

ASSEMBLY, No. 4595

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED AUGUST 25, 2020

Sponsored by:

Assemblywoman ANNETTE QUIJANO

District 20 (Union)

Assemblywoman PAMELA R. LAMPITT

District 6 (Burlington and Camden)

Assemblywoman VERLINA REYNOLDS-JACKSON

District 15 (Hunterdon and Mercer)

Co-Sponsored by:

Assemblywomen Jasey and Vainieri Huttle

SYNOPSIS

Establishes “Male Teachers of Color Mentorship Pilot Program;” appropriates \$50,000.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 6/21/2021)

1 AN ACT establishing a “Male Teachers of Color Mentorship Pilot
2 Program” and making an appropriation.

3

4 **BE IT ENACTED** *by the Senate and General Assembly of the State*
5 *of New Jersey:*

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7 1. a. The Commissioner of Education shall establish a three-
8 year “Male Teachers of Color Mentorship Pilot Program.” The
9 purpose of the program is to create mentoring relationships between
10 male students of color, who are enrolled in educator preparation
11 programs at senior public institutions of higher education, and male
12 teachers of color currently employed by a school district. The
13 commissioner shall select to participate in the pilot program one or
14 more senior public institutions of higher education, which offer an
15 educator preparation program, and one or more school districts that
16 each employ at least one male teacher of color.

17 b. The commissioner shall, based on a competitive application
18 process, select 10 male students of color enrolled in an educator
19 preparation program at the senior public institutions of higher
20 education selected for participation in the pilot program and 10
21 male teachers of color from the school districts selected for
22 participation in the pilot program. A student shall be eligible for
23 the pilot program if he is enrolled in the final year of an educator
24 preparation program at a participating institution.

25 c. The commissioner shall pair each participating male student
26 of color with a participating male teacher of color. The teacher
27 shall serve as the student’s mentor through the student’s final year
28 of the educator preparation program in which he is enrolled and the
29 first two years of his employment as a teacher.

30 The school district in which the mentoring teacher is employed
31 shall commit to hiring the participating student with whom the
32 teacher has been paired, upon the student’s graduation from an
33 educator preparation program.

34 d. A male teacher of color participating as a mentor in the pilot
35 program shall receive a stipend of \$5,000 for each year in which he
36 participates in the pilot program.

37 e. At the conclusion of the pilot program, the commissioner
38 shall submit a report to the Governor, and to the Legislature
39 pursuant to section 2 of P.L.1991, c.164 (C.52:14-19.1), on the
40 implementation and effectiveness of the pilot program. The report
41 shall include the commissioner’s recommendation on the
42 advisability of the program’s continuation and expansion to
43 additional school districts and senior public institutions of higher
44 education in the State.

45

46 2. There is appropriated from the General Fund to the
47 Department of Education \$50,000 to establish the “Male Teachers
48 of Color Mentorship Pilot Program.”

1 3. This act shall take effect immediately.

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STATEMENT

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6 This bill establishes the three-year “Male Teachers of Color
7 Mentorship Pilot Program,” which is to be developed and operated
8 by the Commissioner of Education. The commissioner will select
9 one or more senior public institutions of higher education, which
10 offer educator preparation programs, and one or more school
11 districts that each employ at least one male teacher of color, to
12 participate in the pilot program.

13 Under the pilot program, the commissioner will select 10 male
14 students of color from among the senior public institutions of higher
15 education selected for participation in the pilot program and 10
16 male teachers of color from the school districts selected for
17 participation in the pilot program. To be eligible for the program, a
18 student is required to be in his final year of an educator preparation
19 program.

20 The commissioner will then pair each selected student with a
21 current teacher, who will serve as the student’s mentor through the
22 candidate’s last year of his educator preparation program and the
23 first two years of the student’s teaching career. A school district
24 participating in the pilot program will commit to hiring each student
25 participating in the program, upon each candidate’s graduation from
26 an educator preparation program. Under the pilot program, a
27 teacher will receive a stipend of \$5,000 for each year of
28 participation in the pilot program.

29 Research has shown that, while about 50 percent of the student
30 population in public schools across the United States is nonwhite,
31 only 20 percent of teachers are nonwhite. In addition to the
32 disparities seen in the existing teacher workforce, studies have
33 shown that, relative to their white counterparts, larger percentages
34 of teachers of color tend to leave the teaching profession.
35 Partnering teacher candidates of color with experienced male
36 teachers of color in a mentoring relationship, and providing the
37 candidates with a job as a teacher after graduation, will not only
38 offer those individuals a defined pathway to the teacher workforce
39 but may also help to retain them in their positions as teachers.