



Academic Affairs & Student Success Advisory Council  
January 31, 2023

# RESOURCES FOR TEACHER EDUCATION PROGRAM STUDENTS



MASSACHUSETTS  
Department of  
Higher Education

# Resources for Teacher Education Program Students

## Presenters

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# Agenda

- Introductions & Overview
- MassTeach
- Early Childhood Educators Scholarship
- Paraprofessional Teacher Preparation Grant
- Tomorrow's Teachers Scholarship
- Teacher Loan Forgiveness Program
- Communications/Outreach Strategy

# Background & Overview

- Teachers can change the lives of students and families, making teaching one of the most important, yet challenging careers
- Qualified teachers are in demand across the country and in Massachusetts, with many communities experiencing teacher shortages
- Unfortunately, the rising cost of college tuition can pose challenges for those wishing to become educators
  - On average, tuition and fees alone can cost \$15,755 for a full-time student at UMASS and roughly \$11,300 at state universities
  - That cost is significantly higher at independent colleges, ranging from a low of \$40,912 to as much as \$65,222

# Background & Overview

- Financial support can often mean the **difference in a student's ability to become a teacher**
- Massachusetts offers several funding options for future teachers, that include scholarships, grants, forgivable loans, and tuition waivers
  - Programs are purposed to meet **workforce demands**
  - Focus is on diversification of the teaching profession
  - Programs constructed with stakeholder (EEC, DESE, MTA) input and collaboration
- Challenge is to promote teaching as a viable profession, as some may view teaching as less attractive for a variety of reasons

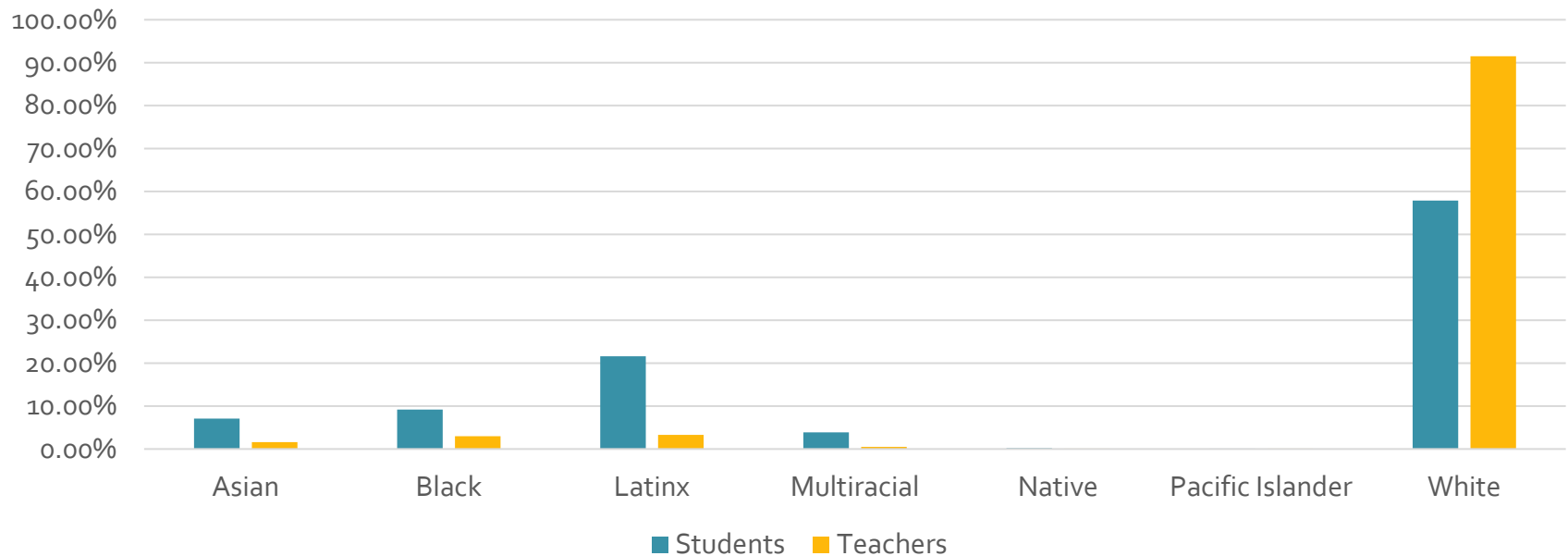
**Goal is to increase pool of eligible teachers from all populations, with a focus on underrepresented students**



