



**OFFICE OF RETENTION,
CULTIVATION & DIVERSITY
PROGRAMS (RCD)**
Division of Equity, Strategy & Opportunity Gaps

Educator Diversity Recruitment & Retention Initiatives 2023



Opportunity & Achievement Gaps Taskforce

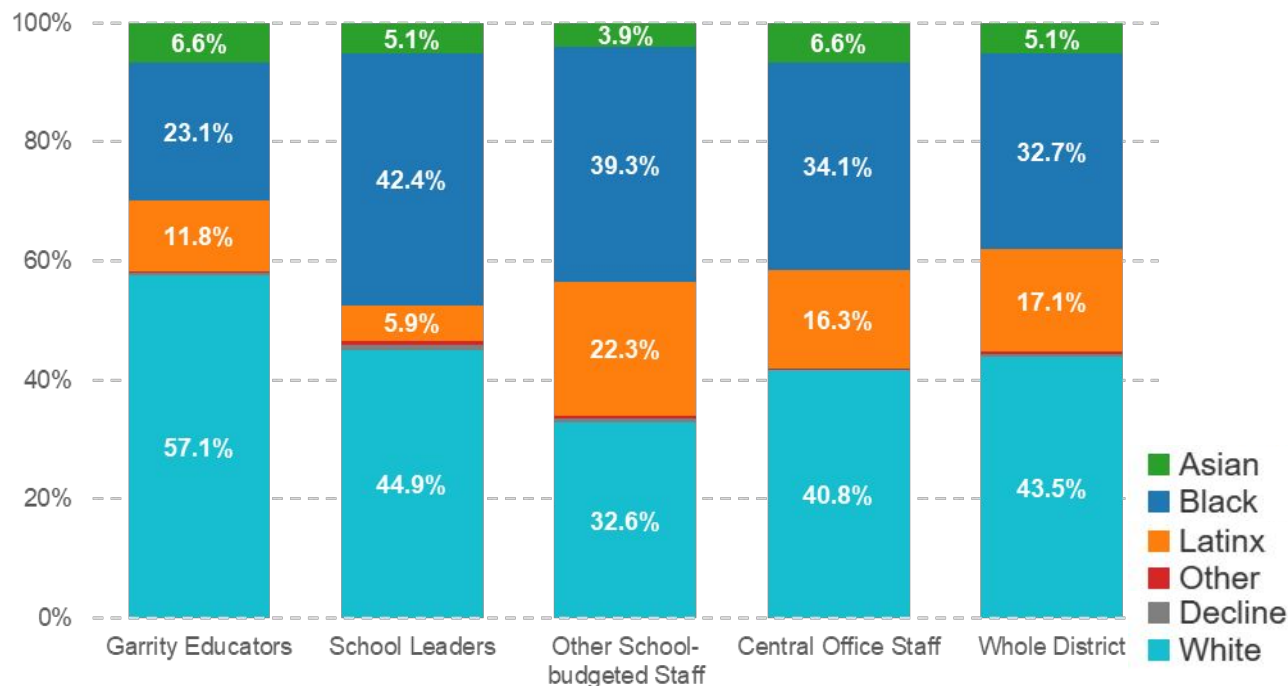
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Overall Workforce Diversity SY22-23

