

Grant Acceptance Form

Name of Grant: Teacher Diversification Pilot Program

Type of Funder: Massachusetts Department of Elementary and Secondary Education

Awarded Amount: \$178,560

Grant Funding Period: 04/11/2019 – 08/31/2019

Project title: Teacher Diversification Pilot Program

Program coordinator: Maureen Binienda

Purpose: The competitive Teacher Diversification Pilot Program is designed to support local school district efforts to strengthen and diversify existing teacher recruitment and retention programs. Through the use of state funds, participating pilot school districts will engage in thoughtful approaches intended to increase the number of effective and diverse teachers in their schools.

Description of the program: The district is being supported in its efforts to strengthen and diversify existing teacher recruitment and retention programs. Through the use of state funds, participating pilot school districts will engage in thoughtful approaches intended to increase the number of effective and diverse teachers in their schools. This includes an assessment of practices in the school district by a state designated vendor to review district policies and procedures and identify the cultural proficiency and anti-bias training needs for district hiring managers, teachers, principals, and school committee members. The grant also provides for the strengthening of existing teacher recruitment and retention programs by providing financial assistance for a diverse group of paraprofessionals (ranging from those without post-secondary education to those with post baccalaureate degrees) who are seeking to support enrollment into, and completion of, an approved educator preparation program.

Program location: Worcester Public Schools and Worcester State University

Outcomes and Measures: Increased sensitivity to cultural and individual differences of students; utilizing students' funds of knowledge to strengthen their learning experiences; warm and welcoming schools environments; students' needs are personalized and provide proactive supports especially for high-risk students; students are provided opportunities for meaningful engagement and participation, shared values and expectations.