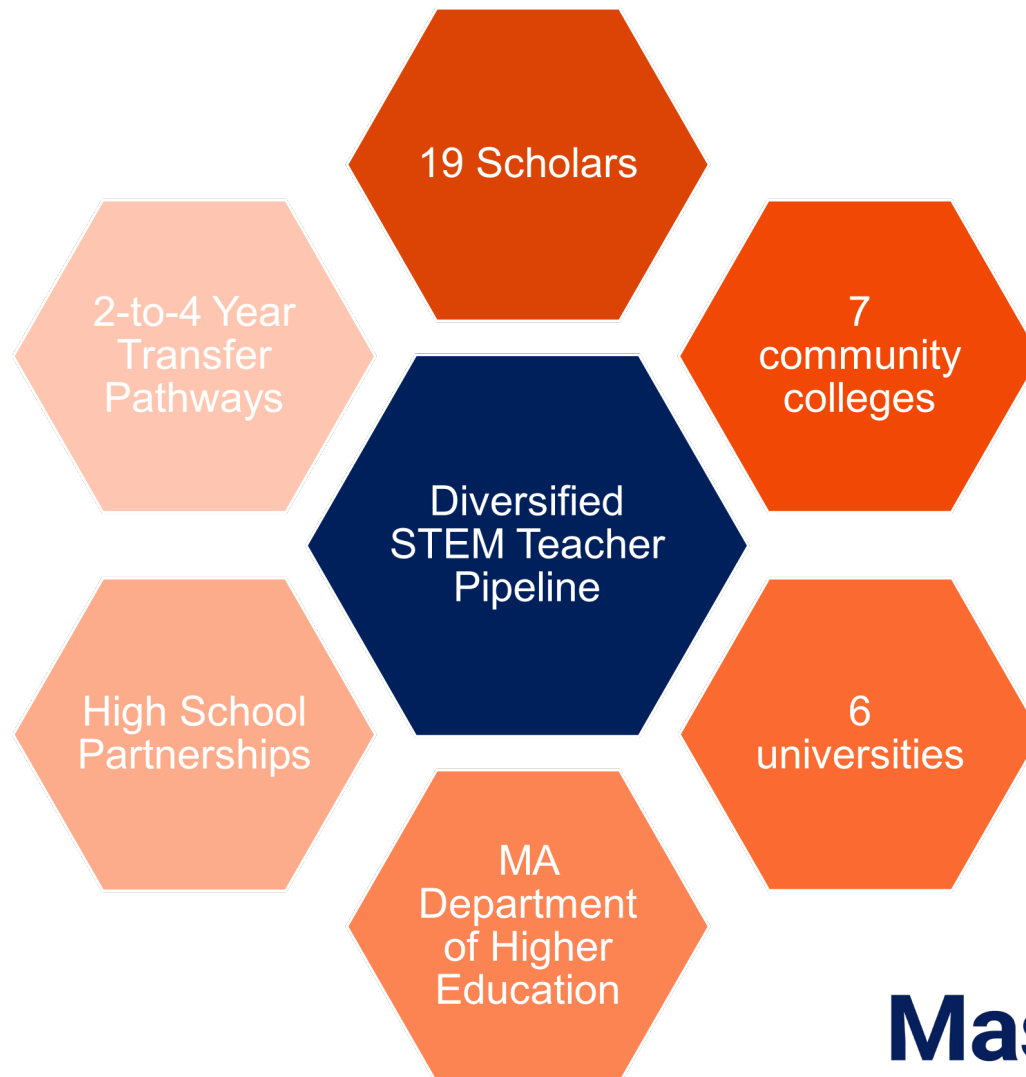
## Resources for Teacher Education Program Students