Our overall workforce is a majority staff of color

Non-Garrity, school-budgeted staff are our most diverse group of employees

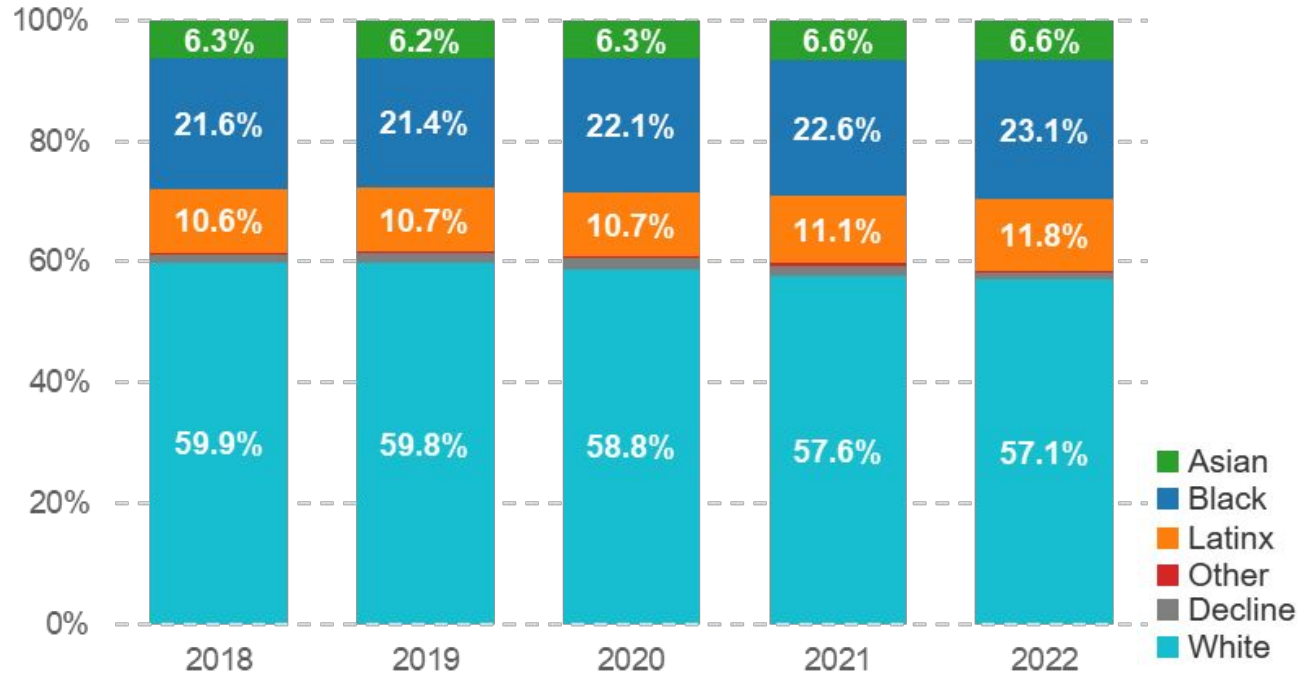


Total Staff	4,636	118	3,334	981	10,867
% Staff of Color	41.7%	54.2%	66.0%	57.8%	55.3%

Data is as of 10/1/22.

Snapshot: Garrity Educators 2018-2022

The diversity of Garrity educators in the district continues to increase compared to prior years



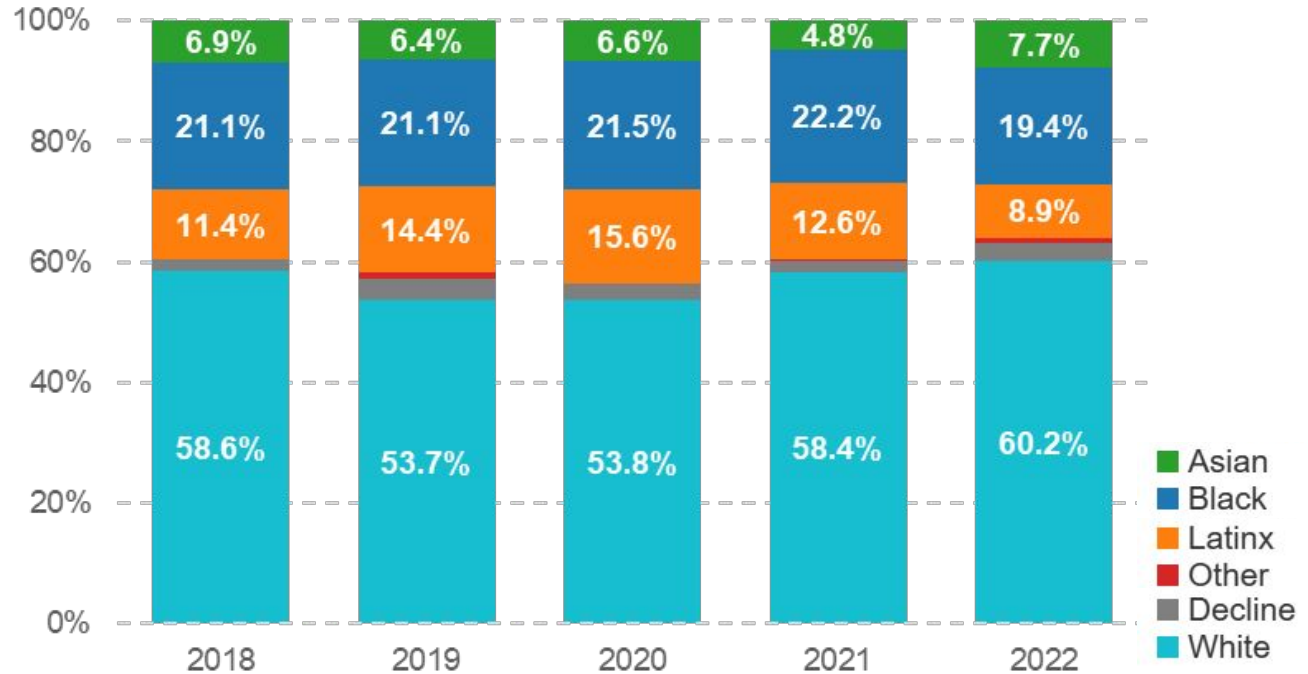
Total Garrity Educators	4,637	4,564	4,570	4,573	4,636
% Garrity Educators of Color	38.8%	38.5%	39.4%	40.7%	41.7%

