



WORKING STRENGTH TO STRENGTH

Support Educators Statewide

Ways and Means Subcommittee on Education

January 14, 2020

Dr. Shadiin Garcia, Executive Director

Educator Advancement Council

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THE VALUES

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THE CHARGE

03

THE FACTS and
IMPLICATIONS

04

THE PLAN

05

BUDGET

THE MISSION

OUR STANCE

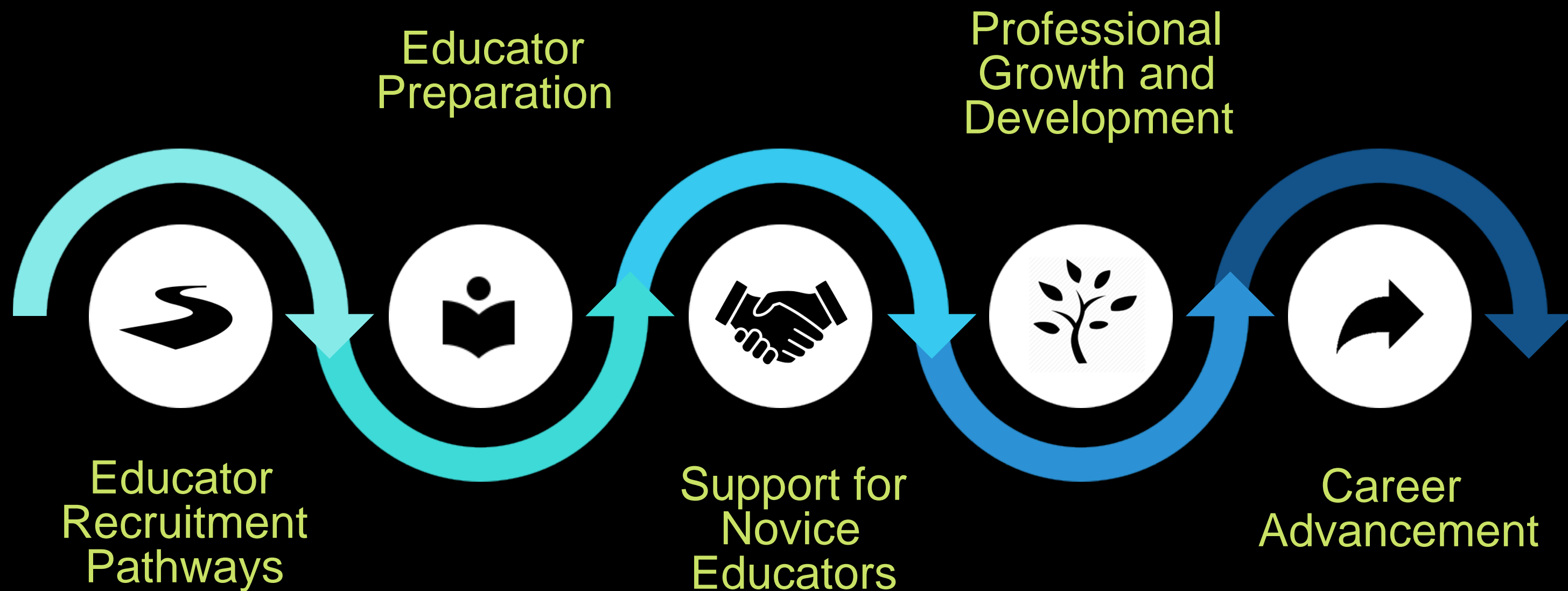
The Educator Advancement Council empowers, supports, and diversifies Oregon's educator workforce through local, educator-led networks, and statewide resources to provide the quality teaching and learning Oregonians desire.

Education equity is the equitable implementation of policy, practices, procedures, and legislation that translates into resource allocation, education rigor, and opportunities for historically and currently marginalized youth, students, and families including civil rights protected classes. This means the restructuring and dismantling of systems and institutions that create the dichotomy of beneficiaries and the oppressed and marginalized.



