

SENATE No.

The Commonwealth of Massachusetts

PRESENTED BY:

Michael D. Brady

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:

Michael D. Brady

DISTRICT/ADDRESS:

Second Plymouth and Norfolk

SENATE No.

[Pin Slip]

[SIMILAR MATTER FILED IN PREVIOUS SESSION
SEE SENATE, NO. 239 OF 2023-2024.]

The Commonwealth of Massachusetts

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

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

12 therefore, said Commission shall be established and entitled the Special Commission on Teacher
13 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 local
20 school district and state programs (3) make recommendations for sustainable teacher
21 diversification programs; (4) review the current pathways that exist between community colleges
22 and public universities for entering the teaching profession; and (5) create a long-term
23 comprehensive plan for developing and supporting a cadre of minority teachers. The study shall
24 include a close examination of gateway cities, and the recommendations shall include specific
25 information related to implementation strategies that benefit gateway cities in particular.
26 Recommendations shall include, but not be limited to, strengthening opportunities to access
27 teacher education programs in gateway cities, enrolling minority candidates in teacher
28 preparation programs, and implementing targeted recruitment programs for minority teaching
29 candidates.

30 (d) The Commission shall consist of 21 members as follows: the Secretary of Education
31 who shall serve as the Chairperson, the House Chair of the Joint Committee on Education, the
32 Senate Chair of the Joint Committee on Education, the House Chair of the Joint Committee on
33 Higher Education, the Senate Chair of the Joint Committee on Higher Education, the

34 Commissioner of Early Education and Care, the Commissioner of Elementary and Secondary
35 Education, the Commissioner of Higher Education, and the Chief Academic Officer of the
36 Department of Higher Education, or their designee(s); and representatives from the following:

37 one of whom shall be from the University of Massachusetts, one of whom shall be from
38 the Council of Presidents of the Massachusetts State Universities, one of whom shall be from the
39 Massachusetts Association of Community Colleges, one of whom shall be from the Association
40 of Independent Colleges and Universities in Massachusetts; one of whom shall be from the
41 Massachusetts Teachers Association; one of whom shall be from the American Federation of
42 Teachers Massachusetts; one of whom shall be from the Massachusetts Association of School
43 Superintendents; one of whom shall be from the Massachusetts Association of School
44 Committees; one of whom shall be from the Massachusetts Association of School Personnel
45 Administrators; one of whom shall be from the Massachusetts School Administrators
46 Association; one of whom shall be from the Massachusetts Elementary School Principals
47 Association; and one of whom shall be from the Massachusetts Secondary School Administrators
48 Association.

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