Data is as of 10/1 each year.

Garrity Educator Exits

(Retirements, Resignations, Non-Renewal, etc.)

Educators of Color continue to exit the district at lower rates than their White counterparts



Total Garrity Educator Exits	360	361	275	328	392
% Garrity Educators of Color Exits	39.4%	42.7%	43.6%	39.0%	36.7%

Data is as of 10/1 each year.

Data Requests

As of October 1, 2022 for Garrity staff (Teachers & Guidance Counselors)

- Disaggregate of Retirements of educators of color (EOC)
 - **66 educators retired, 36% of those educators identified as EOC (24)**
- Disaggregate of Resignations of educators of color
 - **247 educators resigned, 34% of those educators identified as EOC (83)**
- Number of Paraprofessionals who became teachers or guidance counselors and % EOC
 - **121 Paraprofessionals became teachers this school year, 70% of them identify as EOC**
- Number of waivers requested
 - **269 waivers were requested, 71% of those educators identified as EOC (192)**
 - **Note: Just because a waiver was requested by a School Leader, does not mean that the educator did not get licenced before their start date or since 10/1**
- Numbers of educators holding at least one emergency license
 - **470 educators held at least one emergency license, 75% of those educators identified as EOC (354)**
- Number of educators of color who are provisional
 - **1,567 educators are provisional, 51% of those educators identify as EOC (797)**
- Number of educators who were “promoted”
 - **35 educators transitioned to Managerial/BASAS roles, 69% of those educators identified as EOC (24)**

Outstanding Data Requests

- How are we looking at trends? We are currently hearing about a **toxic culture at BPS Central Office**, with people of color feeling unsupported and pushed out. How are these issues being addressed?
- **Data Report on each School** showing the breakdown by Race for:
 - **Teacher Exits**
 - **Provisional Teachers**
 - **Emergency Licensure**
 - **MTEL Pass Rates**
 - **Waivers**
 - Gap between the **Race & Ethnicity** of the Students compared to the Race Ethnicity, and Languages of the Teachers
 - Gap between the **Languages** of the Students compared to the Languages of the Teachers
- Climate Survey Data from Teachers
 - How are Teachers feeling on the ground?
 - Are they feeling supported?
 - What's working and what's not working?
 - What supports are provided for teachers around mental wellness?
- The 1974 Judge Garrity Order mandates 25% Black Teachers, and yet many community advocates say BPS has never met this baseline threshold and that the needle on Increasing Teacher Diversity has not moved in 10 years.
 - Please provide 10 year data from 2013 to 2023, and if possible, please provide data going back as far as BPS has kept records. If you OHC has data from 1974 to Present on Black Teachers that would be fantastic to see.

MTEL Enrollment Data: March 15, 2023

SY22-23 MTEL Enrollment and Waitlist Data

MTEL Winter 2023 Session

Course	Offered	Enrolled
C&L Reading	6	185
C&L Writing	2	65
Found. of Reading	2	60
ESL	4	70
Gen. Curr. Multi-Subject	3	41
Early Childhood	0	0
MTEL Flex	1	12

Notes:

- 1 General Curriculum Science course began on Monday, March 13. 21 BPS employees enrolled in the GC Science course.
- 1 C&L Writing course will begin on Thursday, March 16. 35 BPS employees enrolled in the C&L Writing course.
- 2 C&L Reading courses will be offered in early April. We expect 60 more BPS employees to enroll in a C&L Reading course.
- There have been 664 requests for MTEL Prep Support since December 2022
 - 425 of those requests have been from BPS Employees of color
- In Fall 2022, 225 BPS employees were enrolled in the 10 MTEL Prep courses.

