

*Every Student a Graduate Prepared for a Bright and Successful Future*



## **Springfield Public Schools**

**Superintendent  
Nancy Golden**  
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May 13, 2013

Senator Mark Hass, Chair  
Senate Education and Workforce Development  
900 Court St. NE, S-207  
Salem, OR 97301

**RE: House Bill 3254**

Dear Senator Hass:

I am writing this letter to express my support for HB 3254, which would establish a career pathway for educational assistants and a teacher leader license for Oregon educators. This bill would create a policy foundation for a tiered licensure structure, adding to the teacher licensure program that is already in place.

The first is a pathway for educational assistants. Working with the Oregon Education Investment Board, criteria will be established to elevate the role of educational assistants in schools, creating pathways for educational assistants to become licensed teachers. As superintendent for Springfield Public Schools, I fully support this becoming an option. Many of our current educational assistants would like the opportunity to move into a teaching position but lack the time and resources to earn a Master's degree and complete the certification process. Having the opportunity to observe these individuals teach prior to obtaining this licensure will ensure that we place exceptional instructors. It will also assist the district in diversifying the teaching workforce, as this is currently our most diverse group of educators.

The second, a teacher leader license, would provide recognition to those teachers who demonstrate an interest in leading and who wish to elevate their contributions to entire schools and districts without leaving the classroom to become an administrator. There are many teachers who go above and beyond the day-to-day classroom work, serving on committees, participating in cultural exchanges and leading the charge of improved student achievement. This optional license will allow districts to distribute leadership and will enable some of our strongest educators to influence and develop important educational systems, including curriculum changes and quality teaching.

As a superintendent, I see this bill as an effective step toward developing a powerful model that will enable highly committed and exceptional teachers to lead the change of improved student achievement, while continuing their work in the classroom, where they have proven success. It will also allow us to recognize the commitment of our educational assistants and create a pathway for them to enter into a classroom teaching position.

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**Board of Education: Laurie Adams • Nancy Bigley • Al King • Jonathan Light • Garry Weber**

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As an educational leader for more than 30 years, I understand the value and impact of a system that is resilient and sustainable. HB 3254 helps to put a system in place that brings us closer to this kind of distributed leadership model. I urge you and your fellow committee members to support this bill. It is what our teachers and our students deserve.

Sincerely,

A handwritten signature in black ink that reads "Nancy Golden". The signature is written in a cursive, flowing style.

Nancy Golden  
Superintendent