



## **BLACK EDUCATORS' ALLIANCE OF MASSACHUSETTS, INC.**

*P.O. BOX 191014  
Boston, Massachusetts 02119*

August 25, 2014

### **Position Statement Having Diverse Teachers for 2014–2015**

The Superintendent recently announced that the Boston School Department has been hiring for 1,000 teaching positions. The large number of teaching positions provided an extraordinary opportunity for the School Department to comply with the long-standing federal teacher desegregation order and to make significant progress in improving the diversity of teachers in Boston Public Schools.

Regrettably, the School Department failed to take advantage of the opportunity to recruit, hire, and retain teachers of color. Despite having 1,000 vacant teaching positions and the discretion to hire early, the School Department made virtually no progress in complying with the court order and improving teacher diversity. According to the teacher diversity data reported in the media, the percentage of Black teachers moved to 22.3% from 21.2% in 2013–2014. There were similar trivial changes in the percentages of Latino teachers (10.4 % from 9.9% in 2013–2014) and Asian (6.2% from 5.9% in 2013–2014).

The Black Educators' Alliance of Massachusetts is very disappointed at the continuing failure of the School Department to comply with the outstanding federal court order and to make significant progress in improving the diversity of the teaching force in Boston Public Schools (BPS). The lack of significant progress is due to the failure of the School Department to take full advantage of the opportunities to retain its teachers of color, to implement recruitment strategies that build a sufficient pool of applicants of color, and to conduct a hiring process that ensures diversity across its schools.

*President:* Johnny McInnis • *Vice President:* Adrienne Level • *Treasurer:* Nancy Dickerson  
*Parliamentarian:* Robert L. Marshall • *Corresponding Secretary:* Marcella Dix-Brown

These failures include:

- Non-renewal of the contracts of over 200 Provisional teachers who worked during the 2013–2014
- No outreach to licensed BPS Paraprofessionals and Substitute teachers of color for teaching positions
- No training for school leaders to counter the bias that the district acknowledged exists in the teacher performance evaluation rating process that has led to disproportionate dismissals of Black and Latino teachers
- No comprehensive plan to ensure staff diversity and cultural proficiency across schools and central departments
- Ineffective strategies to build an adequate pool of external licensed candidates
- Lack of an experienced recruitment team of sufficient size to execute diversity recruitment initiatives

BEAM believes that the continuing inability of the School Department to address issues of staff diversity and cultural proficiency requires immediate intervention and oversight from the Boston School Committee and Mayor of the City of Boston.