and Research

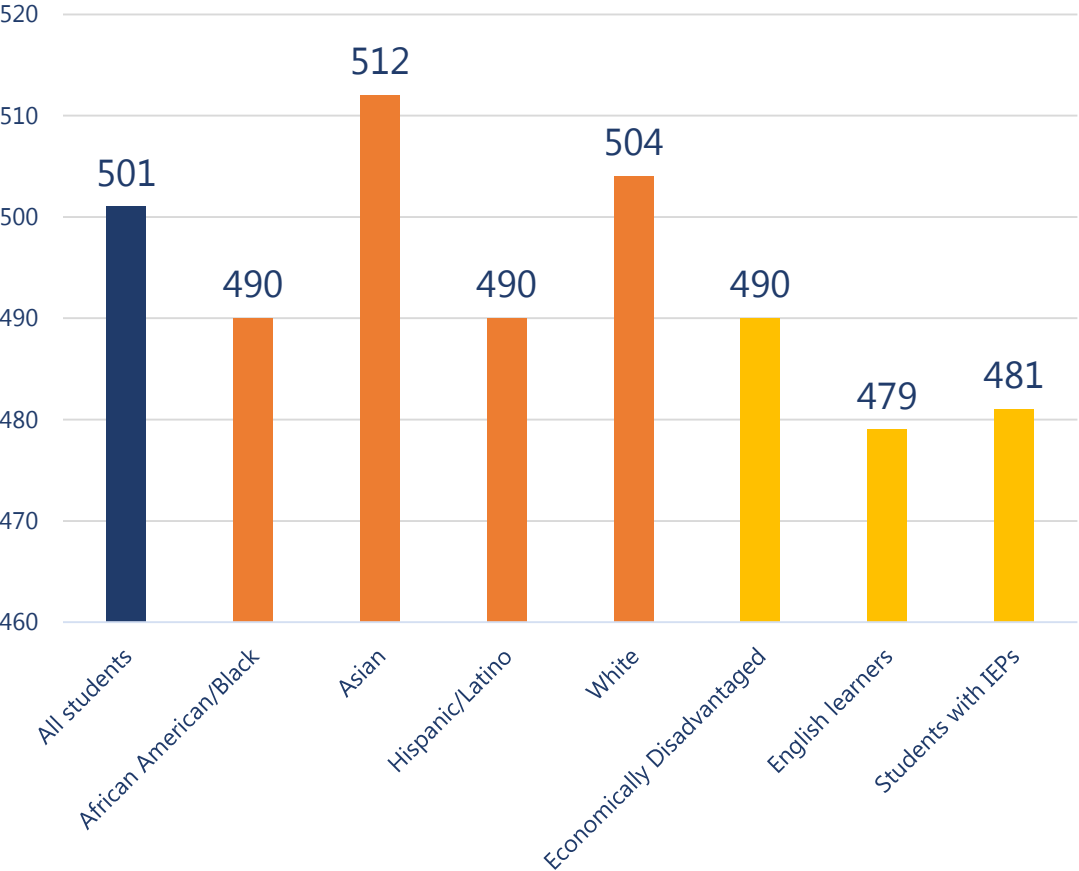
# Graduation Rates

Five Year Cohort Graduation Rates

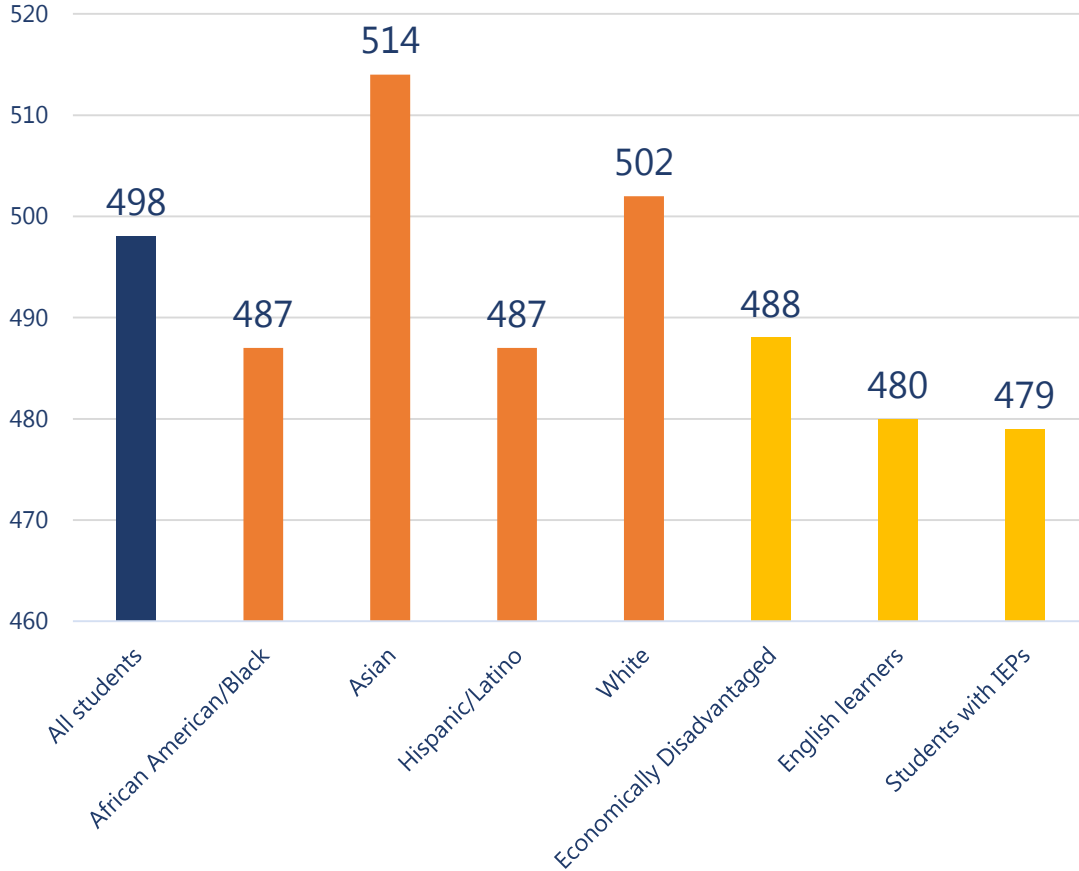