# Teacher-Student Diversity Gap

2019-2020 MA Students-Teachers Diversity Gaps



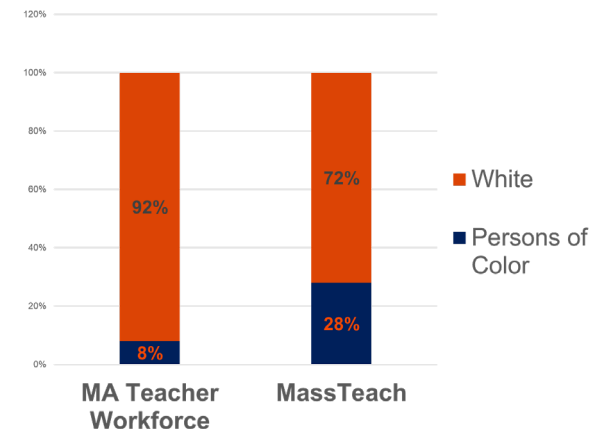
# MassTeach





# MassTeach

- Selection Process: Application and Interview
- Scholar Benefits
  - Advising
  - Relationships and high-touch supports (faculty, staff, and peers)
  - \$20,000-\$30,000 Scholarship while at university
- Service Obligation: 2 years of service for 1 year of scholarship (4 years total) in a high need school district
- Outcomes
  - First 3 scholars are currently teaching
  - 4 cohorts of 16 Scholars
  - Goal is 41 Scholars



