**Influence 100 Pilot Program**

Currently, only 4 percent of Massachusetts school superintendents are people of color, while 40 percent of the students served by public school districts are people of color. To address this, and as part of a broader and comprehensive effort to diversify the educator workforce at all levels, the Massachusetts Department of Elementary and Secondary Education (DESE) launched the Influence 100 program to increase the racial and ethnic diversity of superintendents in the state, create more culturally responsive districts and leaders, and promote better outcomes for students. The program includes two components:

1. **A two-year Fellowship Program** for qualified educators who desire to move into the superintendent role in the next five years (approximately 25 Fellows per year). The program includes:

* Monthly leadership programming, led by New York City Leadership Academy, focused on leading for equity;
* Monthly mentorship with their superintendent and other district leaders; and
* Support preparing to secure a superintendency in Massachusetts within five years.

2. **Support for school districts** in the form of professional development and technical assistance on:

* Assessing the district’s climate and culture,
* Supporting the creation of more culturally responsive policies and practices, and
* Developing and implementing an intentional strategy to diversify their educator workforce.

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| **Goals** |
| **In the next four years:**1. 100 Fellows will engage in monthly leadership development programming that emphasizes the nuances of leading in a superintendent role in Massachusetts, with a focus on what it takes to lead a district to be more culturally responsive and intentional in diversifying the educator workforce to better serve all students.
2. Each year, 10-15 school districts will participate in capacity-building efforts in order to become more culturally responsive and diversify their educator workforce to better serve students. Districts participating in the pilot SY19-20 year: Athol-Royalston, Boston, Cambridge, Framingham, Holyoke, Lawrence, Leominster, Malden, Natick, Salem, Somerville, Springfield, Revere, Waltham, and Weston. Each district selected one to three fellows to participate in the fellowship. Additional districts and collaboratives participating in the SY20-21 year: Assabet Valley Collaborative, Brockton, EDCO Collaborative, Fall River, Milford, Southcoast Collaborative, and Wellesley.
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| **In the next 10 years:** 1. The percentage of superintendents of color will increase more than threefold, from 4 percent to 14 percent.
2. 100 districts will be more culturally responsive and will have an intentional strategy around diversifying their educator workforce.
3. We will see accelerated improvement in how students of color are experiencing school.
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