# 2018 Average MCAS Scaled Scores (Grades 3-8)

English Language Arts



Math



# 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.

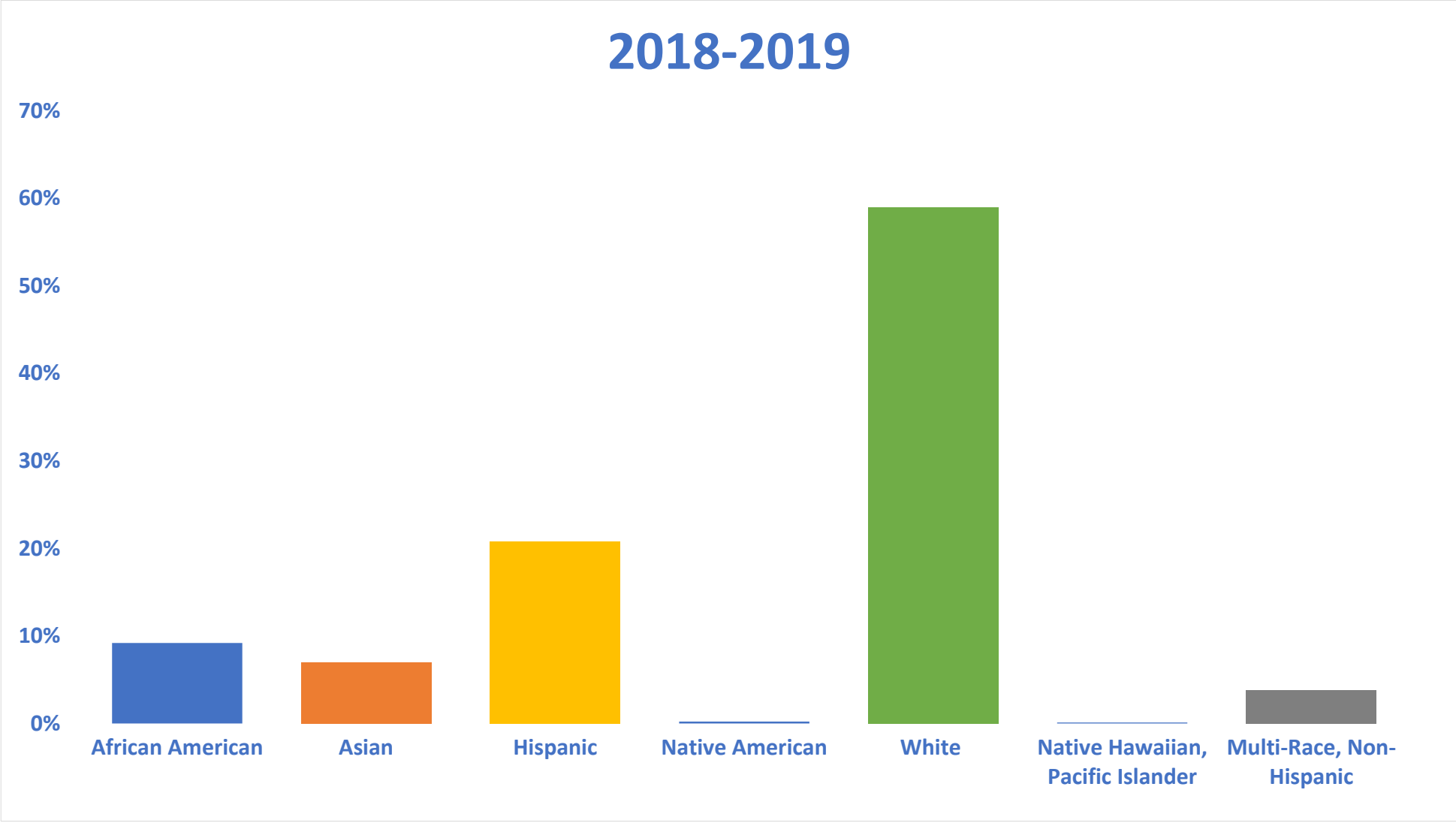
