

**City School District of Albany  
2024-25 Legislative Priorities**

**Support for programs to expand and diversify New York's teaching workforce**

The statistics for the future of the teaching profession in New York are well-known and daunting, especially as our population continues to grow in its diversity:

- One out of every three New York teachers is approaching retirement age and could retire in five years
- 180,000 new teachers are needed in New York over the next decade; the need is especially acute in hard-to-fill areas such as math, science, career and technical education, special education, English as a New Language and world languages
- The U.S. Department of Education has identified 18 teacher shortage areas in New York; a decade ago there were only two
- Enrollment in New York college and university teacher preparation programs has dropped by more than half since 2009
- Nationally, there are 280,000 fewer teachers than at the start of the COVID-19 pandemic
- Only 15% of New York's teachers are African-American or Hispanic – and only 6% outside of New York City

The City School District of Albany applauds and supports the meaningful steps Governor Hochul and the State Legislature have taken to address these significant challenges. That includes the Empire State Teacher Residency Program funding the governor announced in September, which will support five teacher residencies in our school district. This is an important first step for us in our efforts to sustain and diversify our teaching workforce.

We also commend the state for its support of incentives for teacher assistants and paraprofessionals to earn teaching certificates, initiatives that will be especially beneficial in school districts like Albany as we seek to empower and encourage members of our support staff to move into teaching positions. This includes the TEACH Act, sponsored by Sen. Liu and Assembly member Sayegh, which Governor Hochul signed in September. This will further help school districts diversify their teaching workforce by establishing guidelines that would include models for local recruitment efforts, early recruitment in middle and high school, and partnerships between school districts, community-based organizations, teacher-preparation programs and higher education institutions. This strong leadership at the state level in an area of critical need for school districts is commendable.

(more)

**VISION STATEMENT**

*The City School District of Albany will be a district of excellence with caring relationships and engaging learning experiences that provide equitable opportunities for all students to reach their potential.*

**MISSION STATEMENT**

*We will work in partnership with our diverse community to engage every learner in a robust educational program designed to provide the knowledge and skills necessary for success.*

For 2024-25, we ask that the state provide our district with \$300,000 to support our own local partnership with the Albany Public School Teachers Association to establish a Career and Technical Education teaching pathway that would serve our middle school and high school students. We would allocate these funds in the following ways to create a Grow Your Own program in our district:

- 1 program coordinator
- 1 CTE pathway teacher
- 1 clerical staff
- Students successfully completing the program would graduate with TA certification
- Community outreach, mentoring and educational enrichment opportunities such as college visits and internships

We continue to urge our state leaders to develop and support additional measures that will expand access and break through barriers that students, residents and employees of high-needs school districts often encounter as they consider careers in teaching.