EDUCATOR
ADVANCEMENT
COUNCIL

EDUCATOR ADVANCEMENT CONTINUUM



02

THE CHARGE

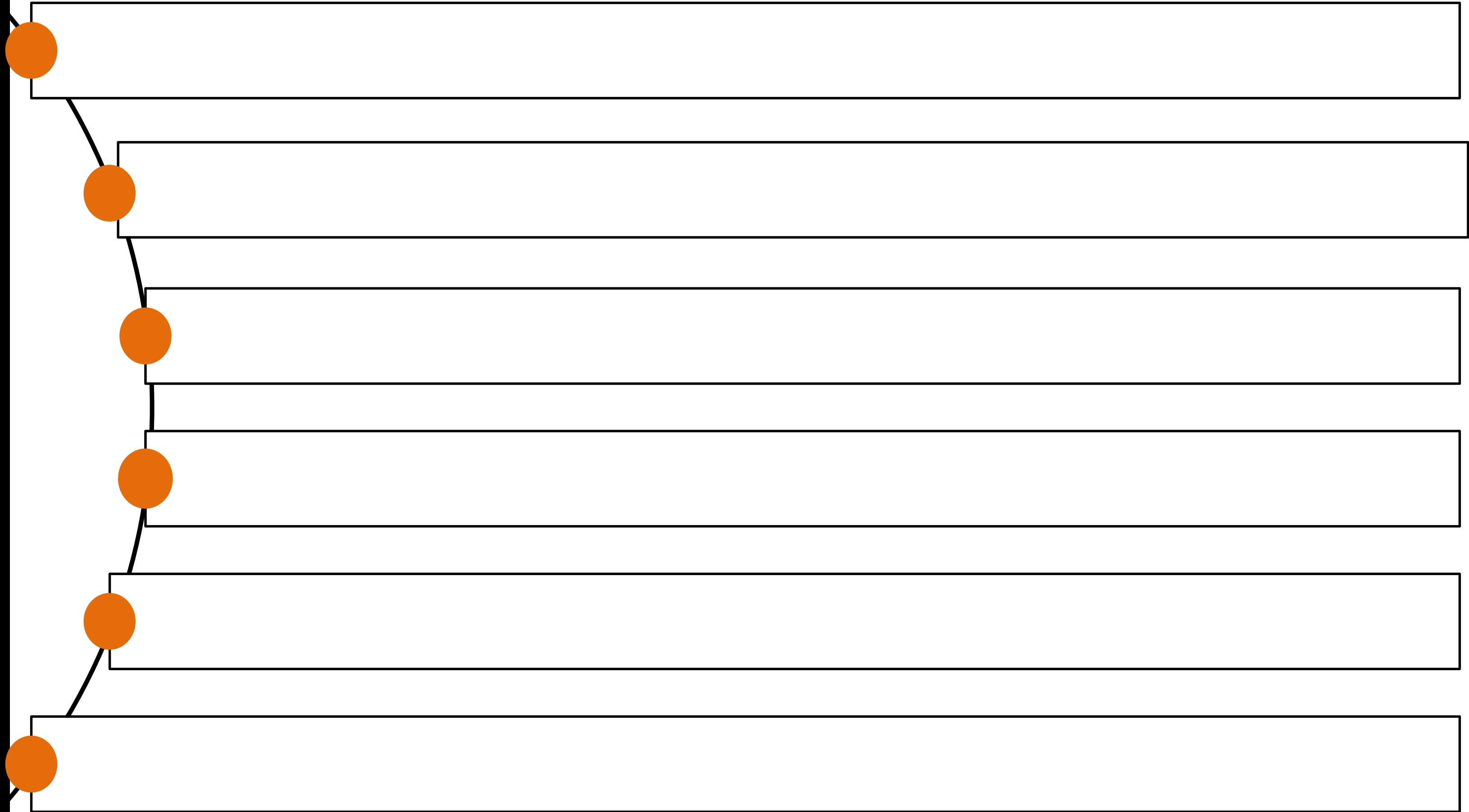
SECTION 48. (1) The Department of Education and the Educator Advancement Council, in consultation with the Teacher Standards and Practices Commission, the Higher Education Coordinating Commission and representatives of school districts and other education stakeholders, shall develop a plan to provide an effective combination of programs and initiatives for the professional development of educators from kindergarten through grade 12 and to be funded by the Statewide Education Initiatives Account.

The plan shall be based on consideration of increasing:

- (a) Educator retention;
- (b) Educator diversity;
- (c) Mentoring and coaching of educators;
- (d) Participation in educator preparation programs; and
- (e) Educator scholarships.

