

DEI-J Subcommittee
DRAFT for Discussion
8/1/22

The Public Schools of Brookline recognize that for the sake of student achievement, community, and belonging, the demographic makeup of the educator workforce should broadly reflect that of the student body. Accordingly, PSB seeks to recruit and retain educators from groups that are currently underrepresented relative to the community served by PSB.

Recruitment. PSB will take active measures to recruit and hire teachers of color. Such steps may include, but are not limited to:

- Targeted outreach to affinity groups, including the holding of events aimed at recruiting teachers of color;
- Recruitment from Historically Black Colleges and Universities, the Hispanic Association of Colleges and Universities, Tribal Colleges and Universities, and institutions serving a large population of AAPI students;
- Recruitment of teachers of color from outside Massachusetts
- Provide teachers recruited from outside of Massachusetts with guidance on the requirements for obtaining a Massachusetts teaching license, and, where appropriate, the PSB may seek a waiver of the license requirement from the Massachusetts Department of Elementary and Secondary Education (DESE) while the educator works to obtain the required license.

Mentoring. All teachers without Professional Teacher Status will have access to culturally competent mentorship that is centered on coaching and peer support, not evaluation. Such mentorship should help the teacher to navigate PSB services (e.g. Human Resources, Teaching and Learning, and Instructional Technology) as well as professional interactions that may involve bias or insensitivity.

Evaluation and Supervision. All supervisors (e.g. principals, vice principals, and curriculum coordinators) will undergo bias training focused on procedures for evaluation and supervision, including methods of documentation. For written evaluations, rubrics should include specific expectations related to equity and inclusion in the areas of instruction, classroom culture, family and community engagement, and teacher leadership.

On an ongoing basis, the Subcommittee on Diversity, Equity, Inclusion, and Justice will work with the PSB administration to review progress on recruiting and retaining a diverse body of educators. At least once a year, the Superintendent will present data to the School Committee on the demographics of the PSB workforce, including data on recent hiring and granting of Professional Teacher Status.