Boston Public Schools

Office of Human Capital
Office of Recruitment, Cultivation and Diversity (RCD)

Bilingual Educator Pipeline Planning

October 27, 2022

Dr. Charles Grandson, Chief Equity and Strategy Officer
Sharra Gaston, Acting Deputy Chief Equity and Strategy Officer
Rashaun J. Martin, Acting Director of Recruitment
KimVy Nguyen, BE/ACTT Aspiring Teacher Coach Specialist
OHC School Committee Re-Cap

Recruitment & Retention Department

Rashaun Martin, Acting Director of Recruitment
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.
The diversity of Garrity educators in the district continues to increase compared to prior years.

Total Garrity Educators

<table>
<thead>
<tr>
<th>Year</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>4,637</td>
</tr>
<tr>
<td>2019</td>
<td>4,564</td>
</tr>
<tr>
<td>2020</td>
<td>4,570</td>
</tr>
<tr>
<td>2021</td>
<td>4,573</td>
</tr>
<tr>
<td>2022</td>
<td>4,636</td>
</tr>
</tbody>
</table>

% Garrity Educators of Color

<table>
<thead>
<tr>
<th>Year</th>
<th>% Educators of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>38.8%</td>
</tr>
<tr>
<td>2019</td>
<td>38.5%</td>
</tr>
<tr>
<td>2020</td>
<td>39.4%</td>
</tr>
<tr>
<td>2021</td>
<td>40.6%</td>
</tr>
<tr>
<td>2022</td>
<td>41.8%</td>
</tr>
</tbody>
</table>

Data is as of 10/1 each year.
The 2022-2023 school year saw a 66% increase in the number of Garrity educator hires from the prior year.
This school year, we hired more new-to-BPS Garrity educators than any year in the past 5 years.

<table>
<thead>
<tr>
<th>Year</th>
<th>Total External Garrity Educator Hires</th>
<th>% Garrity Educators of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>338</td>
<td>39.4%</td>
</tr>
<tr>
<td>2019</td>
<td>277</td>
<td>36.1%</td>
</tr>
<tr>
<td>2020</td>
<td>263</td>
<td>48.3%</td>
</tr>
<tr>
<td>2021</td>
<td>238</td>
<td>55.8%</td>
</tr>
<tr>
<td>2022</td>
<td>346</td>
<td>44.2%</td>
</tr>
</tbody>
</table>
Educators of Color continue to exit the district at lower rates than their White counterparts.
Recruitment & Retention Department

Bilingual Education Accelerated Community to Teach (BE/ACTT)

KimVy Nguyen
BE/ACTT Aspiring Teacher Coach
BPS TEACHER PIPELINE PROGRAMS

Bilingual Educators & Accelerated Community to Teacher Program [BE/ACTT] for Preservice Teachers

Program Description

The BPS Bilingual Educators & Accelerated Community to Teacher is an intensive 12-month program designed to prepare racially, culturally and linguistically diverse Boston residents, career-changers, 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.

2022-2023 Cohort

- 41 Pre-service Candidates
- 6 Bilingual Candidates
- Demographics of Candidates:
  - Black % - 19
  - Latinx % - 6
  - White % - 6
  - Asian % - 6

MIT Teaching Systems Lab, Partner Study: “Teacher Moments and Beginning Teachers’ Equity-minded Responses”

SY23-24 Targets:

- Increase ACTT from 36 to 65
- Increase BE/ACTT from 6 to 16
Bilingual Educator Pipeline

**BE/ACTT Cohort 2022**
- 10 BE candidates
  - 100% graduation rate
  - 50% Latinx
  - 30% Black
  - 10% Asian
  - 10% Other
- 7 BE candidates - SY 22-23
  - Currently in BPS Teaching Fellowship Program
    - 50% speak Spanish
    - 30% speak Haitian Creole
    - 30% are in a dual-language program/school
    - 20% are in a SLIFE classroom
- 3 out of 10 BE graduates passed the Bilingual MTEL in August 2022

**BE/ACTT Cohort 2023**
- 9 BE candidates
  - 67% Latinx
  - 22% Black
  - 11% Other
- Languages
  - 77% are Spanish Speaking
  - 22% are Haitian Creole Speaking
The BPS Teaching Fellowship is an accelerated program that prepares in-service, culturally competent teachers within the Boston community to lead our students to academic success. BPS is the only district in Massachusetts that has a DESE-approved Initial Licensure in Elementary, Moderate Disabilities and ESL. Full year of coaching, dual certification in either ESL or Moderate Disabilities
Bilingual Educator Pipeline

Fellowship Cohort SY 22-23

- Total Number of Fellows
  - 11 BE Fellows
  - 10 BE Graduates - SY 21-22

- % of Fellows in Dual Language Program/School
  - 9% - Hernández
  - 18% - Hurley
  - 18% - Greenwood
  - 9% - Mattahunt

- 18% of Fellows in SLIFE Programs
- 45% of Fellows in Regular Ed Classrooms
Bilingual Education Syllabus (Core & Texts)

COURSE STRUCTURE:
- **Mondays:** 5:30pm - 7:30pm: Theory & Individualized support
- **Saturdays:** 9am - 3pm: Lesson planning and instruction / Case studies

REQUIRED TEXTS:


- **Sealey-Ruiz, Y.** (2020). “Critical Literacy of Race.”

*In addition to multimedia texts provided by guest presenters and mentors, all candidates will be required to read in-depth:*
Bilingual Education Syllabus - Sample Topics

- Anchoring Teaching in Policy and Principles in Bilingual Education
- Culturally Sustaining, UDL and Second Language Acquisition Theory Informed Lesson Planning with WIDA
- Elevating and Empowering ELs Voices: Oral Language Development and Lesson Planning
- Bilingual Planning with a Purpose: Language objectives, SEI and Translanguaging Approaches for Lesson Planning with WIDA
- Building multicultural/multilingual family bridges: Establishing home school connections
- Inclusive Teaching and Assessment and Family Engagement in BE Settings
# Bilingual Education Syllabus (sample)

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Saturday, January 8, 2022</strong></td>
<td>Orientation</td>
</tr>
<tr>
<td><strong>Saturday, January 22, 2022</strong></td>
<td>Content Methods: Slide Deck 1 Topic: Community Building, Anchoring Teaching in Policy and Principles in Bilingual Education</td>
</tr>
<tr>
<td><strong>WEEKNIGHT: Monday, January 24th, 2022</strong></td>
<td>Content Methods: Slide Deck 2 Topic: Building Culturally Sustaining and Inclusive Contexts: Tapping into Learner’s Funds of Knowledge</td>
</tr>
<tr>
<td><strong>Saturday, January 29, 2022</strong></td>
<td>Whole Group</td>
</tr>
<tr>
<td><strong>WEEKNIGHT: Monday, January 31st, 2022</strong></td>
<td>Content Methods: Slide Deck 3 Topic: Application and Reflexivity: Culturally Sustaining, UDL and Second Language Acquisition Theory Informed Lesson Planning with WIDA</td>
</tr>
</tbody>
</table>
Contact Information

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