



Diversity low in Mass. teacher preparation programs



By [Matt Rocheleau](#)

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Massachusetts school superintendents have taken various steps to diversify the teaching staffs in their districts. Officials at the state level and in teacher preparation programs also say they are making efforts to close the student-teacher diversity gap.

One focus of the state Department of Elementary and Secondary Education is [to review teacher preparation programs run by local colleges and other providers](#) to ensure they are meeting certain criteria related to diversity.

“We basically say to education preparation providers, ‘Tell us what you’re doing [regarding diversity], and we’re going to look at the data to determine if what you’re doing is actually working,’” said Liz Losee, director of educator preparation and assessment at DESE. “Where there are bright spots, where strategies are working, we highlight those.”

For example, some teacher preparation programs have begun forging partnerships with nearby school districts to try to encourage K-12 students to pursue a career in education and to eventually return to their districts to teach.



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State data show that candidates in teacher preparation programs are more diverse than the state's teacher population, but still far less diverse than the student population. Minorities accounted for about 13 percent of 16,900 [candidates](#) enrolled in education preparation programs in Massachusetts in 2014-15, the most recent period for which figures were available.

Mass. students are increasingly diverse. But their teachers are not.

The Massachusetts public school student population has grown increasingly diverse in recent years, but the state's teaching force has remained overwhelmingly white.

Table: The student-teacher diversity gap in each Mass. school district

Sharyn S. Boornazian, certification officer for educator licensure at Lesley University, said she believes that the tests teachers are required to take to earn a license may be a significant factor in why more minorities in educator preparation programs don't become teachers.

She said that not only is there a cost burden to taking the tests, but [data](#) also show that minorities have not performed as well on them, [including in Massachusetts](#).

“I think we need to study this more and do more to understand what are some of the unintended consequences of the exams,” Boornazian said.



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Data are for 2014-15 academic year.



Candidates



Program-by-program diversity statistics

This table shows the percentages of minority candidates in each educator preparation program in Massachusetts. Figures are for the 2014-15 academic year. Dashes indicated the program did not submit data to the state education department. For more detailed data, click [here](#).

Program	% Minority candidates	# Candidates
American International College	9%	1,932
Anna Maria College	6%	41
Assumption College	4%	138
Bay Path University	11%	110
Becker College	4%	26
Berklee College of Music	41%	104
Boston College	24%	580
Boston Conservatory	19%	26
Boston Teacher Residency	49%	37
Boston University	24%	529

Brandeis University	22%	105
Bridgewater State University	9%	3,051
Cambridge College	31%	528
Catherine Leahy Brine Educational Consultants, Inc.	5%	150
Clark University	25%	27
College of the Holy Cross	14%	30
Curry College	7%	21
DeLet	0%	7
Eastern Nazarene	17%	98
Elms College	10%	131
Emerson College	15%	224
Emmanuel College	11%	204
Endicott College	4%	364
Fitchburg State University	7%	492
Framingham State University	6%	248
French River Education Center	0%	29
Gordon College	13%	676
Harvard Graduate School of Education	33%	105
Hellenic College	0%	3
Lasell College	3%	136
Lesley University	14%	919
MGH Institute of Health Professions	24%	155
Massachusetts Association of School Superintendents	71%	12
Massachusetts College of Art	7%	27
Massachusetts College of Liberal Arts	10%	189
Massachusetts Elementary School Principals Association (MESPA)	54%	12
Massachusetts Secondary School Administrators' Association (MSSAA)	100%	36
Merrimack College	-	-
Montserrat College of Art	0%	23
Mount Holyoke College	19%	31
Mount Ida College	28%	37
Nichols College	0%	9
Northeast Consortium for Staff Development	-	41
Northeastern University	15%	225

PRISM Educational Consultants, Inc.	0%	11
Regis College	11%	34
Salem State University	9%	32
Simmons College	12%	185
Smith College	23%	37
Springfield College	13%	193
Stonehill College	4%	230
Suffolk University	-	1
Teach for America	47%	151
Teachers21	44%	16
The Reading Institute	-	14
The Teachers' Loft	50%	2
Tufts University	29%	61
UMass/Amherst	16%	352
UMass/Boston	-	255
UMass/Dartmouth	8%	163
UMass/Lowell	6%	149
Wellesley College	36%	12
Western New England University	13%	54
Westfield State University	9%	1,247
Wheaton College	13%	39
Wheelock College	24%	330
Worcester Polytechnic Institute	18%	17
Worcester State University	11%	755
State Total	13%	16,898

SOURCE: Massachusetts Department of Elementary and Secondary Education

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