

Support H.4519/S.2709: An Act Relative to Educator Diversity

For students of color to thrive in the classroom, they need to see themselves represented in their teachers and role models. As a Commonwealth, we have an opportunity to ensure we are building the next generation of diverse educators who can transform the experience of students of color by passing the Educator Diversity Act this session

The Educator Diversity Act would accomplish the following:

- **Multiple Certification Pathways:** Establish a 5-year pilot to explore multiple pathways to certification. Eligible educators would be allowed to waive one of the states certification testing requirements.
- Requires DESE to create a stakeholder group to review the impacts of the pathways on diverse educators and allows the DESE to adjust them accordingly to prevent negative impacts.
- All traditional Public School, Public Charter School, and Vocational Technical educators would be eligible to enter into a pathway.
- Charges DESE with creating a study for a cost-free certification pilot
- **Teacher Apprenticeships:** Establish a 2-year pilot for paid teacher apprenticeships. Requires the Commonwealth to pursue federal funding for the purposes of funding the pilot
- **Data Diversity Dashboard:** Charging DESE to establish an Educator Diversity Data Dashboard which would disaggregate data in areas such as educator retention by race, linguistic and ethnic diversity, and set clear targets for the diversification of the educator pipeline
- **Hiring & Promotional Practices, Biases, & Mandated Diversity & Inclusion Training:** Require uniformity across school districts to appoint diversity officers or teams to set the vision for DEI plans, set measurable goals, and to ensure compliance with all provisions
- Requires the board to create new incentives for culturally responsive and linguistically sustaining pedagogy practices
- Require mandatory diversity and anti-bias training for the school committee, district leaders, screening committees, and all staff
- Establish directive to DESE to create regulations, guidance, and policies aimed at prioritizing districts in which the disproportionately between students and educators of color is greatest.

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- **Elevate the Voices of Diverse Educators:** Establish Educator Diversity Councils to serve as advisory councils to school committees and district leaders to address issues of diversity, equity, and inclusion in local school districts
- **Creating an Educator Diversity Grant Fund** specifically targeted at programs and practices aimed at increasing educator diversity and retention. This funding is subject to annual appropriation from the legislature and requires evaluation and to ensure compliance with all provisions
- **Create a public information campaign** highlighting educator scholarship and loan forgiveness as well as other incentives to becoming an educator
- **Requires DESE to file an annual report** with the legislature regarding pass rates for all pathways to licensure