**Educational Personnel Advisory Council**

**2020-2021 Annual Report**

**I. INTRODUCTION**

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

During 2020-2021, EPAC focused on the preparing, recruiting, hiring and retaining of educators amidst the COVID-19 pandemic as well as the diversity of the educator workforce.

**II. 2020-2021 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 and then there was time allocated for questions and discussions. Based on a survey issued in August 2020, we asked EPAC members to tell us what areas related to the educator workforce they were most interested in discussing during the 2020-21 school year.

The following were the four focus areas at meetings in 2020-21:

* **The Alternative Assessment for Licensure Pilot** – EPAC members were given an overview and update on this new portfolio of work and provided input and advice on the development of various communication and guidance documents that were developed in support of this Pilot.
* **The DESE Talent Guide** – EPAC members provided their thinking and feedback on the following:
  + What has your organization done or seen as an example and/or model to share in the guide?
  + How can and should district leaders be leveraging this aspect of the talent guide in supporting the hiring and retaining of a diverse workforce?
  + Over the next year, what choice points will school and district leaders face, relative to this topic, to advance racial equity?
* Overview of the [**Massachusetts Blueprint for English Learner Success**](https://www.doe.mass.edu/ele/blueprint/) – The discussion with EPAC members focused on ideas and resources for Using the Blueprint to Promote Improvement for ELs
* **DESE Principal Readiness Work**: We engaged members with an overview of the Principal Readiness Portfolio and purpose of each project within the initiative and solicited initial insights and feedback on implementation support in 2021-22 and beyond. The discussion focused on the following: 1) How can preparation programs understand or measure their candidates' level of readiness on these indicators? 2) What supports will mentors need to effectively engage novice principals in an induction and mentoring program centered on equitable leadership practices? and 3) As we continue to build out our implementation support for this work, we recognize that programs, organizations, and/or districts may already be doing work to develop and support anti-racist leadership (or components of it) well. Are there places you know about that are already doing this work (or components of it) well?

The insights and good thinking from EPAC members helped shaped the development, support and resources associated with: the [Pilot of Alternative Assessments for Licensure](https://www.doe.mass.edu/mtel/alt-assess/default.html), the [2021-22 MA Guide to Building Supportive Systems for Educators](https://www.doe.mass.edu/edeffectiveness/talent-guide/default.html), the [MA Blueprint for English Learner Success](https://www.doe.mass.edu/ele/blueprint/), and the Principal Readiness Portfolio.

**IV. COUNCIL DETAILS**

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

**Members of EPAC:**

| **Name** | **Title** | **Representing Organization** |
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| Ms. Desiree Ivey, 2020-2021 EPAC Chair | Executive Director, Shady Hill Teacher Training Center | Shady Hill School |
| Mr. John Antonucci | Superintendent, Duxbury Public Schools | Massachusetts Association of School Superintendents |
| Dr. Ray Lewis | Dean, Worcester State University | Standing Committee on Preparing Educators, Public University System |
| Ms. Carol Gregory | Executive Director | Massachusetts Association of School Personnel Administrators |
| Dr. Cheryl Stanley | President | Massachusetts Association of Colleges for Teacher Education |
| Mr. Daniel Murphy | Director of Ed. Policy & Programs | American Federation of Teachers, MA |
| Mr. Richard Pearson | Associate Executive Director; Council Chair | Massachusetts School Administrators Association |
| Ms. Elizabeth Shevlin Tripathi | Educational Policy Specialist | Massachusetts Teachers Association |
| Mr. Elijah Heckstall | Managing Director of Teacher Leadership Development | Teach for America |
| Ms. Jill Flanders | Elementary Committee Member | Massachusetts School Administrators Association |
| Mr. Takeru Nagayoshi | 2020 Teacher of the Year | New Bedford Public Schools |
| Ms. Marla J. Solomon | Director of Partnership Programs | Five College Consortium |

**Council Meeting Dates:** 12/1/2020, 1/14/2021, 3/23/2021, and 4/29/2021