



CITY OF BOSTON IN CITY COUNCIL

Offered by Councilor Kim Janey

ORDER FOR A HEARING REGARDING TEACHER DIVERSITY IN THE BOSTON PUBLIC SCHOOLS

WHEREAS: Increasing teacher diversity is an imperative for the Boston Public Schools to close the opportunity and achievement gaps, and it is a stated goal in the district's 2016 *Opportunity and Achievement Gap Policy* that the district have employees who reflect the demographics of BPS students; and,

WHEREAS: Research on the impact of teacher diversity has found that students with teachers of the same race can substantially improve educational outcomes for students. Teacher diversity has been linked with higher test scores and graduation rates and lower dropout rates; and,

WHEREAS: Having more diverse teachers improves social-emotional outcomes for students of color, with students feeling happier, more cared for, and more engaged in learning. Teachers of color are more likely to be able to pick up cues that students of color are struggling academically or emotionally. Teacher diversity also has dramatic implications for student discipline, as Black students are more likely to face harsher disciplinary action from White teachers; and,

WHEREAS: 86% of BPS students are Black, Latino, or Asian, yet only 38% of teachers are Black, Latino, or Asian, according to data provided to the City Council in May of 2017. Over the past decade, teacher diversity has failed to increase, despite policy goals and a court desegregation order directing the district to increase; and,

WHEREAS: Policies to improve the hiring, recruitment, and retention of teachers of color are available and have been used in the past. These policies include but are not limited to expanding current teacher pipeline programs that allow BPS students and paraprofessional educators to become teachers, increasing recruitment in the City of Boston and from local universities, holding schools accountable for their hiring practices, and eliminating potential racial bias from the teacher evaluation process.

NOW, THEREFORE BE IT

ORDERED: That the appropriate committee of the Boston City Council hold a hearing to examine the current failure of the Boston Public Schools to address the lack of diversity among its teaching staff. Representatives from the Boston Public Schools, the Black Educators' Alliance of Massachusetts, the Boston Branch of the NAACP, the Lawyers' Committee for Civil Rights and Economic Justice, the Boston Teachers' Union, and other interested parties shall be invited to attend.