MTEL Pass Rate Interim Data: July 2022-Present

SY22-23 MTEL Interim Pass Rate Data

Course	Number of Vouchers Awarded	Successful Results	Pass Rate of Reported Results
C&L Reading	70	20	91%
C&L Writing	55	11	61%
Found. of Reading	22	14	100%
ESL	56	13	42%
Gen. Curr. Multi-Subject	3	2	100%
Early Childhood	0	0	0
MTEL Flex	10	2	66%

Notes:

- The data above reflects participants who completed all course requirements and received a voucher from the BPS MTEL Prep Program. This data does NOT reflect the total number of BPS employees who have taken an MTEL Prep course in SY 2022-2023.
- Pass rate data is based on number of reported exam results. All results in this chart are self-reported by our participants. Many of our exam results are unreported because the candidate never notified us of their results (despite several outreach efforts from us) or have not received their MTEL results from DESE yet.
- The MTEL team will soon be provided access to the DESE MTEL lookup tool. We will have more updated MTEL results and pass rates in early April.

Provisional Outreach Data

SY22-23

- 1,004 Provisional Educators of Color
 - 565 Black 56%
 - 122 Asian 12%
 - 307 Latinx 31%
 - 9 Other 1%
- Retention Team
 - Luther Joseney, Acting Retention Specialist
 - Kariem McCormick, George B. Cox Retention Fellow
- Provisional Support
 - 769 responses as of March 24th
 - 77% of total
 - 235 have yet to respond
 - Outreach and support will continue throughout the hiring season
 - Stipended Retention Assistants to be hired to increase capacity
 - Additional George Cox Fellow

Recruitment Strategies - 2022-2023

SY 2022-2023

Strategy and Marketing

- *Set goals and make a strategic plan that is focused on increasing the educators of color.*
- *Center our focus on staff diversity in our recruitment materials and web presence*

Partnerships

- *Develop and sustain partnerships with pipeline programs that serve majority educators of color - these include Donovan Scholars, Teach Next year and our internal pipelines.*
- *Develop and sustain partnerships with higher education and community institutions that have diverse educators*
- *Engaging with external consultants to support in finding diverse candidates in areas of high need*

Events

- *Focus internally hosted events on attracting and connecting diverse educators such as our Diversity Fair, Sharpen your Skills (with the Teachers Lounge) and Multi-Lingual Fair*
- *Attend many events and work to find ones that attract mission driven and diverse candidates (20+)*

Recruitment Strategies - 2022-2023

SY 2022-2023

Reach Out

- *Target “campaigns” with handshake to institutions that serve higher numbers of students of color like HBCU’s*
- *Perform “cold outreach” to mission driven, qualified candidates utilizing Indeed as a platform*

Licensure and Application Support

- *Provide workshop style and individual support for individuals who need to update emergency licenses (15+ schools)*
- *Provide individual resume, interview and application support to reduce barriers that traditionally disproportionately impact educators of color. (100+)*

Recruitment Strategies - 2022-2023

SY 2022-2023

School Based Actions

- *All schools are required to set diversity targets based on demographic of staff and students.*
- *All schools are required to fill out “diversity commitment forms” when hiring staff that are not diverse.*
- *Increasing School Leader/Hiring Manager access to diverse candidates by increasing number of school leaders who attend events, providing school leaders with additional diverse candidates when they are requested and increasing follow up with school leaders after events to encourage follow ups on their part.*

Appendix

Retention Programs & Services 2019-2022

SY 2019-2022

- Creation of Retention Specialist for Educators of Color (1 FTE)
- Introduction of Retention Programs & Services
 - Re-establishment of MEOC and expansion of WEOC
 - Partner sponsorship of ALANA programming
 - Degree Completion Program
 - BU/Wheelock
 - Regis
 - Umass Boston
 - Northeastern University
 - Educators of Color Monthly Newsletter
 - Exit Survey for Educators of Color
 - Affinity Groups
 - Individual Support for Provisional Teachers and Excessed Teachers of Color
 - Keith Love PEER Mentoring Program (Pilot)

Retention Impact - 2019-2022

Results of Retention Programs & Services

- MEOC - 5 cohorts - 89% retention rate
- WEOC - 7 cohorts - 96% retention rate
 - 240 participants
 - 20 transitions into leadership roles
- Keith Love Peer Mentoring Program (Pilot)
 - 11 participants - Student Opportunity Act
- Attrition Rate for Teachers of Color reduced
 - 44% to 37%
- Increase in Black teachers
 - 22% to 23%
- Increase Retention Rate of Provisional Teachers of Color
 - 74% to 89%