03

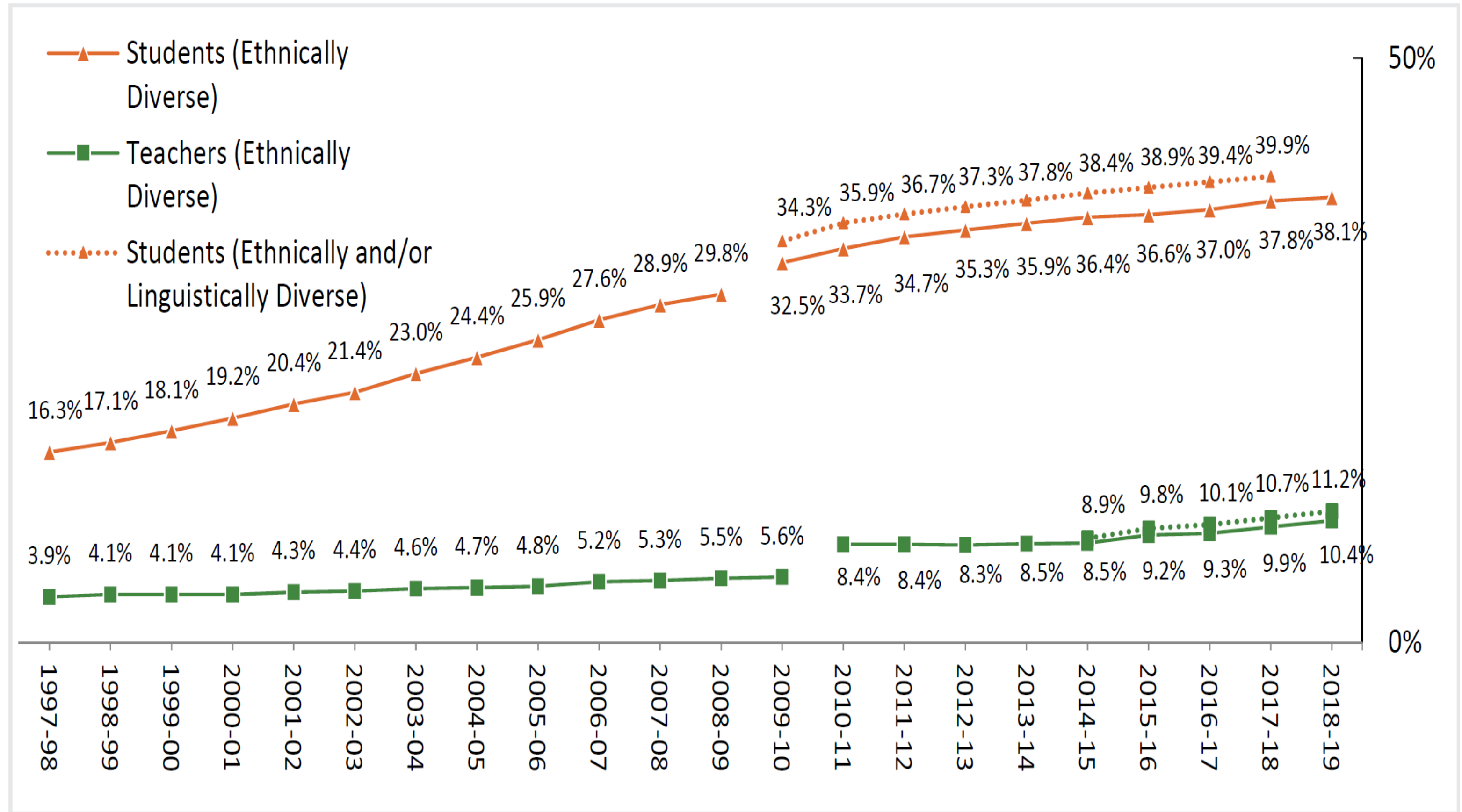
THE FACTS



03

MORE FACTS

Figure 13: Oregon Student and Teacher Demographics Gap



THEREFORE, we need to support a “grow your own system”, which is happening nationwide.



GYO
TEACHERS
Grow Your Own Illinois

GROW YOUR OWN
YOUR FUTURE TEACHERS ARE IN YOUR HIGH SCHOOL SEATS



Research shows diverse teachers are leaving because they are forced to function in **racially UN-affirming environments**

How do we reconcile the research with the approach?

04

THE PLAN

GOAL: Support growing a diverse workforce

APPROACH:

Tier One: Dismantle Barriers

Address the financial and systemic barriers,

Tier Two: Redefine Current Initiatives

Improve current and new GYO's and support EPP programs

Tier Three: Systemic Reform for Leaders

Implement targeted culturally responsive professional development for LEADERS in K12 and EPPs through **intentional partnerships.**

Tier 1: Dismantling Barriers (\$4,000,000)

Oregon Teacher
Scholars Program

Transfer funds to HECC
to support the existing
OTSP program.

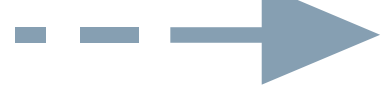


Oregon
Administrators
Scholars Program

Work with COSA to design
a program.

