

HOUSE No. 573

The Commonwealth of Massachusetts

PRESENTED BY:

Carol A. Doherty

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act establishing a special commission on creating a more diversified teaching workforce in the commonwealth.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Carol A. Doherty</i>	<i>3rd Bristol</i>	<i>2/16/2021</i>
<i>Tram T. Nguyen</i>	<i>18th Essex</i>	<i>2/22/2021</i>
<i>Patrick Joseph Kearney</i>	<i>4th Plymouth</i>	<i>2/22/2021</i>
<i>David Henry Argosky LeBoeuf</i>	<i>17th Worcester</i>	<i>2/23/2021</i>
<i>Tricia Farley-Bouvier</i>	<i>3rd Berkshire</i>	<i>2/26/2021</i>
<i>Gerard J. Cassidy</i>	<i>9th Plymouth</i>	<i>2/26/2021</i>
<i>Peter Capano</i>	<i>11th Essex</i>	<i>2/26/2021</i>
<i>Antonio F. D. Cabral</i>	<i>13th Bristol</i>	<i>2/26/2021</i>
<i>Jack Patrick Lewis</i>	<i>7th Middlesex</i>	<i>2/26/2021</i>
<i>Kathleen R. LaNatra</i>	<i>12th Plymouth</i>	<i>2/26/2021</i>
<i>Patricia A. Haddad</i>	<i>5th Bristol</i>	<i>3/3/2021</i>
<i>Danillo A. Sena</i>	<i>37th Middlesex</i>	<i>3/8/2021</i>
<i>Jacob R. Oliveira</i>	<i>7th Hampden</i>	<i>3/11/2021</i>
<i>Marcos A. Devers</i>	<i>16th Essex</i>	<i>3/11/2021</i>
<i>Michael P. Kushmerek</i>	<i>3rd Worcester</i>	<i>3/11/2021</i>
<i>Paul F. Tucker</i>	<i>7th Essex</i>	<i>3/11/2021</i>
<i>Carlos González</i>	<i>10th Hampden</i>	<i>3/12/2021</i>

<i>Marc R. Pacheco</i>	<i>First Plymouth and Bristol</i>	<i>3/12/2021</i>
<i>Eric P. Lesser</i>	<i>First Hampden and Hampshire</i>	<i>3/12/2021</i>
<i>Carole A. Fiola</i>	<i>6th Bristol</i>	<i>3/15/2021</i>
<i>Paul A. Schmid, III</i>	<i>8th Bristol</i>	<i>3/17/2021</i>
<i>Adam J. Scanlon</i>	<i>14th Bristol</i>	<i>3/26/2021</i>
<i>Mary S. Keefe</i>	<i>15th Worcester</i>	<i>4/1/2021</i>
<i>Tami L. Gouveia</i>	<i>14th Middlesex</i>	<i>7/6/2021</i>

HOUSE No. 573

By Ms Doherty of Taunton, a petition (accompanied by bill, House, No. 573) of Carol A. Doherty and others for an investigation by a special commission (including members of the General Court) relative to the diversification of the teaching workforce. Education.

The Commonwealth of Massachusetts

**In the One Hundred and Ninety-Second General Court
(2021-2022)**

An Act establishing a special commission on creating a more diversified teaching workforce in the commonwealth.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 SECTION 1. (a) Whereas it has been determined that minority students face numerous
2 obstacles particularly in gateway cities; and whereas there is increasing evidence that minority
3 students benefit from having teachers from their same ethnic background and community; and
4 whereas teachers of color make up only about ten percent of the Massachusetts’ teaching
5 workforce while its K-12 student body is over forty percent students of color; and whereas
6 certain educational, financial, and societal barriers disproportionately impact minority teaching
7 candidates; and whereas the state legislature should understand the barriers to students of color
8 entering the teaching profession and provide legislative support to create a cadre of teachers
9 representing the diversity of the student body; and whereas a special commission on teacher
10 diversification in Massachusetts should be established to identify barriers and make
11 recommendations to increase access and offer more pathways for students of color to enter the

12 teaching profession; therefore, said commission shall be established and entitled the Special
13 Commission on Teacher Diversification in Massachusetts.

14 (b) The Special Commission on Teacher Diversification in Massachusetts shall study and
15 make recommendations regarding the diversification of the teaching workforce in the
16 commonwealth.

17 (c) The commission shall: (1) evaluate existing teacher recruitment programs in local
18 school districts, the department of elementary and secondary education, and other states aimed at
19 diversifying the teaching workforce; (2) compile the best practices associated with these
20 programs; (3) make recommendations for sustainable teacher diversification programs; and (4)
21 create a long-term comprehensive plan for developing a cadre of minority teachers. The study
22 shall include a close examination of gateway cities, and the recommendations shall include
23 specific information related to implementation strategies that benefit gateway cities in particular.
24 Recommendations shall include, but not be limited to, strategies that address closing racial
25 achievement gaps in K-12 education, enrolling and retaining minority high school graduates in
26 higher education, enrolling minority candidates in teacher preparation programs, and
27 implementing targeted recruitment programs for minority teaching candidates.

28 (d) The commission shall consist of 21 members as follows: the Secretary of Education
29 who shall serve as the chairperson, the house chair of the joint committee on education, the
30 senate chair of the joint committee on education, the house chair of the joint committee on higher
31 education, the senate chair of the joint committee on higher education, the commissioner of early
32 education and care, the commissioner of elementary and secondary education, the commissioner
33 of higher education, and the Chief Academic Officer of the department of higher education, or

34 their designee(s); and representatives from the following: one of whom shall be from the
35 University of Massachusetts, one of whom shall be from the Council of Presidents of the
36 Massachusetts State Universities, one of whom shall be from the Massachusetts Association of
37 Community Colleges, one of whom shall be from the Association of Independent Colleges and
38 Universities in Massachusetts; one of whom shall be from the Massachusetts Teachers
39 Association; one of whom shall be from the American Federation of Teachers Massachusetts;
40 one of whom shall be from the Massachusetts Association of School Superintendents; one of
41 whom shall be from the Massachusetts Association of School Committees; one of whom shall be
42 from the Massachusetts Association of School Personnel Administrators; one of whom shall be
43 from the Massachusetts School Administrators Association; one of whom shall be from the
44 Massachusetts Elementary School Principals Association; and one of whom shall be from the
45 Massachusetts Secondary School Administrators Association .

46 (e) Members of the commission shall be named by the Secretary of Education and the
47 commission shall commence its work within 60 days of the effective date of this act. The
48 commission shall report to the general court and governor the results of its study, together with
49 any draft legislation, regulations, or administrative procedure necessary to implement its
50 recommendations by filing the same with the clerks of the house of representatives and the
51 senate and the house and senate chairs of the joint committee on education and the joint
52 committee on higher education, not more than 1 year after the establishment of said commission.