

# BOSTON PUBLIC SCHOOLS OFFICE OF HUMAN CAPITAL

## Recruitment, Cultivation, and Diversity Programs (RCD)

### SY 19-20 Retention Strategies

OHC's 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.

The RCD Team supports the district's workforce diversity strategy by developing and delivering retention programming for educators of color and by partnering with other departments to promote their retention supports.

For the district to continue to reduce the racial/cultural and linguistic diversity gap between students and staff, BPS believes strategic change is needed at both the central office AND individual schools. All of our efforts to recruit highly effective and racially, culturally, and linguistically teachers and school leaders are futile if we do not have a similar and robust effort to retain and develop these educators.

## LEADERSHIP DEVELOPMENT FOR EDUCATORS OF COLOR

### Women Educators of Color (WEOC) Executive Coaching Leadership Program

*Target Audience:* School-Based Staff, Central Office Staff with specific outreach to Latinx educators.



[The BPS Women Educators of Color \(WEOC\) Executive Coaching Leadership Program](#) is a 9 month accredited program designed to increase engagement, retention and leadership rates for female staff of color within BPS. Each session is led and facilitated by

current and former female leaders of color from the BPS or certified instructors sponsored by our university partners. Participants will receive a valuable combination of executive coaching, research-based content as well as a natural balance between self-reflection and peer interactions. **For additional information:** [diversityweoc@bostonpublicschools.org](mailto:diversityweoc@bostonpublicschools.org)

### Male Educators of Color (MEOC) Executive Coaching Leadership Program

*Target Audience:* School-Based Staff, Central Office Staff with specific outreach to Latinx educators.



[The BPS Male Educators of Color \(MEOC\) Executive Coaching Program](#) is a 9 month program designed to increase engagement, retention and leadership rates for male staff of color within Boston Public Schools. Each session is led and facilitated by current and

former male leaders of color from the Boston Public Schools. Participants will receive a valuable combination of executive coaching, research-based discussions as well as a natural balance between self-reflection and peer interactions. The program runs from during the school year, once a month on a Saturday in addition to longitudinal coaching and mentoring. **For additional information:** [diversity-meoc@bostonpublicschools.org](mailto:diversity-meoc@bostonpublicschools.org)

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**NETWORKING AND COMMUNITY BUILDING FOR EDUCATORS OF COLOR**

**ALANA (African, Latinx, Asian, and Native American) Educators Program**

*Target Audience: School-Based Staff, Central Office Staff with specific outreach to new hires of color to the district.*



The ALANA (African, LatinX, Asian and Native American) Educators program is open to all educators and allows them the opportunity to connect. Networking gatherings are hosted in various neighborhoods in and around the city - with attendance reaching 70+ participants in some months. Topics of discussion during the gatherings have included but are not limited to sharing expertise and experiences, learn from peers to plan your career advancement (ex. dual/triple licensure needed to maintain current positions), supporting new ALANA members in navigating systems (ex. selecting effective artifacts for performance evaluations), and engaging in intellectual discourse. Notably, 70% of monthly participants have attended more than one Networking Gathering and roughly 35% have attended consistently over the life span of our programming. **For additional information:** [diversity-alana@bostonpublicschools.org](mailto:diversity-alana@bostonpublicschools.org)

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**School Leaders of Color (SLOC) Network**

The School Leaders of Color (SLOC) Network is a hub for school leaders to meet monthly and share their personal and professional experiences, ideas and perspectives and best practices in education. Participants in the network focus on solution-driven discussions and practices. The SLOC Network achieves that through a shared facilitation approach amongst its participants in order to develop a collaborative leadership cohort. Members of the network will receive access to thought partners and district resources and help each other towards improving the academic growth of students, supporting staff and becoming a better leader in their respective schools.

**For more information:** [rmartin2@bostonpublicschools.org](mailto:rmartin2@bostonpublicschools.org)

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**Bolling Black & Brown Affinity Group & Lunch Gatherings**

Weekly lunch gatherings for the staff of color at Bolling on the 6th floor as an opportunity to network and celebrate cultural diversity. Quarterly gatherings of the affinity group to share questions and concerns and to support each other's work in a safe and inclusive environment.

**For more information:** [rmartin2@bostonpublicschools.org](mailto:rmartin2@bostonpublicschools.org)

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**Supports & Services**

**MTEL Prep and ESL Mentoring Program - Sessions run throughout the year**

*Target Audience: School-Based Staff, Central Office Staff*

The MTEL Prep Support Program provides MTEL preparation resources, courses, and licensure guidance to all BPS educators, including teachers on waivers and candidates within our pipeline programs. [BPS MTEL Prep and ESL Mentoring Information](#) For additional information: [mtelprepsupport@bostonpublicschools.org](mailto:mtelprepsupport@bostonpublicschools.org)

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**Educators of Color Monthly Newsletter - Monthly**

*Target Audience: School-Based Staff, Central Office staff*

Monthly newsletter sent to all educators of color in the district with special attention to newly hired and new to district staff of color. For additional information: [eocultivation@bostonpublicschools.org](mailto:eocultivation@bostonpublicschools.org)

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**Outreach & Individual License Support for Provisional Teachers - Year - Round**

*Target Audience: School-Based Staff*

Informational and resource support in securing and completing the licensure process for all provisional teachers of color in the district. One-on-one consultation provided by Retention Specialist. Schedule an appointment: <https://calendly.com/eocultivation/introduction-meeting>

For additional information: [eocultivation@bostonpublicschools.org](mailto:eocultivation@bostonpublicschools.org)

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**Degree Completion Support through our Higher Education Partnerships - Year - Round**

*Target Audience: School-Based and Central Office Staff*

Opportunities for current BPS employees to complete bachelor degrees and earn master's degrees at an employee discount from [Boston University](#) and/or [Regis College](#).