**2022-2023 Educational Personnel Advisory Council**

**Annual Report**

**I.** **INTRODUCTION**

The Educational Personnel Advisory Council (EPAC) advises the Commissioner and the Board of Education on issues pertaining to all educational personnel and specifically on policy and programming pertaining to the educator workforce.

During 2022-2023, EPAC members focused on working with DESE staff on the educator preparation review process and the Guidelines for Program Approval.

**II. 2022-2023 WORK OF THE COUNCIL**

At each meeting, EPAC members provided updates on the work at their respective organizations. In addition, DESE provided a written update from the Licensure and Educator Effectiveness offices that was shared in advance of the meeting, followed by time allocated for questions and discussions. We devoted time at each meeting to bring a topic to discuss to inform the Program Approval Guidelines.

The following were the focus areas for discussion about the educator preparation program review process and the program approval guidelines at meetings in 2022-23:

* **Review Process Goals:** The Goals for the Revised Formal Review Process were shared:
  1. Create a review process that will hold ed prep programs accountable to strong, equity-centered expectations.
  2. Support organizations in creating the conditions for a more diverse, effective, and anti-racist educator workforce - Effective educators: are culturally responsive educators - those who support students to achieve academically, feel affirmed in their cultures and identities while gaining skills to understand and respect others, and build their awareness and capacity to solve inequity.

We believe this will lead to improved outcomes for all students, and especially the Black, Indigenous, Latinx, Asian, and multiracial students who’ve been most harmed by our education system.

* **Program Review Criteria:** EPAC members discussed and provided feedback on the Criteria that are aligned to specific expectations outlined in broader Domain. All criteria reflect evidence-based and anti-racist practices across the domains.
* **Program Reviewers:** Feedback was provided on how to make the reviewer role attractive to and meaningful for reviewers coming from a broad range of backgrounds and experiences.
* **Supervising Practitioners:** EPAC members discussed and generated ideas on the barriers contributing to a current shortage of Supervising Practitioners and what resources or supports would be helpful for districts and ed prep programs to address this shortage.
* **Public Comment and Partnerships:** The trends from public comment and structures that will be put in place to support the areas with gaps was shared with EPAC members, and the members discussed and shared ideas for the Partnerships advisory.

In summary, the discussions, feedback and thoughtful contributions by EPAC members helped shaped the final [Program Review Process](https://www.doe.mass.edu/edprep/resources/guidelines-advisories/program-approval/). EPAC members were acknowledged as contributors in the final copy of the [Guidelines for Program Approval released in September 23](https://www.doe.mass.edu/edprep/resources/guidelines-advisories/program-approval-guide.pdf) based on their work during SY2021-22.

**IV. COUNCIL DETAILS**

**Department Liaison:** Elizabeth C. Losee, Director of Educator Effectiveness Policy

[**Members of EPAC:**](https://www.doe.mass.edu/bese/councils/epac.html)

| **Name** | **Title** | **Representing Organization** |
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| Desiree Ivey, 2022-2023 EPAC Chair | Executive Director, Shady Hill Teacher Training Center | Shady Hill School |
| Priya Tahiliani | Superintendent, Everett Public Schools | Massachusetts Association of School Superintendents |
| Ray Lewis | Dean, Worcester State University | Standing Committee on Preparing Educators, Public University System |
| Robert Spiegel | Human Resources Director, Arlington Public Schools | Massachusetts Association of School Personnel Administrators |
| Lianna Pizzo | Associate Professor, UMass-Boston | Massachusetts Association of Colleges for Teacher Education |
| Paul Tritter | Director of Professional Learning, Boston Teachers Union | American Federation of Teachers, MA |
| Michael Lavelle | Assistant Principal, Oxford Middle School | Massachusetts School Administrators Association |
| Noah Berger | Interim Director — Center for Education Policy and Practice | Massachusetts Teachers Association |
| Elijah Heckstall | Principal | Dudley Street Neighborhood Charter School |
| Jill Flanders | Elementary Committee Member | Massachusetts School Administrators Association |
| Takeru Nagayoshi | Director, Community Events at Panorama Education | 2020 MA State Teacher of the Year |
| Jennifer Hedrington | Peabody Elementary Assistant Principal, Cambridge Public Schools | 2021 MA State Teacher of the Year |
| Danubia Camargos Silva | Early Childhood Program Officer, The Boston Foundation | Parent/Family Representative |

**Council Meeting Dates:** November 16, 2022; January 18, 2023; March 15, 2023; and May 10, 2023