# Early Childhood Educators Scholarship

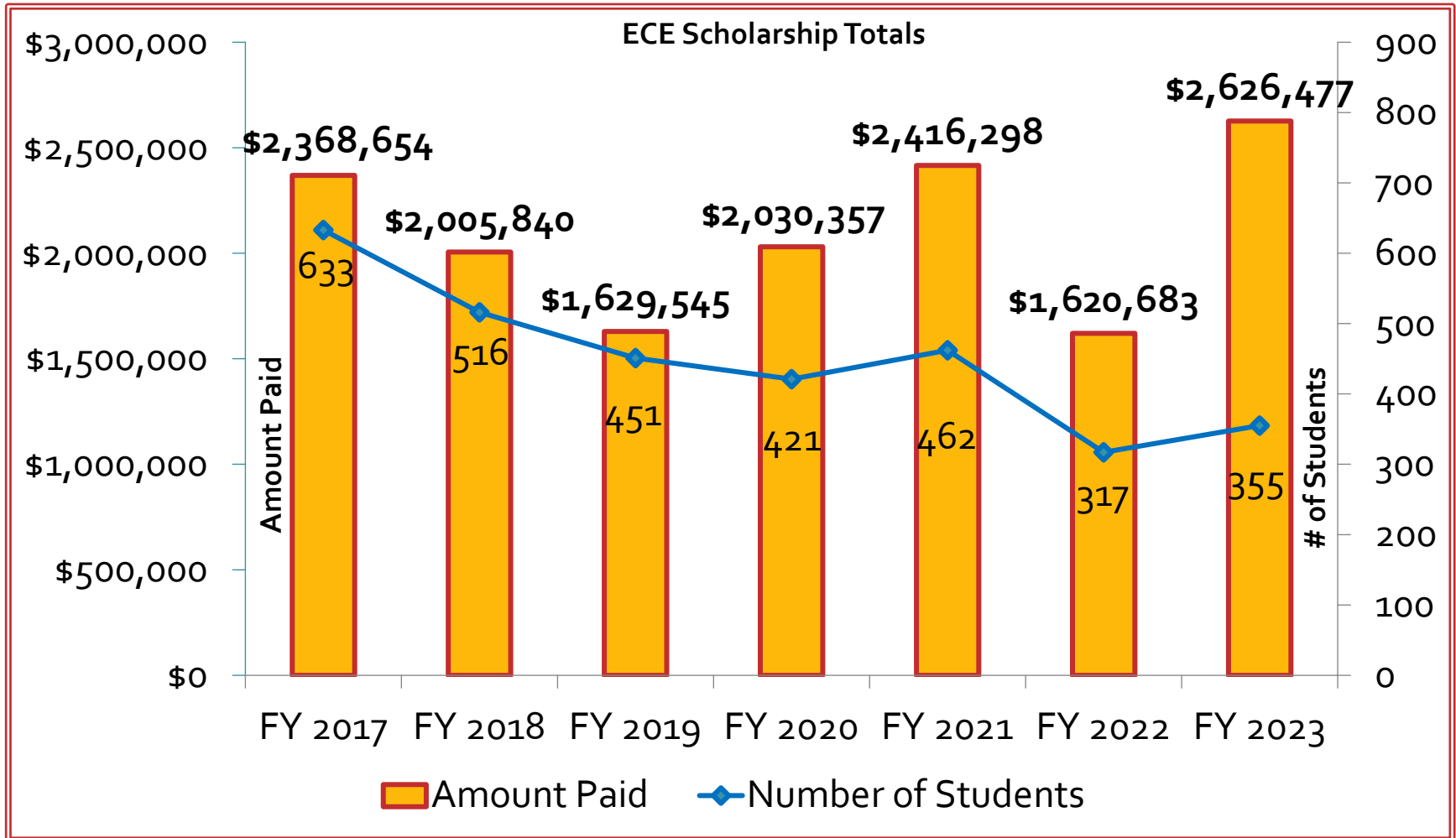
- Funded as a pilot initiative in FY2005 by the Legislature
  - Purpose: Increase the quality and availability of teachers and care providers to work with young children and youth in inclusive settings including infant/toddler, preschool and school age programs.
  - Initial appropriation: \$1 million
  - Current appropriation: \$5 million
- Student Eligibility
  - Employed for at least six months & 20 hours per week, as an educator or provider in an early education and care program or out of school time program
  - Enroll in a certificate, associate, bachelor's, master's degree program in an eligible childhood education



# Early Childhood Educators Scholarship

- Scholarship is based on a per credit rate, depending on the type of institution (2-year or 4-year)
  - Range of \$250 to \$500 per credit
  - Semester award range from \$2,250 to \$4,500
- Applicants may receive scholarships to assist with the cost of no more than three courses/11 credits per semester
- Service Obligation
  - Continue employment as an early childhood educator or provider in Massachusetts
  - Service ranges from 6 months to 2 years dependent on amount of funding received

