

ONE HUNDRED SEVENTH LEGISLATURE

FIRST SESSION

**LEGISLATIVE RESOLUTION 157**

Introduced by Pansing Brooks, 28; Day, 49; McKinney, 11; Morfeld, 46.

PURPOSE: The purpose of this interim study is to explore how Nebraska schools could recruit a teaching and administrative force that accurately reflects the proportion of students of color attending Nebraska schools. Many studies have proved the beneficial aspects of having a diverse teacher and administrative workforce, especially regarding closing achievement gaps for students of color. Furthermore, a more diverse teacher and administrative workforce that better represents our state's demographics benefits students of all racial backgrounds. Data shows that our teachers and administrators are not representative of the communities our students come from. Research shows us that there is a need to rectify this imbalance for the sake of our children and for the economic and social well-being of the state.

The issues examined by this study shall include, but not be limited to:

(1) Different approaches to informing minority students and people of color on the importance and benefits of entering the field of education;

(2) Methods of seeking out cooperative relationships or partnerships with Historically Black Colleges and Universities, Hispanic and Latino Serving Institutions, and Native American Serving Institutions, that may lead to more diverse teacher and administrative staffs;

(3) Relevant research and best practices to enhance minority teacher and administrator recruitment and retention throughout the state;

(4) How to establish more public, private, and philanthropic partnerships to increase minority teacher and administrator recruitment, including, but not limited to, teacher and administrator preparation programs;

(5) How to support and encourage local boards of education and educational service units to prioritize minority teacher recruitment and innovative strategies to attract and retain minority teachers within their districts;

(6) Any requirements that prevent persons of color from choosing and remaining in the education professions, including, but not limited to, teacher preparation programs, certification requirements, testing of teachers, and teacher organization leadership;

(7) Identification of methods to prepare, support, and encourage school leadership to increase retention of teachers of color; and

(8) Input from members of the Legislature from the various regions of the state, members of the various teacher and administrator associations in Nebraska, faculty and administration of the various institutions training teachers, and organizations representing persons of color.

NOW, THEREFORE, BE IT RESOLVED BY THE MEMBERS OF THE ONE HUNDRED SEVENTH LEGISLATURE OF NEBRASKA, FIRST SESSION:

1. That the Education Committee of the Legislature shall be designated to conduct an interim study to carry out the purposes of this resolution.

2. That the committee shall upon the conclusion of its study make a report of its findings, together with its recommendations, to the Legislative Council or Legislature.