

Overview

Superintendent Brenda Cassellius created the BPS Equity and Strategy (E&S) Division in October 2019. Led by Chief Equity and Strategy Officer Dr. Charles Grandson, the Division comprises the Office of Equity, Office of Opportunity Gaps, Office of Strategy and Innovation, and starting July 2020, the Office of Recruitment, Cultivation, and Diversity Programs. This new division of the Office of the Superintendent brings four departments together for a common purpose: to ensure that the district places the elimination of disparities, particularly racial disparities, at the center of all of our instructional and operational work

The Office of Recruitment, Cultivation & Diversity Programs (RCD) combines talent acquisition and cultivation, pipeline development, and diversity programs to better support candidates and employees from recruitment throughout their careers. RCD is committed to recruiting, hiring, developing, and retaining a racially, ethnically, culturally, and linguistically diverse group of highly effective and culturally proficient teachers and staff members every year. We continue to focus our efforts on three key “levers” for our work: 1) Build and Support Pipelines 2) Cultivation and 3) Develop and Retain employees. These levers remain at the center of our strategy for accelerating student learning. This school year, RCD will significantly scale up and augment its existing programming to meet the high demand and to recruit and develop aspiring and current educators of color. It will also work in concert with the Equity and Strategy Division to ensure Systemic Racism is disrupted by providing Strategic Systemic Support, by ensuring Transparent Accountability and Removing Barriers to Increase the diversity of our school-based and central office staff and leaders.

The Recruitment, Cultivation & Diversity Programs unit was most recently within the Office of Human Capital. Superintendent Cassellius recognized the need for increased capacity to carry out her more expansive vision of eliminating disparities. With the creation of the Office of Recruitment, Cultivation, & Diversity Programs (RCD) within the Equity and Strategy division, RCD will expand its work more broadly throughout the district to ensure that every department and every school rigorously realizes the district’s comprehensive and ambitious plan to elevate and expand our strategic workforce diversity initiatives. Together, the Equity and Strategy Division will align our work to the BPS Opportunity and Achievement Gap (OAG) Policy, and design and implement policies, programs, protocols, and curricula intentionally focused on meeting the needs and advancing the academic outcomes of students from historically marginalized groups.

Guiding Principles for Deepening our Diversity Work

- Invest in programs that **yield highly effective racially, culturally, and linguistically diverse candidates** who stay in the district for at least 5 years
- Invest in programs that prepare educators to **support the academic achievement and growth of BPS students**

Core Values

- We believe that **the next generation of BPS educators are in our classrooms right now** or are in the homes and in community organizations in the City of Boston right now.
- It is not **one size fits all**. We are committed to developing programs that provide multiple access points to prepare our next generation of educators who can, with our sustained intention, indeed reflect the racial, cultural and linguistic diversity of our students and our community.

BPS Recruitment Team supports early, mutual consent hiring by:

For more information, please contact the Office of Recruitment, Cultivation and Diversity Programs at diversityprograms@bostonpublicschools.org

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- Building a large and diverse pool of applicants accessible to all school leaders. The District Wide Early Hiring Pool (EHP) begins in November and ends in February. The EHP allows candidates an opportunity to be screened by Recruitment Fellows who may refer them as Recommended to our Priority Pool which is then shared with School Leaders to find high quality candidates who have been vetted.
- Cultivating candidates through recruitment events such as workshops, panel discussions, a Demo Day experience, a Diversity Fair, etc; providing one on one coaching on resume/cover letters, interviewing and demo lesson preparation; building Affinity Recruitment advisories to expand reach to specific target populations.
- Facilitating school leaders' opportunity to hire diverse educators through targeted in-person and virtual recruitment events.

Contact: Kim Connolly and Jeremy Daley, recruitment@bostonpublicschools.org

Strategies to Cultivate and Retain Educators of Color

- [SY 20-21 Office of Recruitment, Cultivation, and Diversity Programs \(RCD\) Retention Strategies](#)

Contact: Rashaun J. Martin, eocultivation@bostonpublicschools.org

Pipeline Development Programs

- The [BPS Accelerated Community to Teacher Program](#) is an intensive 13-month program designed to prepare racially, culturally, and linguistically diverse Boston residents OR BPS paraprofessionals, and substitutes who hold a Bachelor's degree and experience working with children in a classroom setting to become novice BPS teachers with a provisional license. The 7th cohort launched in July 2020. **Contact:** Abdi Ali, Ed.D. at diversity-actt@bostonpublicschools.org
- The **BPS Teacher Cadet Program** is an initiative that recruits and supports the development of BPS middle and high school students in their educational journey and development as aspiring teachers. Students participate in a grade based cohort model that follows them from high school graduation, higher education, and job training to support their return to BPS as highly qualified teachers. **Contact:** Wensess Raphael, Teacher Cadet Coordinator at teachercadet@bostonpublicschools.org
- The **Equity in Urban Education Fellowship** is designed to be an inclusive, project-based professional development internship for college students as they enter into the final phase(s) of their undergraduate careers, equipping them with the tools necessary to be successful in professional landscapes. Contact: Charles Paige, III at Cpaige@bostonpublicschools.org

