

SENATE No. 3041

The Commonwealth of Massachusetts

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

1 by inserting the following new section at the end thereof:-

2 SECTION XXX. Section 38G of chapter 71 of the General Laws is hereby amended by
3 inserting after paragraph 13, ending with the words “approved provisional educator preparation
4 program”, the following paragraph:-

5 The department shall, in consultation with relevant stakeholders, develop an additional
6 process for granting educator certification that may be used as an alternative to the testing
7 requirements contained in this section. This process shall include consideration of factors such as
8 whether a candidate has: obtained certification in another state approved by the department;
9 completed a satisfactory portfolio of items that may include student feedback or competency-
10 based projects; or obtained a master’s degree or doctorate from an accredited institution. The
11 department may use the results of the alternative assessment pilot authorized by 603 CMR
12 7.04(e) to inform the development of the alternative licensure process required by this paragraph.
13 The department shall conduct an annual evaluation of the alternative licensure process to
14 determine its effects on candidates of diverse backgrounds. This section shall take effect no later
15 than June 1, 2024.

16 SECTION XXX. Said chapter 71 of the General Laws is hereby amended by inserting
17 after section 38G ½ the following section:-

18 Section 38G ¾ (a) To promote a diverse educator workforce, the department shall:

19 (i) Establish guidelines for plans to increase racial and ethnic diversity among teaching,
20 administration and staff positions in public schools and districts. These guidelines shall include,
21 at a minimum, recommended policies designed to help schools or districts: (1) identify and
22 eliminate discriminatory barriers to hiring and learning in a school or district; (2) remedy the
23 effects of past discriminatory practices; (3) identify, recruit, and hire employees who are
24 members of under-represented groups; (4) develop, promote, and retain employees who are
25 members of under-represented groups; and (5) ensure equal opportunity in employment for
26 educators. In developing these guidelines, the department shall consult with experts and school
27 leaders from public schools or districts that have experienced significant increases in hiring and
28 retaining racially and ethnically diverse educators.

29 Each public school or district shall set a corresponding policy that conforms with the
30 department's guidelines. Such plans shall set forth specific goals and timetables for achievement,
31 shall comply with all applicable state and federal laws, and shall be updated, at a minimum,
32 every 3 years.

33 (ii) Establish a process for reviewing plans based on clearly defined criteria. A public
34 school or district shall amend any plan deemed not to conform with the requirements of this
35 section. A public school or district shall be deemed to have satisfied the requirements of this
36 section if it has prioritized diversity in its 3-year plan required by section 1S of chapter 69 of the

37 General Laws, as amended by chapter 132 of the acts of 2019, or in any other strategic plan
38 developed by the district.

39 (iii) Establish periodic reporting requirements for schools and districts concerning the
40 implementation of their plans and all actions taken to ensure compliance with this section and
41 applicable state and federal laws. These reporting requirements shall be incorporated into
42 existing reporting mechanisms and schedules where feasible.

43 (iv) Assist schools and districts in complying with their plans and applicable federal and
44 state laws.

45 (v) Require approved educator preparation programs to implement plans to increase the
46 racial and ethnic diversity of program completers. These plans shall be required as part of the
47 educator preparation program approval process and the department shall make each program's
48 plan publicly available. The department shall establish guidelines for educator preparation
49 program diversity plans.

50 (b) The board of elementary and secondary education shall review compliance with these
51 plans and policies on a regular basis and may provide further recommendations regarding
52 educator diversity.

53 SECTION 3. Section 18 of Chapter 74, as appearing in the 2018 Official Edition, is
54 hereby amended by striking the first paragraph and inserting in place thereof the following
55 paragraph:-

56 The state board shall establish basic competency-based vocational-technical teacher
57 training standards which shall serve as the fundamental, pedagogical requirements for beginning

58 vocational-technical instructors. The board shall further require that all persons seeking to meet
59 the board's requirements shall have successfully passed performance and written tests in areas as
60 determined by the board or shall have satisfied alternative measures of proficiency established by
61 the board and shall have successfully completed an approved seminar on teaching skills and
62 methods.

63 SECTION XXX: (a) Notwithstanding any general or special law to the contrary, the
64 department shall set measurable educator diversity goals for the state and collect and report
65 publicly statewide educator diversity data. The data shall be reported in an online dashboard
66 created in consultation with the board of elementary and secondary education. The data shall
67 include but not be limited to the hiring and retention of diverse educators, the racial
68 demographics of educators who complete Massachusetts state educator preparation programs,
69 and teacher qualification data from school and district report cards. The department shall report
70 annually to the board of elementary and secondary education on state educator diversity data and
71 goals. The department shall also submit a report on the state of educator diversity to the clerks of
72 the senate and house of representatives no later than June 30th on an annual basis.

73 (b) Each public school or district shall collect and report educator diversity data publicly
74 in a manner prescribed by the department; provided that the department shall utilize existing
75 reporting mechanisms and schedules to collect educator diversity data and outcomes and shall
76 annually present both to the school committee. The data reported pursuant to this paragraph shall
77 include information regarding the achievement of goals set pursuant to subsection (a)(i) of
78 section 38G $\frac{3}{4}$ of chapter 71 of the General Laws.

79 SECTION XXX: (a) Each public school or district shall appoint or hire a diversity,
80 equity, and inclusion officer(s) or establish a diversity team, referred to in this section as a
81 diversity officer or team. The role and responsibilities of a diversity officer or team may be
82 assigned to an existing school employee or existing school entity. A diversity officer or team
83 shall report directly to the superintendent. Diversity officers or teams shall coordinate their
84 school district's compliance with the requirements of this section and applicable federal and state
85 laws. Should a district have a diversity officer or team already in place, that shall satisfy the
86 requirement of this section.

87 (c) Each public school or district shall establish a process for advising the school
88 committee or board of trustees on matters of diversity, equity, and inclusion in the school district.
89 This process may include establishing an educator diversity council consisting of educators,
90 administrators, and students, which shall meet regularly with the superintendent or the diversity
91 officer or teams and the school committee or board of trustees. The school committee or board of
92 trustees may appoint a member of the committee to serve as an ex-officio member of the
93 educator diversity council.

94 (d) Pursuant to guidelines established by the department, all superintendents, school
95 committee members, district leaders, principals and school district employees shall attend annual
96 diversity and implicit bias training.

97 SECTION XXX. The board of elementary and secondary education shall promulgate
98 rules and regulations to implement the requirements of this act. Such regulations shall include a
99 schedule for public schools and districts to meet the planning and reporting requirements of this
100 act, provided that such schedule shall prioritize implementation for schools and districts that

101 have significant disparities between educator and student demographics, according to race and
102 ethnicity.

103 SECTION XXX. The department of elementary and secondary education shall establish
104 an educator diversity grant program, subject to appropriation, which shall provide grants to assist
105 public schools and districts with the establishment of programs to increase educator diversity.
106 Grant funds may be used for purposes including but not limited to the development, in
107 collaboration with institutions of higher education, of in-house teacher residency programs or
108 pathways focused on recruiting, developing, and supporting educators who are members of
109 under-represented groups. This grant program will also support other promising practices to
110 increase the recruitment and retention of diverse educators. The department shall periodically
111 report to the joint committee on education and the house and senate committees on ways and
112 means on the impact of the grant program, including the expenditure of funds by schools and an
113 analysis of the types of programs or initiatives created by said funds.