



CEDAN State Policy Agenda

The [California Educator Diversity Action Network](#) (CEDAN) is a statewide coalition of more than [forty organizations](#) advancing a more racially and linguistically diverse, fully prepared educator workforce. CEDAN brings together cross-sector partners to coordinate strategy, surface real-world lessons, and translate shared learning into aligned policy and practice solutions. We focus on recruiting a high-quality diverse teaching force as it's a proven way to improve student success. We also know that students of color and multilingual learners see the [strongest gains in academics and social growth](#) when they are taught by educators who share their backgrounds and identities. While California has made recent investments, the educator workforce remains disproportionately white and monolingual relative to the student population. As the state establishes new systems to shape and sustain this work, we will actively aim to inform and influence decisions to ensure state leaders are accountable to the public and stay focused on education equity for all California students. To build and sustain a high-quality and diverse educator workforce, we call on state leaders to:

Priority 1: Sustain and Expand Affordable Pathways into the Educator Profession

- **Expand investments** in high-quality programs that prepare people to become teachers without taking on debt. This includes [teacher residency](#) programs with training embedded in local classrooms, [Grow Your Own](#) initiatives for community members, and scholarships for those who commit to teaching in high-need schools.
- **Improve statewide alignment in teacher preparation pathways** and coordinate funding across the many agencies currently supporting California's teachers. A more unified approach will make it easier for state leaders, local leaders, and teachers themselves to understand and utilize state programs.
- **Increase state investments in bilingual educators** to provide more funding for their recruitment, preparation, and retention.

Priority 2: Invest in High-Quality Educator Preparation

- **Invest in high-quality teacher training that works.** This means giving new teachers more hands-on experience in the classroom, providing them with better mentors, and ensuring training programs have the resources to graduate more high-quality educators.
- **Improve data systems** so the state can see if our investments are working. By collecting and reporting data on teacher preparation programs, including who enters training, who finishes, and where they go after graduation, we can make sure that programs are actually helping us meet our educator diversity and workforce goals.
- **Expand and protect programs that support bilingual authorization**, professional development, and multilingual educator pipeline development. These investments are essential to building a steady supply of multilingual educators and ensuring they have the support they need to serve multilingual learners.

Priority 3: Strengthen Educator Workforce Data and Agency Coordination

- **Strengthen workforce data systems.** Require agencies to publish annual reports on teacher recruitment, training, certification, placement, mobility, and retention. This data should be broken down by race and language to ensure investments are actually closing equity gaps and meeting California's educator diversity goals.
- **Fund a unified cross-agency strategy** to align recruitment, preparation, and retention efforts for a racially and linguistically diverse TK–12 educator workforce. Coordination across state agencies is necessary to ensure California's efforts to diversify the educator workforce are consistent, data-informed, and effective statewide.

Priority 4: Increase Compensation to Stabilize the Educator Workforce

- **Advance state policies that increase educator compensation.** Provide targeted financial support and improve working conditions to make teaching a sustainable and attractive career for a diverse educator workforce.
- **Support and scale local compensation strategies.** Provide state guidance, technical assistance, and visibility for effective local models such as housing supports, stipends, and differentiated pay that help districts attract, retain, and place diverse educators.
- **Improve permanent funding streams** to increase educator compensation and job workforce stability. These ongoing investments are critical for schools in underserved communities, where stable staffing is most needed to support student success.

Priority 5: Ensure School Leaders Foster Supportive School Environments to Retain Educators

- **Invest in programs that help educators of color transition into school leadership roles.** By funding administrator training and removing the high cost of becoming a principal, California can ensure school leaders reflect the diversity of their students.
- **Update standards for school and district leaders to prioritize creating inclusive, supportive work environments.** The state should elevate lessons from partnerships between [community schools](#) and teacher residency programs to ensure diverse educators have the resources they need to stay, grow, and thrive in the profession.
- **Prioritize training for school leaders on how to provide tailored, ongoing support to their staff.** Coaching should be integrated into the [statewide system of support](#) to ensure teachers receive the targeted support they need to succeed in the classroom.

To learn more about how CEDAN is working to increase the quality, diversity, and sustainability of California's educator workforce, visit https://teachplus.org/regional_programs/cedan/.