



Breakout Session

Increasing the Racial, Ethnic, and Linguistic Diversity of the Educator Workforce

Mark Kostin, Great Schools Partnership

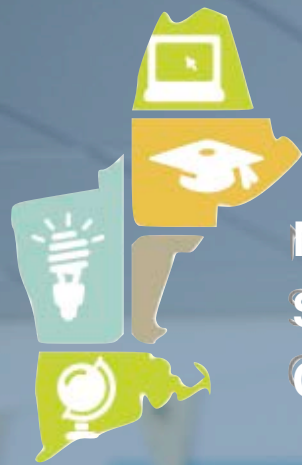
Ventura Rodriguez, Massachusetts Department of Elementary and Secondary Education

Jess DeCarolis, Vermont Agency of Education

Sam Galloway, Ed.D, Bristol Board of Education

Dr. Terrell M. Hill, PhD, Windsor Public Schools





NEW ENGLAND
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INCREASING THE RACIAL, ETHNIC, AND LINGUISTIC DIVERSITY OF THE EDUCATOR WORKFORCE: A CALL TO ACTION FOR LEADERS

A report of the New England Secondary School Consortium Task Force on Diversifying the Educator Workforce

Task Force Members

1. **Ventura Rodriguez - Co-Chair**, Senior Associate Commissioner, Massachusetts Department of Elementary and Secondary Education
2. **Jess DeCarolis - Co-Chair**, Division Director, Student Pathways Division, Vermont Agency of Education
3. **Sam Galloway, Ed.D.**, Director of Talent Management, Bristol Board of Education, Bristol, CT
4. **Terrell M. Hill, PhD**, Assistant Superintendent for Human Resources, Windsor Public Schools, Windsor, CT
5. **Mark Kostin**, Associate Director, Great Schools Partnership

Outcomes

1. Explore the report's framework and recommendations
2. Engage in a discussion with members of the task force
3. Identify promising next steps to consider to increase the diversity of the educator workforce in your own setting

Agenda

Welcome + introductions

Community Building

NESSC & Report

Discussion

Community Building



NESSC DEW Task Force

1. NESSC is a formal partnership among all 6 New England State Agencies of Education with the goal of achieving educational equity by strengthening secondary ed and closing gaps
2. Diversifying the Ed Workforce and Scaling Pathways were priorities
3. Convened a DEW Task Force that met from October 2019 through August 2020
4. Co-Chairs from SEAs
5. Community Building
6. Grounding Principles
7. Framework

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Why Diversity Matters

A growing body of educational research demonstrates the positive impacts of teachers of color on short- and long-term academic outcomes of all students.



Grounding Principles

The following grounding principles are necessary and imperative for all educators and education stakeholders to embrace and uphold as foundational.



The Framework

Our framework illustrates the actions, or career-development phases, by which our education system must support and uplift racially diverse educators.



Strategies for Leaders

Courageous policymakers, state government leaders, building & district leaders, teacher leaders, community leaders, and higher ed leaders must take action. Here's how.



Conclusion & Appendices

Here you will find our conclusion, the research that informed this report, our acknowledgements, a list of task force members, and a description of the task force process.

Don't Forget To Watch The Intro Videos!

At the top of this page are powerful stories, ideas, and insights of task force members from across New England. If you haven't watched these videos yet, return to the top of the page and meet some of the people who are leading this work.

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The Guiding Principles

- ▶ Commit to equity.
- ▶ Acknowledge the harm the system has perpetrated and continues to perpetrate.
- ▶ Honor identity in all its forms.
- ▶ Engage equitably.
- ▶ Be an antiracist.
- ▶ Measure, share, and reflect on data and evidence of progress in a transparent manner.



The Framework



Question 1

Why did you join the task force?

Why was this work important to you?

Question 2

Please describe one promising practice you are putting in place or you are familiar with.

Question 3

What is one practice not currently implemented that, when put in place, will move the needle?

Questions From Participants

Commitment

Share one next step you'll take
(a commitment, action, etc.)



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Thank You



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