## State as Partner

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*)

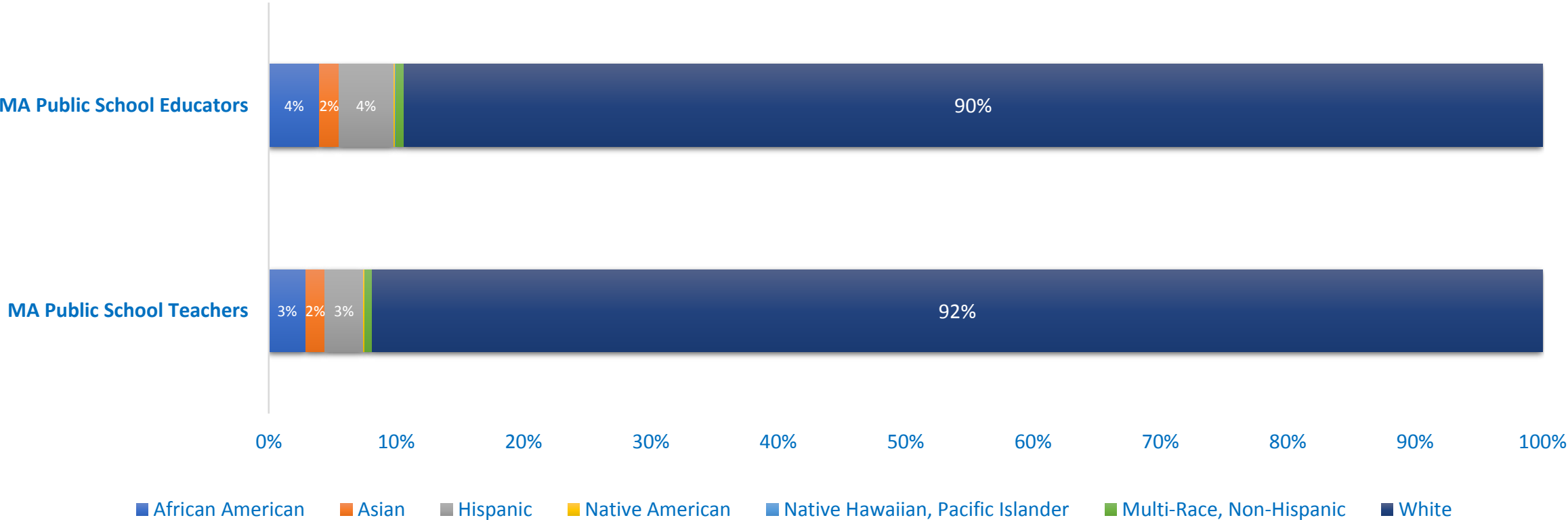
# Massachusetts K-12 Student Enrollment by Race/Ethnicity





