



Equity Alert



Four Big Bets for Improving K-12 Ed Equity in 2023

SUMMARY OF THE EVENT

In the spring of 2023, The Education Trust—West convened partners across 15 organizations to discuss Four Big Bets California can make to improve student success and transform how students of color experience K-12 schools. The conversation provided a space for advocates to discuss equitable policies in education and envision what our system would look like if it were designed to serve the students most marginalized by the system. Participants agreed that if done well and done together, these big bets will get us one step closer to this grand vision of transformation, and a system worthy of California’s dynamic and capable youth of color.

The Four Big Bets discussed during the convening include:

- **Emerging bilingual students:** Nurture multilingualism in California by ensuring schools have more and better prepared educators with bilingual authorization.
- **Ethnic Studies:** Keep CA committed to making ethnic studies a reality by investing in professional development for educators.
- **Dedicated funding for Black students:** Commit to the promise of Black student success through dedicated funding.
- **Racially and linguistically diversifying the educator workforce** Urge California to finally set clear, measurable statewide goals to diversify and retain educators of color and multilingual educators.



It’s critically important that CA supports the development of teachers who can safely guide students to learn and understand our rich histories, interrogate racism, homophobia, and oppression.

Dr. Manuel Rustin, Teacher JOHN MUIR HIGH SCHOOL EARLY COLLEGE MAGNET



Students are watching and they're seeing what it looks like and what it means to be a teacher today, especially post pandemic. The best advertisement for the educator profession is for students to see their teachers thriving.

Meghann Seril, Teacher
BROADWAY ELEMENTARY SCHOOL

THE CONVENING LED TO THE **STATE AND LOCAL RECOMMENDATIONS** THAT FOLLOW:

State Policy Recommendations

- State education leaders must set statewide goals specific to increasing multilingual teachers and teachers of color and must publicly share data they are already collecting. The California Department of Education (CDE) must publicly release these data on an annual basis and disaggregate those data by race.
- The state should address the cost of becoming a teacher by addressing student debt or using federal programs to offset preparation costs.
- The governor and legislature must make investments to prepare a robust cadre of ethnic studies educators, and CDE must provide clear guidance surrounding the credentials necessary to teach ethnic studies.
- State education leaders must develop a roadmap for advancing Black student achievement.
- The legislature should request an audit of investments made to expand educator preparation programs to understand what works and what should be scaled up. Additionally, they should examine what doesn't work and what should be disinvested in.

Local Community Recommendations

- Local education leaders must set a vision for multilingual education in their district and local advocates should urge districts to build “grow your own” programs in local communities.
- Local education leaders should seek guidance from experts including those in institutions of higher education for what high quality ethnic studies implementation looks like.
- There must be unity in the advocacy space to come together to support dedicated funding for Black students.
- Community advocates must uplift the voices of students and families demanding educator diversity in their school communities.
- School and district leaders must be transparent around budgets, so they are not a mystery to the wider community.

One virtual conversation among education leaders inspired these state and local recommendations. Imagine what we can do if education leaders held regular conversations to support to support Black, Latinx, Asian, and Native students and multilingual learners in California. If you are interested in participating in future conversations events, please sign up [here](#).

