

SENATE No. 386

The Commonwealth of Massachusetts

PRESENTED BY:

Robyn K. Kennedy

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 addressing racial and cultural bias training in educator professional development.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	
<i>Robyn K. Kennedy</i>	<i>First Worcester</i>	
<i>Pavel M. Payano</i>	<i>First Essex</i>	<i>6/30/2025</i>

SENATE No. 386

By Ms. Kennedy, a petition (accompanied by bill, Senate, No. 386) of Robyn K. Kennedy for legislation to address racial and cultural bias training in educator professional development. Education.

[SIMILAR MATTER FILED IN PREVIOUS SESSION
SEE SENATE, NO. 299 OF 2023-2024.]

The Commonwealth of Massachusetts

**In the One Hundred and Ninety-Fourth General Court
(2025-2026)**

An Act addressing racial and cultural bias training in educator professional development.

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

1 Chapter 71 of the General Laws, as appearing in the 2022 Official Edition, is hereby
2 amended by striking out section 38Q and inserting in place thereof the following section:-

3 Section 38Q. Every school district in the commonwealth shall adopt and implement a
4 professional development plan for all principals, teachers, other professional staff,
5 paraprofessionals and teacher assistants employed by the district, to include the professional
6 support teams established pursuant to section thirty-eight G, and annually shall update such plans
7 and set forth a budget for professional development within the confines of the foundation budget.
8 Said plan shall include training in the teaching of new curriculum frameworks and other related
9 pedagogical skills required for the effective implementation of this act, including creating
10 equitable, inclusive school and classroom climates, using participatory decision making,

11 delivering framework content to students in racially, linguistically, and culturally responsive
12 ways, and seeking parent and community involvement. The plan shall also include training in:
13 (1) analyzing and integrating diverse learning styles of all students in order to achieve an
14 objective of inclusion in the regular classroom of students with diverse individual and cultural
15 learning styles; and (2) methods of collaboration among teachers, paraprofessionals and teacher
16 assistants to integrate such styles. The plan may also include training in the provision of pre-
17 referral services within regular education. Said plan shall also include training for members of
18 school councils, pursuant to section fifty-nine C. Said plan shall include teacher training which
19 addresses the effects of gender and racial and cultural bias toward Black, Indigenous, and People
20 of Color in the classroom, as well as training on implicit bias. In any school district with English
21 learners as defined in chapter 71A, the plan shall provide training for teachers in second
22 language acquisition techniques for the re-certification of teachers and administrators. All
23 professional development plans required by this section shall be filed annually with the
24 commissioner of education.

25 The commissioner of education for the commonwealth shall prepare each year a plan for
26 providing statewide assistance in the preparation and implementation of professional
27 development plans. The plan shall include data that demonstrates, statewide and by school
28 district, the types of professional development provided for educators who work with English
29 learners as defined in chapter 71A. The commissioner shall consult with the board of higher
30 education in developing said plan. This plan shall evaluate the feasibility of obtaining assistance
31 from institutions of higher education and private service providers. The plan shall be submitted
32 to the board of education for approval. A copy of said plan shall be submitted to the joint
33 committee on education, arts, and humanities of the general court.