# Early Childhood Educators Scholarship



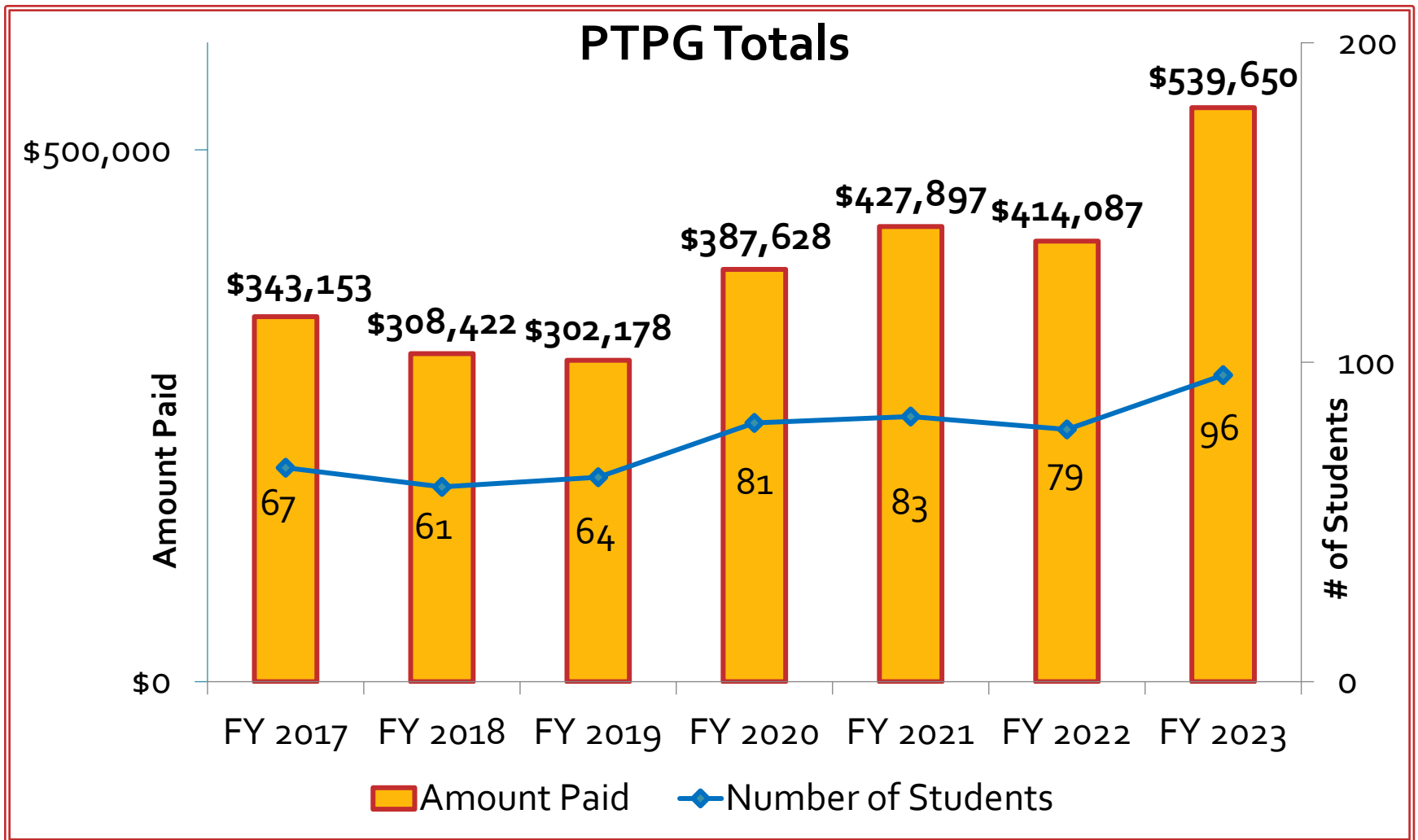
# Paraprofessional Teacher Preparation Grant

- Provides financial assistance to Massachusetts residents who are currently employed as paraprofessionals in Massachusetts public schools and wish to become certified as full-time teachers.
- Student Eligibility:
  - Employed as a paraprofessional for at least two-years in a Massachusetts public K-12 school
  - Work at least 20 hours per week
    - Grants may be awarded to paraprofessionals with less than two years of employment if enrolled in a high-need discipline (Mathematics, Science, Foreign Languages, Bilingual Education)

