



The goals of the Office of Human Capital's (OHC) Diversity Programs are designed to support the district's investment in human capital by enabling the district to recruit, retain and promote a workforce that is reflective of the racial, cultural and linguistic diversity of Boston Public School students. The OHC's Diversity Programs use two strategies - workforce pipeline development (both internal and external) and workforce retention - to cultivate and retain the district's diverse and talented workforce.

The BPS Male Educators of Color (MEOC) Executive Coaching Leadership Program is a 15-month, 4-semester accredited program designed to increase engagement, retention and leadership rates for male staff of color within Boston Public Schools. Each session is led and facilitated by current and former male leaders of color from the Boston Public Schools or certified instructors sponsored by the University of Massachusetts, Boston. Participants will receive a valuable combination of executive coaching, research-based content as well as a natural balance between self-reflection and peer interactions. The program will guide participants to focus on key levers of effective educational leadership and also support the development of innovative, research-based solutions to key problems of practice.

The core curriculum includes:

- Leadership Development Graduate Course
- Organizational Change Graduate Course
- Course Practicum & Executive Coaching
- Problem of Practice Research Design



The program runs from during the school year every other Saturday in addition to monthly small group gatherings. Participants will receive:

- 1) Executive leadership coaching
- 2) small group peer support and upon successful completion of the program
- 3) Executive leadership certificate and
- 4) graduate level course credits.

All male educators of color (African-American/Black, Hispanic/Latino, Asian, American Indian, Alaskan Native, Pacific Islander and Multi-ethnic) who are currently in school based and central office staff roles are encouraged to apply. Minimum three years of experience in BPS required. Participants contribute by attending all sessions, completing all assigned coursework, and developing a problem of practice presentation. Participants pay for graduate degree credits upon successful completion of the program.

For more information about this exciting program email the Office of Human Capital-Diversity Programs: Diversity-MEOC@bostonpublicschools.org.

BPS Male Educator of Color Executive Coaching Program Outcomes Data

The BPS Male Educators of Color (MEOC) Executive Coaching Leadership Program is a 15-month, 4-semester accredited program designed to increase engagement, retention and leadership rates for male staff of color within Boston Public Schools. Each session is led and facilitated by current and former male leaders of color from the Boston Public Schools or certified instructors sponsored by the University of Massachusetts, Boston. Participants will receive a valuable combination of executive coaching, research-based content as well as a natural balance between self-reflection and peer interactions. The program will guide participants to focus on key levers of effective educational leadership and also support the development of innovative, research-based solutions to key problems of practice.

The core curriculum includes:

- A Leadership Development Graduate Course and Organizational Change Graduate Course
- Peer Support & Executive Leadership Coaching
- Problem of Practice Research Design

The program runs from April 2016 to June 2017 every other Saturday in addition to monthly small group gatherings. Participants will receive, upon successful completion of the program, an Executive Leadership Certificate from UMASS Boston Department of Leadership in Education.

Preliminary analysis on retention data of participants in the BPS MEOC program

MEOC Cohort I data -

- The pilot program - cohort I convened January 2015 to June 2016.
- 8 Executive Coaches(retired senior level BPS school leaders/central :
 - Mike Rubin (lead coach), Dr. Carroll Blake, Dr. Bak Fun Wong, Dr. Phil Jackson, Chuck McAfee, Al Holland, Freddie Fuentes and Sam DePina
- 25 cohort members: (*SY 14-15, SY 15-16 and SY 16-17*)
 - After 3 years we have retained 88% of the cohort (22 out of 25).
 - One remains teaching Physics in his home town of Andover
 - One left district
 - One received a promotion to work with a former BPS senior leader in NYC Public Schools
- 27% (6 out of the 22) achieved promotions
 - 1 Assistant Superintendent
 - 1 Headmaster
 - 2 Central office administrators
 - 1 Assistant headmaster
 - 1 Assistant principal
- 14% (3 of the 22) pursued/pursuing Advanced Degrees
 - One received Conant Fellowship and completed Master's degree from Harvard Graduate School of Education.
 - Two in 2nd year of Educational Administration Master's degree/ Principal certification program at UMASS Boston - confirmed to receive degree - May 2017