



Project SEMBRAR: Sustaining Equity through Mentorship for Bilingual Teacher Recruitment and Retention

A five-year project to strengthen and expand Grow-Your-Own Teacher Pipelines for Dual Language Bilingual Educators in Northern New Mexico and New England.

Project SEMBRAR (Sustaining Equity through Mentorship for Bilingual Teacher Recruitment and Retention) is led by a consortium consisting of [Dual Language Education of New Mexico \(DLeNM\)](#), and [Multistate Association for Bilingual Education \(MABE\)](#), with support from [Educators for a Multilingual Multicultural America \(EMMA\)](#).

Over the next five years (2024-2029), Project SEMBRAR aims to create pathways that increase the bilingual teacher workforce in Massachusetts, Rhode Island, Connecticut, and New Mexico through targeted mentorship and professional development for pre-service and in-service Dual Language Bilingual Education (DLBE) teachers. In doing so, Project SEMBRAR will more justly serve a “growing and vibrant population of [multilingual] students so they can reach their potential and thrive” (U.S. Department of Education, 2023).

Project SEMBRAR’s three primary goals include:

1. **Teacher Recruitment.** Improve DLBE teacher recruitment efforts for students from first-generation and/or low-income backgrounds in participating districts in MA, RI, CT, and NM through robust relationships to develop and strengthen pathways for DLBE certification.
2. **Targeted DLBE Professional Learning.** Develop and enhance state-level pathways for DLBE teacher learning through alignment with EMMA Standards.
3. **Teacher Collaboration and Retention.** Build local and regional capacity within participating districts to train and retain uniquely qualified DLBE teachers.

A resounding strength of Project SEMBRAR is its structure of multifaceted collaboration. This dynamic partnership joins five Project Sembrar faculty, multiple institutions of higher education, leading professional organizations, and identified school districts. Together the innovative scope reaches 80 Mentor Leaders, 400 Bilingual PST Participants, and shapes higher education DLBE teacher preparation programs within the regions and beyond.