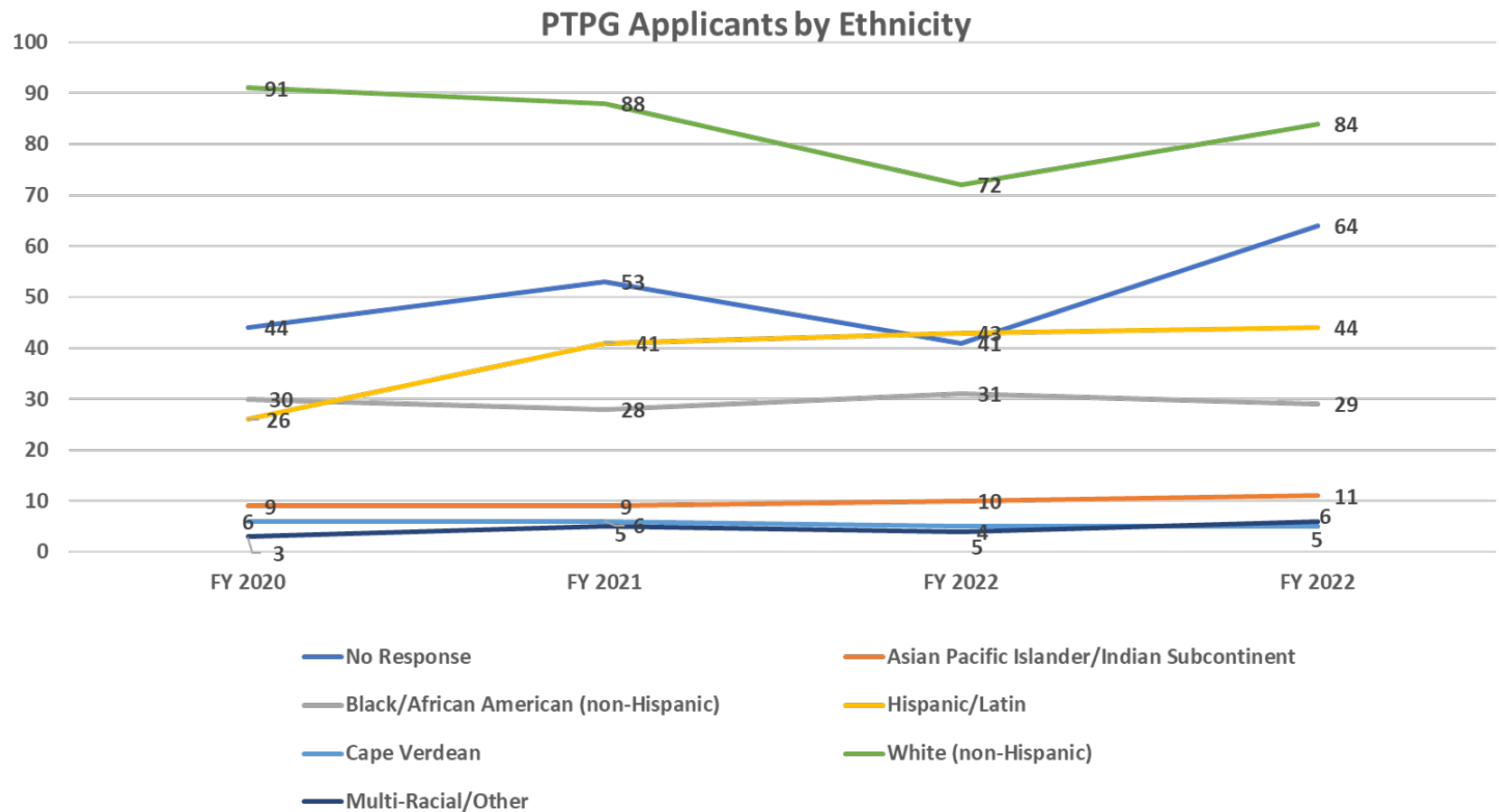
# Paraprofessional Teacher Preparation Grant

- Enroll in an undergraduate degree program (full-time or part-time) that offers a DESE approved teacher preparation program leading to licensure
- Scholarships are based on a per credit rate, depending on the type of institution (2-year or 4-year):
  - \$250 to \$625 per credit
  - \$4,000 to \$7,500 per academic year
- Service Obligation
  - Secure employment as a full-time teacher in a Massachusetts public school (K- 12)
  - Ranges from a minimum of two and a maximum of four years, depending on the number of semesters of grant assistance received

