

MIRRORS FOR LATINX STUDENTS:

Attracting and Retaining Latinx Teachers in Massachusetts

Latinos will comprise 15% of the population of Massachusetts by 2035, fueled primarily by in-state births. Investing in a strong education system that meets the needs of Latinos and other students of color, as well as students from low-income backgrounds, is an investment in the workforce of the future.

This work begins in the classroom. Research has shown that students perform better when their teachers and school administrators mirror their race/ethnicity and life experience.

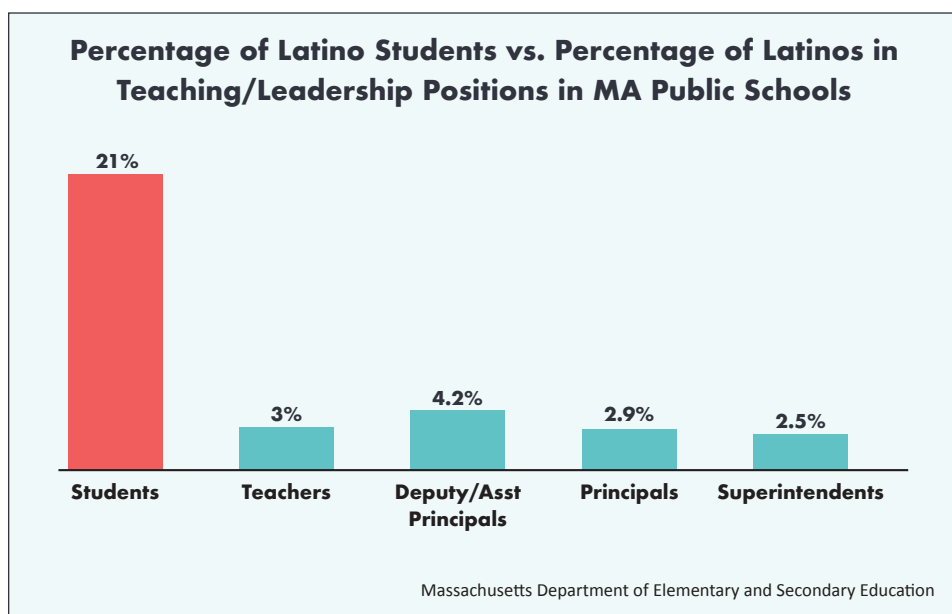
The public education system in Massachusetts is one of the highest-performing in the nation, but only for some students. On the 2019 NAEP exam, Massachusetts 8th graders overall ranked #1 in math, but Latino 8th graders scored as if they lived in a state ranked 50th.

Currently, 21% of the Commonwealth's students are Latino, but only 3% of its teachers. The disparity is similar for principals and district superintendents. Four out of 10 Latino teachers leave the classroom within four years, discouraged by inadequate salaries, colleagues' biases, and the added obligations put on them because of their backgrounds, such as translating for parents.

Latinos for Education, in partnership with Amplify Latinx and the Massachusetts chapter of the Association of Latino Administrators and Superintendents, has launched a statewide initiative to advocate for policy recommendations that can create the environment necessary to recruit, train, and sustain significantly more Latino educators to increase their representation in Massachusetts' education system.

To read the full text of the "Mirrors for Latinx Students" paper, visit:

latinosforeducation.org/attracting-retaining-latinx-teachers-massachusetts



STRENGTHENING THE LATINO EDUCATOR PIPELINE:

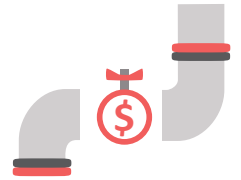
Guidance from the people who know it best

In 2019, Latinos for Education conducted a comprehensive landscape analysis; convened five forums for Latino educators, parents, and community members to share their concerns and recommendations; and surveyed Latino educators in Massachusetts. Four main policy recommendations arose:

RECOMMENDATION ONE

Provide financial assistance and other support at key inflection points in the educator pipeline.

Ensuring a starting teacher salary commensurate with what is required for a middle-class family to thrive in Massachusetts is critical to a healthy educator pipeline, particularly for Latinos. Other benefits such as federal and state loan forgiveness, scholarships, grants, and bonuses for highly effective teachers will also strengthen the pipeline.



RECOMMENDATION TWO

Treat Latino educator recruitment efforts as a critical workforce need.

School districts are often one of the largest employers in communities across Massachusetts. Just as the Commonwealth is dedicating resources toward workforce development initiatives that provide pathways into high-need areas such as the STEM fields and healthcare, we must consider teaching in the same light and with similar urgency.



RECOMMENDATION THREE

Create support systems and networks for Latino educators.

Latino educators need economic stability and mobility in their profession, leadership opportunities within the educational system, and professional development. Our coalition, with support from policymakers and key stakeholders, aims to provide professional development, mentoring, and advocacy opportunities to meet these needs.



RECOMMENDATION FOUR

Promote diversity and cultural competency training at school campuses.

To retain Latino educators, school districts need to provide diversity and implicit bias training for all school-based staff, incorporate asset-based cultural and linguistic curriculum, and establish a diversity task force to ensure that staff more closely mirror the demographics of students.



Massachusetts is prepared to take on this challenge. This complex work can only be done in collaboration. Our coalition will build urgency around these issues and activate our networks to advocate for policy changes. Together, the Commonwealth can harness the power of our shared values, rising collectively on behalf of the future.

Latino-led coalition founding members

