

REPORT OF THE CHIEF LEGISLATIVE ANALYST

DATE: August 9, 2021

TO: Honorable Members of the Rules, Elections, and Intergovernmental Relations Committee

FROM: Sharon M. Tso 
Chief Legislative Analyst Council File No: 21-0002-S143
Assignment No: 21-08-0596

SUBJECT: Resolution (Ridley-Thomas – Harris-Dawson – Price) to support AB 520.

CLA RECOMMENDATION: Adopt Resolution (Ridley-Thomas – Harris-Dawson – Price) to include in the City's 2021-2022 State Legislative Program SUPPORT for AB 520 (Gipson), which would establish the California Diversifying the Teacher Workforce Grant Program, to provide one-time competitive grants to local educational agencies to develop and implement new, or expand existing programs that address a local need to develop a teacher workforce that serves all pupil populations, including Black pupils.

SUMMARY

Resolution (Ridley-Thomas – Harris-Dawson – Price), introduced on June 29, 2021, notes that while California's teaching force is slowly becoming more diverse, the teaching force is still far from reflecting the racial demographics of the student population. The Resolution also notes that data show that teachers of color boost the academic performance of pupils of color, while also providing social-emotional and nonacademic benefits to these pupils.

AB 520 (Gipson), introduced on February 10, 2021, would create a grant program to provide local education agencies with funds to develop and implement new, or expand existing programs that address a local need to develop a teacher workforce that serves all pupil populations, including Black pupils.

The Resolution recommends support for AB 520.

BACKGROUND

Existing law requires the Commission on Teacher Credentialing (CTC/Commission) to, among other duties, establish standards for the issuance and renewal of credentials, certificates, and permits. Existing law requires the Commission to conduct an evaluation of certain grant programs to determine the effectiveness of those programs in recruiting, developing support systems for, and retaining special education, bilingual education, science, technology, engineering, and mathematics, teachers.

This year's Education Budget Trailer Bill, SB/AB 130, includes \$350 million in the General Fund to establish the Teacher Residency Grant Program. The program would require the CTC to make one-time grants to local education agencies to establish new teacher residency programs, or expand,

strengthen, or improve access to existing teacher residency programs that support designated teacher shortage fields or local efforts to recruit, develop support systems for, provide outreach and communication strategies to, and retain a diverse teacher workforce that reflects a local educational agency community's diversity.

AB 520 (Gipson) seeks to create a program that will prepare and invest in the recruitment and retention of a larger and diverse pool of teachers. It will assist California with addressing the racial and ethnic disparities that exist throughout the state, and helping to reduce the equity gap. Data from the National Center for Education Statistics indicates the number of teachers of color entering the profession has risen significantly in recent decades, outpacing growth in both the number of white teachers and the number of students of color. But this growth has been undermined by high rates of turnover among teachers of color. Teachers of color leave the profession at the rate of 19% versus 15% for white teachers, and African American teachers have one of the highest rates of turnover. Research indicates that this higher rate of turnover is strongly tied to working conditions at these teachers' schools. Despite high turnover rates, data show that African American teachers are more likely to remain in teaching than white teachers.

A March 2021 report by the Learning Policy Institute highlighted various ways in which the COVID-19 pandemic exacerbated existing inequities in education, particularly with respect to teacher shortages, the teacher pipeline, teacher workload, and attrition. Research identifies inadequate preparation and training, exclusionary licensure exams, poor working conditions, and displacement remain barriers to the development of a diverse teacher workforce. AB 520 would address these barriers by facilitating programs that are supportive of teachers that better reflect the diverse student population, who could foster learning environments that are more conducive to positive educational and emotion outcomes for students.

BILL STATUS

02/10/21	Introduced.
04/12/21	Passed in Assembly Committee on Education.
05/20/21	Passed by Assembly Committee on Appropriations.
05/20/21	Passed by Assembly. (Ayes 76. Noes 0.)
05/28/21	Read first time in Senate.
07/14/21	Passed by Senate Committee on Education, and re-referred to Senate Committee on Appropriations.


Tristan Noack
Analyst

SMT:tcjn

Attachment: Resolution

RESOLUTION

WHEREAS, any official position of the City of Los Angeles, with respect to legislation, rules, regulations or policies proposed to or pending before a local, state, or federal governmental body or agency must have first been adopted in the form of a Resolution by the City Council with the concurrence of the Mayor; and

WHEREAS, while California's teaching force is slowly becoming more diverse, the teaching force is still far from reflecting the racial demographics of the student population; and

WHEREAS, according to the California Department of Education, 23 percent of the student population is White, while 63 percent of the teacher population is White; and 54 percent of students are Latino, but only 20 percent of the teacher population is Latino; and

WHEREAS, data show that teachers of color boost the academic performance of pupils of color, while also providing social-emotional and nonacademic benefits to these pupils; and

WHEREAS, AB 520 (Gipson), introduced on February 10, 2021, would create a grant program to provide local education agencies with funds to develop and implement new, or expand existing programs that address a local need to develop a teacher workforce that serves all pupil populations, including Black pupils; and

WHEREAS, the turnover rate for Black teachers is 22 percent, which is nearly 50 percent higher than that of other teachers; and

WHEREAS, high turnover rates are often attributable to inadequate support strategies in place to allow new teachers to develop their teaching skills; and

WHEREAS, AB 520 would address the local need for a pool of teachers that can serve the entire student body;

NOW, THEREFORE, BE IT RESOLVED, with the concurrence of the Mayor, that by the adoption of this Resolution, the City of Los Angeles hereby includes in its 2021-2022 State Legislative Program SUPPORT for AB 520 (Gipson), which would establish the California Diversifying the Teacher Workforce Grant Program, to provide one-time competitive grants to local educational agencies to develop and implement new, or expand existing programs that address a local need to develop a teacher workforce that serves all pupil populations, including Black pupils.

PRESENTED BY: 
MARK RIDLEY-THOMAS
Councilmember, 10th District

SECONDED BY: 
SECONDED BY: 



ORIGINAL

JUN 29 2021