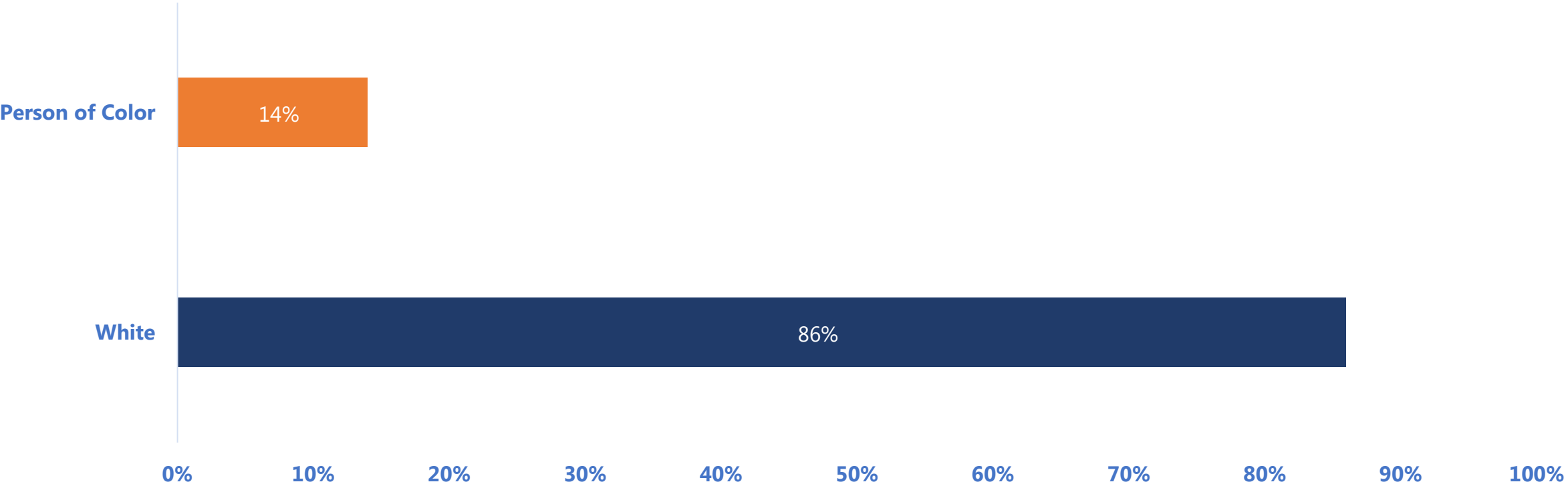
# Massachusetts Educator and Teacher Figures by Race/Ethnicity

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.

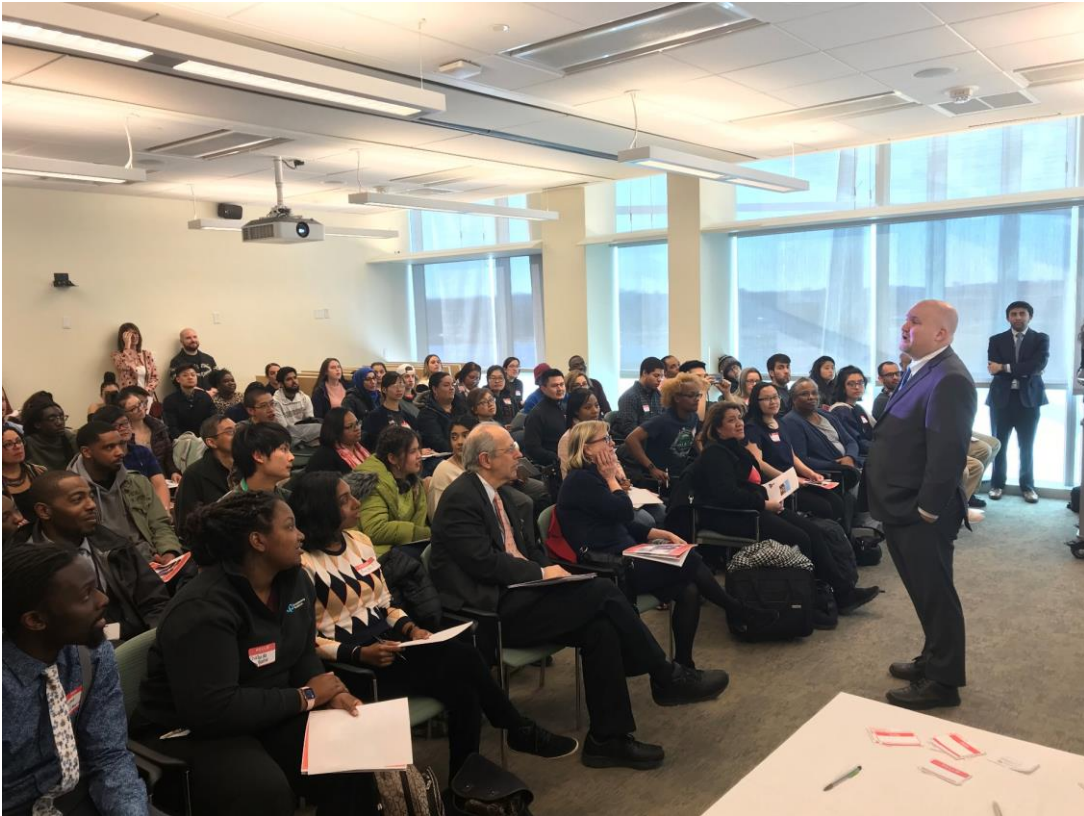
# Commissioner's College Visits

## 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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[www.doe.mass.edu/aMAzingEducators/](http://www.doe.mass.edu/aMAzingEducators/)



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