

## Career Pipeline for BPS Caregivers

Lisa Jeanne Graf, written September 2018

Currently there is a pipeline for students at BPS to move towards a career in teaching.

I was thinking about having a pipeline for caregivers of BPS students to find employment in BPS, with a focus on jobs that paid well.

To have a pipeline into teaching would help BPS hire staff that are more diverse. This would also help more families have good paying jobs that would help with their children's educational outcomes. Colleges could partner with BPS to make classes free or reduced to move this forward.

There could be a way for families to step by step gain skills for various departments, so it isn't a case where someone looks at a job description and thinks there is no way that they could get the position.

Some possible Pipelines could be:

- Bus Driver
- Teachers
- Custodian
- Food Services
- Paraprofessionals
- Family Engagement Staff
- Administrative Staff
- Bus Monitors
- Special education teachers (ideally caregivers who are autistic, have learning disabilities, and physical disabilities would consider these and other positions. This would increase diversity at BPS and give more students role models).

There could also be a list of BPS Partners that could also have their own pipelines set up with BPS caregivers and help with tuition or training expenses.

There could also be a list of Non-Profits in the city that could have their own pipelines set up as well with BPS caregivers. They could also help with tuition or training expenses. This could be part of their community service for the PILOT program.

In addition, information about adult education at BPS could be shared with families as well.

This could be organized through the BPS Office of Human Capital, and Parent Engagement. School social workers and classroom teachers could also share this information. Human Resources at BPS partner organizations, and Human Resources at non-profit organizations could also share these opportunities with their staff, and their job seekers.

This could be funded with money for BPS family engagement, diversity hiring initiatives, and resources for low income families. Also the Boston city budget office could be part of this as it would be part of community benefits for the PILOT program.

This could be started as a pilot program at one school to start, or at all schools. I would recommend all schools as the impact of all schools taking part could be a game changer.

### **Possible Funding Sources:**

- Every Student Succeeds Act (ESSA). These federal funds provide funding to support student achievement in low-income areas.
- Title I Chapter Funds (Federal Funds)
- Title ii-A Teacher Quality, (one goal of these Federal Funds is promoting teacher diversity)
- All Funds that support Adult Education
- Coordinated Family & Community Engagement (Competitive State Grant)
- BPS Teaching Fellowship (Federal Funds)

### **More Funding help:**

#### **Strada Education Network, Deadline: 7/23/2018**

Seeking collaborative grantees to propose initiatives that rethink and create new models of career advising, pilot or scale innovative approaches to blend learning experience with work, and support learners as they transition to and through education and into the workforce. The intent is to select five to seven organizations to receiving funding over a three-year period, from January 1, 2019 to December 30, 2021. [Download RFP here](#)