**Racial Imbalance Advisory Council (RIAC)**

**Monday, January 13, 2025**

9:30 – 11:00 a.m.

Online Remote Participation (Zoom)

**Council Chair:** Monica Roberts

**Council Members:** Matt Brunell, J.D.; Jorge Fanjul, M.P.M., M.A.; Lateefah Franck, M.Ed.; Renée Heywood, Ph.D.; Laurie Hunter, M.Ed., Ed.D.; Julia Jarquin; Josephine M. Kim, Ph.D., LMHC, NCC; José Lugo, M.A.; Lamikco T. Magee, M.Ed., J.D., Ph.D.; Cleonie Mainvielle, MSW; Marieme Ngom; Monica Roberts; Darlene Spencer

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| **Time** | **Agenda Item** |
| 9:30 | **Arrival** |
| 9:35 – 9:40 | **General Council Business**   * Approve November 2024 Meeting Minutes |
| 9:40 –10:05 | **Following up on the 23-24 RIAC Annual Report Recommendation: Identify pathways to robust, sustained outcomes in segregated non-white schools.**   * Claire Abbott, Director of the Office of Educator Effectiveness, will present on how DESE is positioning the pilot Registered Teacher Apprenticeship Program (RTAP), which falls under Strategic Objective #3 of DESE’s Educational Vision, to prioritize communities that are racially imbalanced. |
| 10:05 –10:15 | **Following up on the 23-24 RIAC Annual Report Recommendation: DESE and BESE should seek to clarify and strengthen their oversight responsibilities.**   * Karen M. Sampson, JD, DESE’s Director of Diversity Equity and Inclusion, will present on DESE’s culturally and linguistically responsive staff trainings and provide a status on the work underway. |
| 10:15 –10:30 | **Following up on the 23-24 RIAC Annual Report Recommendation: DESE should collect more detailed data which may reveal even more disparities.**   * Darcy Fernandes, Senior Associate Commissioner, will provide an overview of the MassLeads Economic Development Bill. |
| 10:30 – 10:55 | **Council Discussion: States with Racial Imbalance Laws**   * Councilmembers will provide outreach and/or research updates, not limited to the racial imbalance laws and efforts; inter-agency and/or entity collaboration to mitigate racial imbalance; evidence of effectiveness; strategies for educator diversity and retention; and incentives for school and district efforts to increase racial balance, for the following states:   + Connecticut   + Minnesota   + New Jersey   + Washington |
| 10:55 | **Closing**   * Public Comment   + Members of the public may address the RIAC for no longer than 3 minutes. Should the comment exceed this allotted time, the individual should attend a following meeting and/or submit written material (of any length) to the DESE liaison to share with council members. The Council will not provide an immediate response but may address the comment in a future meeting. * Announcements   + Next Meeting: Monday, 2/10 from 9:30 – 11:00am * Next Steps |
| 11:00 | **Meeting Adjourned** |

RIAC’s 24-25 Charges

1. Determine what other state departments of education are effectively addressing regarding racial imbalance in public schools through policies, programs, and practices; and how are they collaborating with other state agencies and/or entities to mitigate imbalance and/or address educational inequities?
2. Identify specific policy recommendations, particularly from the 2024 RIAC report, that can be made related to DESE’s educational vision that would benefit from such policies, programs, and practices; and,
3. Provide additional programmatic recommendations, as it deems necessary, to fulfill the goals established by the Board and align with the Department’s Educational Vision and Strategic Objectives.

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| **Current DESE Initiatives (Under Strategic Initiative #3: Culturally Responsive Workforce) that Align with the FY24 RIAC Recommendations** | | | |
| Highlighted align to 23-24 RIAC annual report recommendations | **3.1 Recruitment/ Pipeline** | **3.2 Sustain and Retain** | **3.3 Development/ Continuous Improvement** |
| **Inventory Highlights** | * Performance Review Program for initial Licensure * Professional Assessment for Leaders (PAL) * CLST Framework & MTEL * IES Studies on MTEL Validity and Vouchers, Special Educator Pipeline * Principal Pipeline Study | * Updated Professional Licensure Guidelines (proposed) | * Updated Professional Standards for Teaching (ed prep) * Model Handbook for Principal Induction and Mentoring * Updated Standards & Rubrics for Effective Teaching and Leading * IES Study on Teacher Quality |
| **Guidance, Resources, & Tools** | * Teacher Diversification Guidebook | * Regional Licensure Assistance Centers * Talent Guide * Updated Diversification Guidebook | * Educator Evaluation Implementation Resources |
| **Grant Offerings** | * Registered Teacher Apprenticeships- * Diversifying the Educator Workforce Grant * Priority to underperforming/Title 1 | * Teacher Diversification Grant/Research Program and PLC | * Early Literacy Partnership Consortium Grant |
| **Professional Learning Opportunities** | * PLC Teacher Diversification | * Culturally and Linguistically Sustaining Practice Mentor/Supervisor Training | * Leadership Network on Culturally & Linguistically Sustaining Practices * Special Education Institutes * Para PD Modules |
| **Programming** | * MTEL Alternative Assessments Pilot * Equitable Access to the MTEL * Influence 100 Program and Research Study * Aspiring Principals Fellowship | * Partners in Equity Leaders Conference | * New Superintendents Induction Program * Equity in Action * PAC/TAC |