



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

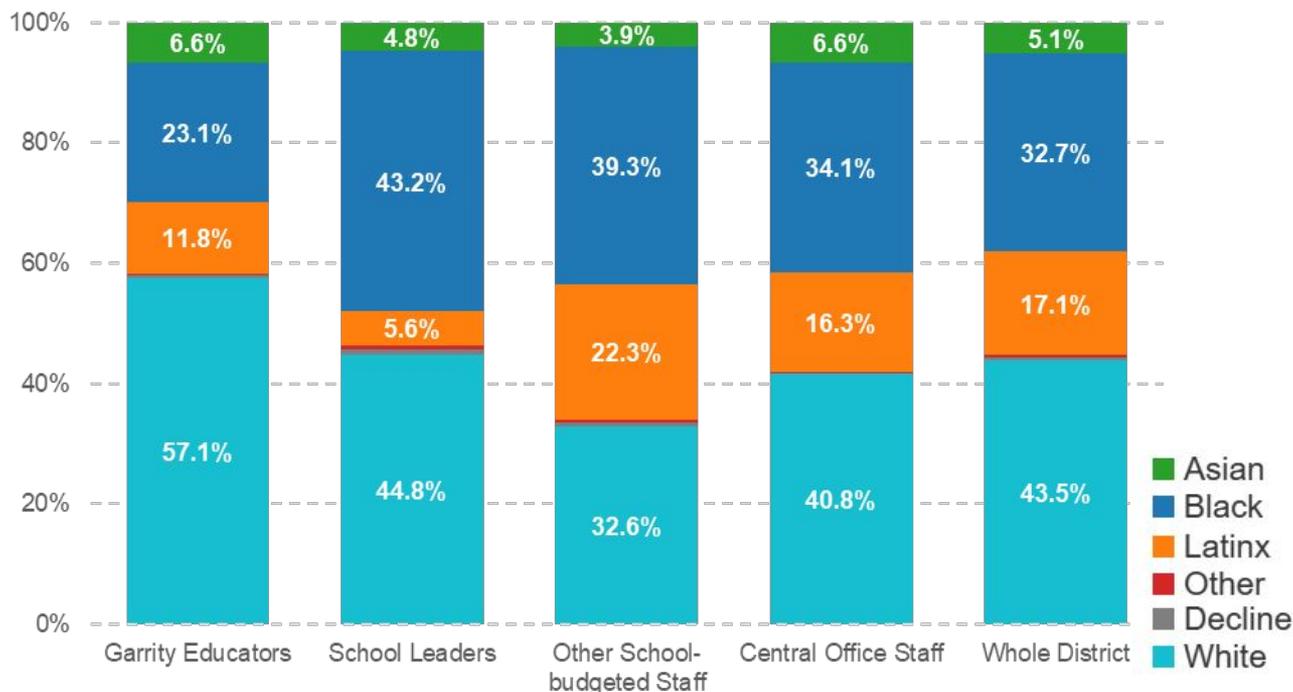
Rashaun Martin,

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



Total Staff	4,636	125	3,334	981	10,867
% Staff of Color	41.7%	54.4%	66.0%	57.1%	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%	40.6%	41.8%

Data is as of 10/1 each year.

Overall Garrity Educator Hires 2018-2022

The 2022-2023 school year saw a 66% increase in the number of Garrity educator hires from the prior year



Total Garrity Educators	969	931	944	810	1,347
% Garrity Educators of Color	44.4%	45.8%	47.0%	53.6%	49.5%

Data is as of 10/1 each year.

Garrity Educator Hires: External Candidates

This school year, we hired more new-to-BPS Garrity educators than any year in the past 5 years



Total External Garrity Educator Hires	338	277	263	238	346
% Garrity Educators of Color	39.4%	36.1%	48.3%	55.8%	44.2%

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.

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

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

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.*

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

100% Endorsed in either ESL or Moderate Disabilities

100% Endorsed in Sheltered English Immersion (SEI)

100% Hired as Full-time BPS Teachers

75% Cultivated through our BE/ACTT program

92% of the Current Cohort are Educators of Color

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

In addition to multimedia texts provided by guest presenters and mentors, all candidates will be required to read in-depth:

REQUIRED TEXTS:

Gooden, A. (2020) *A Casebook of Inclusive Pedagogical Practices for Second Language Teacher Education*. University of Michigan Press, Ann Arbor, Michigan.

Freire, P. (1998). *Teachers as Cultural Workers: Letters to those who dare to teach*. Boulder, CO: Westview Press.

Muhammad, G. (2020). *Cultivating Genius: An Equity Framework for Culturally and Historically Responsive Literacy*. New York, NY: Scholastic Inc.

Sealey-Ruiz, Y. (2020). "Critical Literacy of Race."

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)

JANUARY 2022		
Saturday, January 8, 2022	Whole Group	Orientation
<u>WEEKNIGHT: Monday, January 17th, 2022 (ASYNCHRONOUS CLASS -MLK Jr. Day)</u>	Content Methods: Introductory Video	0 Topic: Syllabus Review & Course Expectations
<u>Saturday, January 22, 2022</u>	Content Methods: Slide Deck	1 Topic: Community Building. Anchoring Teaching in Policy and Principles in Bilingual Education
<u>WEEKNIGHT: Monday, January 24th, 2022</u>	Content Methods: Slide Deck	2 Topic: Building Culturally Sustaining and Inclusive Contexts: Tapping into Learner's Funds of Knowledge
Saturday, January 29, 2022	Whole Group	
<u>WEEKNIGHT: Monday, January 31st, 2022</u>	Content Methods: Slide Deck	3 Topic: Application and Reflexivity: Culturally Sustaining, UDL and Second Language Acquisition Theory Informed Lesson Planning with WIDA

Contact Information

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