Multiple measures
for teacher
performance

Transfer funds TSPC to
assess this new measure
initiative.



Mitigate licensure
and assessment
cost

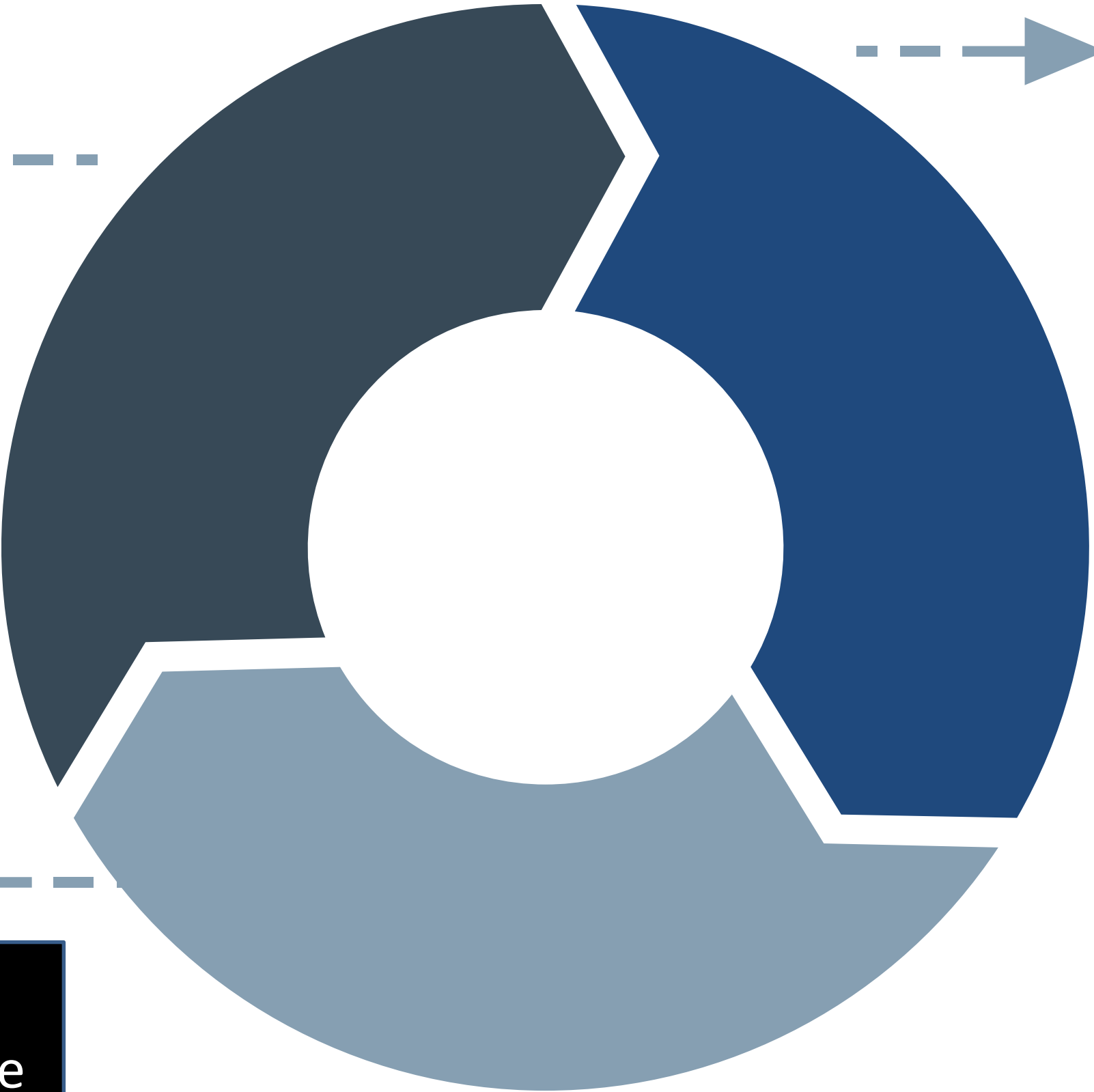
Work in concert with TSPC
to determine best agency
location.



Tier 2: Redefine Current Initiatives (\$6,500,000)

Incentivize “Grow Your Owns” to embed current statewide equity initiatives

Develop a workgroup to develop an application and requirement process.



