



# MASSACHUSETTS Department of Elementary and Secondary Education

## [Strategic Initiatives](#)

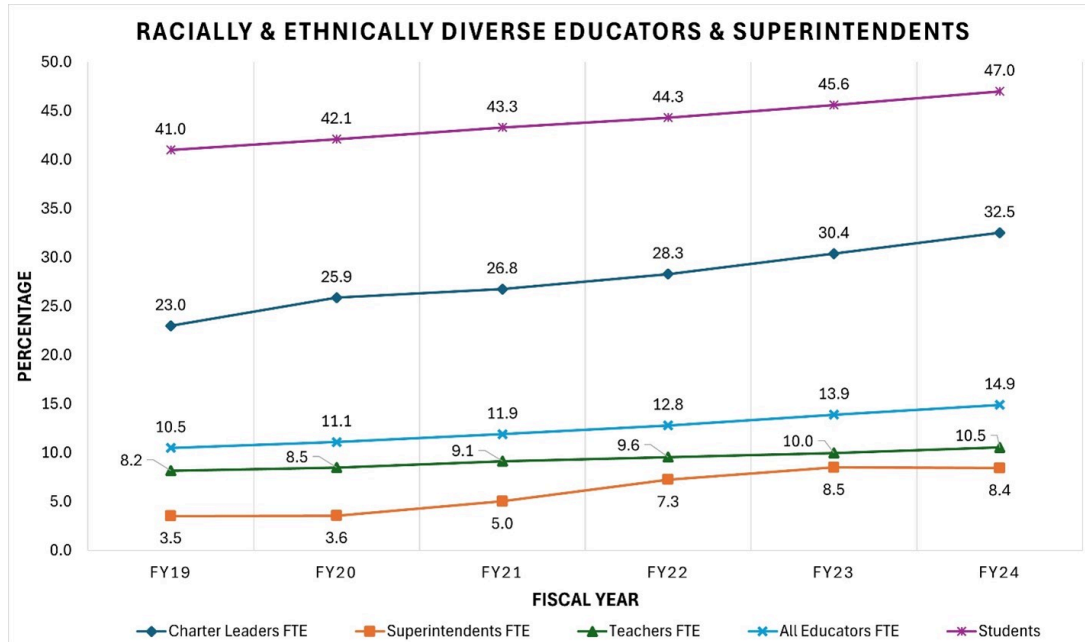
### Diverse and Culturally Responsive Workforce

As outlined in the [educational vision](#), the Department partners with districts, schools, and programs to develop and sustain a workforce that is diverse, culturally responsive, well-prepared, and committed to continuous improvement so that all students have equitable access to effective educators. Districts, schools, and programs feel empowered and prepared to:

- 3.1 Develop an increased and robust pipeline of diverse and well-prepared educators and leaders.
- 3.2 Create the conditions to sustain and retain diverse and effective staff, particularly those who entered the field through alternative pathways.
- 3.3 Implement opportunities for all staff to engage in a cycle of continuous improvement, utilizing effective teaming structures.

A growing body of educational research demonstrates the positive influences of teachers of color on short- and long-term academic outcomes of students of color - with research finding that having a single teacher of color can boost academic achievement, high school graduation rates, and college enrollment for students of color (Dee, 2004; Gershenson, 2018).

The Department is deeply committed to providing aligned support to districts, schools, and programs so that this vision may become a reality and will continue to work with districts, schools, and educators to promote teaching and learning that is antiracist, inclusive, multilingual, and multicultural; that values and affirms each student and their families; and that creates equitable opportunities and experiences for all students, particularly those who have been historically underserved.



Here are some of the ways we're supporting that work:

### [Aspiring Principals Fellowship](#)

The Massachusetts Aspiring Principal Fellowship is a one-year program for aspiring school leaders that seeks to cultivate a strong and diverse pipeline of effective school principals who are committed to championing culturally and linguistically sustaining learning communities, equity-driven leadership, and anti-racist practices.

### [Influence 100](#)

A fellowship program designed for current administrators to increase the racial and ethnic diversity of superintendents in Massachusetts and create more culturally responsive districts and leaders.

## InSPIRED Initiative

The InSPIRED Initiative connects current educators to work with DESE to help cultivate, support, and retain a culturally responsive and diverse educator workforce in Massachusetts schools through the InSPIRED Fellowship and the Statewide Affinity Network.

## Partners in Equity Leadership Conference

This biannual conference brings together equity leaders from across Massachusetts to provide deeper learning, resources, and networking opportunities.

## Registered Teacher Apprenticeship Program

This program offers a low-cost, accessible path to becoming a teacher, combining on-the-job training with classroom learning to help build a more diverse and culturally responsive teaching workforce in Massachusetts.

## Teacher Diversification Grant (for schools and districts)

This competitive grant provides financial funding to support school and district efforts to create, strengthen, and or reinforce and diversify existing teacher recruitment and retention programs.

## Teacher Diversification Guidebook

This guidebook provides a framework to help district and school leaders design and implement a teacher diversification strategy to improve student achievement and create equitable outcomes.

## Teacher Diversification Professional Learning Community

A network that supports and enhances school and district understanding of the components needed to develop and implement a comprehensive talent diversification strategy (recruitment, selection, and retention) centered on cultural proficiency.

## **Other Agency Efforts/Resources**

- [Board of Elementary and Secondary Education Educator Diversification Committee](#)
- [Educator Preparation Programs](#)
- [Emergency License Educator Preparation Partnership Grant](#)