# Paraprofessional Teacher Preparation Grant



# Paraprofessional Teacher Preparation Grant





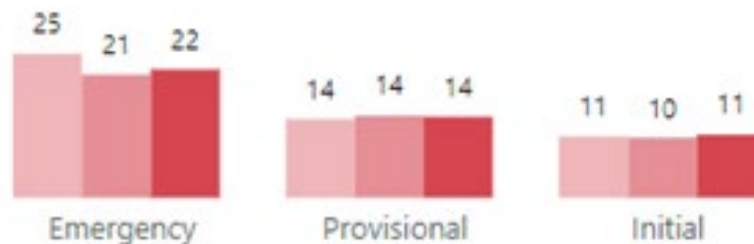
# Tomorrow's Teacher Scholarship

- Purposed to help diversify the teaching profession by attracting and encouraging underrepresented students (high school and college) to become licensed to teach in the Massachusetts k-12 public school system
- ***Guidelines on tap to be presented to the BHE for approval***
  - Outlines recipient eligibility criteria
  - Provide guidance for institutions in administering the program and related support services to students
  - First scholarships awarded for the 2023-24 academic year
- Service-obligated Scholarship
  - Recipient agrees to teach as a condition of receiving scholarship

# Tomorrow's Teacher Scholarship

- Student Eligibility Options
  - Enroll fulltime in an undergraduate degree program or **post baccalaureate course of study** that meets the certification requirements for licensure/employment at a Massachusetts public elementary or secondary school
- DESE Issued Licenses and Racial Diversity 2020-2022

Educator Licensure License Type	2020		2021		2022	
	#	%	#	%	#	%
Emergency	758	24.9	1,355	21.3	1,069	22.2
Provisional	306	13.6	320	14.2	309	14.0
Initial	907	10.6	833	10.4	879	10.9



\* No Emergency licenses were issued prior to the 2020 school year.

# Tomorrow's Teacher Scholarship

- Scholarship Conditions and Recipient Responsibilities
  - Repay through service schedule (i.e., one year of teaching per year of scholarship assistance)
  - Become employed as a teacher of record, within 12 months of degree completion or the completion of post-baccalaureate coursework
- Award Value
  - Scholarship assistance determined annually, up to \$25,000 per year
    - Based on Cost of Attendance for tuition, fees and related educational expenses
  - Undergraduates can receive scholarship for a maximum of 4 years
  - Students pursuing post-baccalaureate coursework may be assisted for maximum of three (3) semesters

# Teacher Loan Forgiveness

- The Teacher Loan Forgiveness Program is purposed to assist a diverse population of qualified Massachusetts K-12 public school teachers with loan repayment
- Teacher Eligibility
  - Have completed a bachelor's degree program at a Massachusetts public institution of higher education after January 1, 2020
  - Have outstanding educational debt that was incurred to pay tuition, fees or additional costs of attendance

# Teacher Loan Forgiveness

- Student Eligibility
  - Commit to and work for 4 years in a school district as a teacher, instructional or program paraprofessional, or in any other position that requires a license or other form of certification issued by the department of elementary and secondary education
  - Priority shall be given to educators working in school districts with higher shares of students who are designated as low income, as defined in said section 2 of said chapter 70
- Award Amount
  - Teachers will receive up to \$7,500 each year they fulfill their obligation

# Communications/Outreach Strategy

- Line Item: Permits the use of funds to support public awareness campaign
- Objective: Publicize Tomorrow's Teachers Scholarship and Loan Forgiveness programs to maximize reach
- Value: Change perception of teaching as a career
  - Highlight connections to Equity Agenda values
- Process
  - Competitive RFP via COMMBUYS
  - 4 proposals received
  - Selected C+C



- Phase 1 (January 30-June 30)
  - Tying work to Strategic Plan for Racial Equity
  - Focusing on designing collateral and implementation
    - Differentiating this program from others
    - Simple messaging
    - Leveraging key calendar dates (Black History Month, Pi Day)
    - Landing page, key audience engagement, real stories
  - Paid and earned media
  - Using KPIs to measure success
- Phase 2 (potential to extend contract)
  - Engaging community-based organizations

# Questions

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