



HB 3254 Expanded Teacher Licensure Continuum

A new Oregon Professional Career and Licensure Pathway creates a policy foundation for a tiered licensure structure that provides opportunities for educators at both ends of the professional continuum, building onramps into the profession and opportunities for teacher leaders to expand their reach beyond their own classrooms.

Oregon's licensure continuum should be expanded as follows:

1. The **Initial License** would be available to teachers for their first years of teaching. To receive an initial license an individual would have to complete a graduate and/or undergraduate degree and meet TSPC's requirements for Oregon's Initial Teaching License.
2. The **Professional License** is for individuals who are mid-career and have taught for a minimum of 3.5 years and are ready to take on additional roles and responsibilities as a classroom teacher.
3. The **Teacher Leader License** is an optional license for individuals who are effective to highly effective teachers and are interested in extending their career pathways as teacher leaders in curriculum, instruction, and assessment. Teacher leaders are top candidates to become mentor teachers, curriculum leaders, teacher preparation cooperating teachers etc.

As has always been the case, **TSPC would determine the appropriate requirements and necessary content knowledge for meeting each level of licensure.**

-8 Amendments

The -8 amendments create a process to develop a career pathway for educational assistants, rather than creating an "Instructor License" as first proposed. The original bill offered a license for educational assistants that had an unintended affect on their association membership. Educational assistants are often with our highest need students and represent the most diverse pool of educators in a school. This amendment will help build on-ramps into the profession **and** a more diverse teaching force.

Without legislation in place to encourage movement in this direction, Oregon will continue to miss opportunities to diversify the workforce and keep highly effective teachers with leadership aspirations in the classroom.

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