Pathway Programs for Licensure and Professional Practice

- The Pathway Programs are intensive, accelerated, and affordable professional development programs that prepare participants for educator licenses issued by the Massachusetts Department of Elementary and Secondary Education and for professional teaching practice. The programs are designed to equip participants with the foundational knowledge, instructional skills and dispositions necessary for effective teaching. In addition, the Pathway seminars meet the "coverage area requirements" for licensure.

- The Pathway offers preparation for the two Special Education licenses – Moderate Disabilities and Severe Disabilities – and English as a Second Language, all of which are programmatic areas of high needs in the Boston Public Schools.
- The programs enroll participants from a wide variety of backgrounds, including career changers, recent college graduates, paraprofessionals, and substitute teachers, as well as current teachers. Contact Nick Balasalle, nbalasalle@bostonpublicschools.org.

Licensure Guidance and Consultation

- Licensure requirements can be daunting, especially for individuals just entering education. An informative “[Licensure Q and A](#)” is available and upon request, RCD also provides expert guidance and consultation on licensure matters to individuals. Contact Nick Balasalle, nbalasalle@bostonpublicschools.org.

Cultivation and Diversity Programs

- [The BPS ALANA \(African, Latinx, Asian, and Native American\) Educators Program](#) is a year-long monthly program that runs convenings and networking sessions to provide BPS ALANA educators with a safe space to build community while learning from one another by sharing expertise and experiences. **Contact:** Rashaun J. Martin, Educators of Color Cultivation & Retention Specialist- diversity-alana@bostonpublicschools.org
- [The BPS Male Educators of Color Leadership Program \(MEOC\)](#) is a 9-month program designed to increase engagement, retention, and leadership rates for the male staff of color within the Boston Public Schools. 76% of the participants since inception are still on the staff in the Boston Public Schools. Ten are in leadership roles in the district. The fourth cohort will launch in February 2021. **Contact:** Rashaun J. Martin, diversity-meoc@bostonpublicschool.org
- [The BPS MTEL Prep and ESL Mentoring Program](#) is a year-long program that provides ESL Mentoring, MTEL preparation resources, courses, and licensure guidance to all BPS educators, including teachers on waivers and candidates within our Pipeline Programs. **Contact:** Aketa Narang Kapur - MTEL Prep and ESL Support Specialist mtelprepsupport@bostonpublicschool.org
- [The BPS Women Educators of Color Leadership Program \(WEOC\)](#) is a 9-month program designed to increase engagement, retention, and leadership rates for female staff of color within the Boston Public Schools. 91% of the participants since inception are still on the staff in the Boston Public Schools. Eight are in leadership roles in the district. The fifth cohort will launch in February 2021. **Contact:** Ceronne B. Daly and Rashaun J. Martin, diversityweoc@bostonpublicschool.org
- **Degree Completion through BPS Partnerships with Higher Education Institutions:** Any BPS employee who is in need of completing their degree and/or earning a Master’s Degree which includes a pathway to licensure can enroll with one of our two higher education partners at an employee discount. They offer an undergraduate degree completion program and a wide variety of graduate degree programming. There are also scholarships available specifically for Black and Latinx educators. **Contact:** Rashaun J. Martin, rmartin2@bostonpublicschools.org
 - [Boston University Wheelock College of Education](#)
 - [Regis College](#)
 - [DUET-Southern New Hampshire University](#)

The Recruitment, Cultivation & Diversity Programs (RCD) team

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- Ceronne B. Daly, Managing Director of Recruitment, Cultivation and Diversity Programs
 - Kim Connolly, Director of Recruitment, Cultivation and Diversity Programs
 - Abdi Ali, EdD, Manager of Pipeline Programs
 - Nick Balasalle, EdD, Licensure Consultant and Manager of the BPS ESL and Special Education Pathways Program
 - Jeremy Daley, Manager of Recruitment and Cultivation
 - Aketa Narang Kapur, MTEL Prep and ESL Support Specialist
 - Rashaun J. Martin, Educators of Color Cultivation and Retention Specialist
 - Charles Paige III, Recruitment, Cultivation, and Diversity (RCD) Program Coordinator
 - Wensess Raphael, Pipeline Programs Coordinator