Retention Programs & Services - 2022-2023

SY 2022-2023 & beyond

- Addition of Retention Fellow
 - Now 2 FTEs
- Re-imagining of Affinity Groups/Spaces
 - Introduction of Affinity Champions
- Increased direct support for Provisional Teachers of Color
- Increased direct support for Excessed Educators
- Additional Degree Completion Partners to support licensure
 - Grand Canyon University
 - Merrimack College
 - Endicott College
 - BU-College of Fine Arts
 - Excelsior University
 - University of Rhode Island - library (pending)
 - Simmons College - Social Work (pending)
- Expansion of ALANA Programming
- Expansion of Keith Love PEER Mentoring Program

Affinity Champions

Program

- Groups created in response to the impact of the Death of George Floyd and Black Lives Matter Movement
- Central Office groups supported by RCD
 - Bolling Black & Brown
 - APIDA
 - School Leaders of Color (SLOC)
 - School Administrators of Color (SALOC)
 - Applied Behavior Analysts (ABAs) of Color
- Facilitated scheduled meetings for support, affirmation, collaboration and programming
- 4 Affinity Facilitators
- Previous Superintendent visited 20 sessions across the various groups

Re-Imagining

- Create efficacy and increase sense of belonging for staff of color throughout the district.
- Building a team of 18- stipend Affinity Champions to support the group and work (2 per region)
- Providing training on PLC facilitation and Diversity, Equity, and Inclusion
- Providing support for school-based Affinity Groups
- Affinity based events to foster community and address staff needs.

SY22-23 Data BE/ACTT & Fellowship

SY22-23

Accelerated Community to Teacher Program (ACTT)

- 34 Pre-service Candidates
- 6 Bilingual Candidates
- Demographics of Candidates:
 - **Black - 15 candidates: 38%**
 - **Latinx - 8 candidates: 21%**
 - **White - 6 candidates: 15%**
 - **Asian - 6 candidates: 15%**
 - **Declined to Identify - 4 candidates: 10%**

BPS Teaching Fellowship

- 24 Full-time teachers in Full Practicum Program
 - **Black - 13 candidates: 54%**
 - **Latinx - 8 candidates: 33%**
 - **Asian - 2 candidates: 8%**
 - **White - 1 candidates: 4%**
- 92% Educators of Color
- All ESL or Mod. Dis Licensed & SEI Endorsed

SY22-23 Data Teacher Cadet

SY22-23

BPS Teacher Cadet Program (TC)

- 100% Students, Staff, and Interns of Color representing 9 BPS middle & high schools, as well as 12 colleges and universities (2 HBCUs, 1 Ivy)
- 38 Student Cadets, 12 Cadet Alum now serving as interns
- 3 college seniors set to graduate in 2023
 - 2 Boston Teacher Residency applicant
 - 1 Central Office Intern applicant
- 1 ELL Specialist Intern on a full ride Teaching Scholarship at Regis - Angel Castillo (C/O '24)
- 1 Posse Scholar - Richemie Cherie committed to Bryn Mawr
- 9 TC Ambassadors - paid high school Cadets getting hands on experience working in after school ed. at the YMCAs of Boston, participating in Demo Day as reviewers, and attending Transformative Mentoring PD sessions
- Offer 7 courses led by our interns and facilitation team between SY and Summer programming

Additional Data

Keith Love Peer Mentoring

ParaPro Test Prep Support

Keith Love Peer Mentoring Program

- Pilot in 2021-2022 with funding from Student Opportunity Act
- Named after former Co-Headmaster of Techboston Academy, late Keith Love
 - Problem of Practice as MEOC Member
- 11 Participants - Mentees
- 11 Mentors
- Planned relaunch for SY23-24

Paraprofessional Test Preparation Program

- Spring 2022
 - Course Instructor, Instructional Coach, and Exam Application Coordinator
 - 7 sessions
 - 111 registrants - 81 completers
 - 66 test takers - 24 passed (36%)
- Spring 2023
 - Course Instructor, Instructional Coach, and Exam Application Coordinator, Registrar
 - 41 inquiries
 - 5 sessions scheduled
 - 15 participants - Session 1
 - 10 registered for upcoming exam - began 3/16