Pilot graduate level online anti-racism courses for current educators

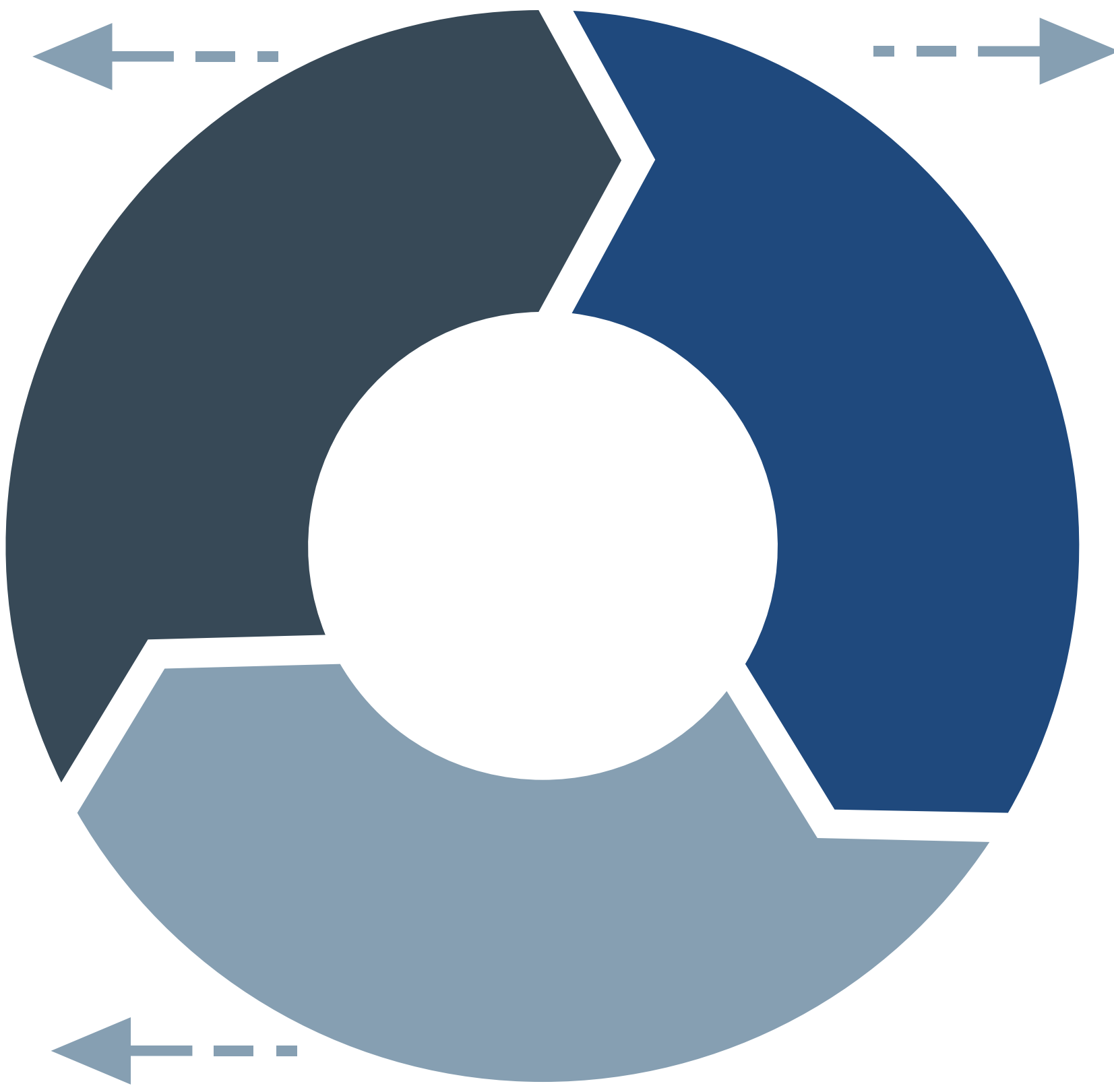
Develop and disseminate an RFP with input from OEA and related partners like Oregon Indian Education Association

Support House Bill 3375

HECC and EAC work in partnership to co-construct the process with the 6 Public EPPS

Tier 3: Systemic Reform (\$3,396,760)

EPP and K12
leadership mentoring



Community of practice for
leadership

For all three: develop an RFP with a work group comprised of named Section 48 partners: ODE, EAC, HECC, TSPC, representatives of school districts and other education stakeholders, like COSA, OEA, OALA, OIEA, Gov to Gov Tribal Education Cluster, MMT Educators of Color Work Group.

Site based
professional learning

Section 48 Proposed Budget

	Budget	% Of Total Budget
TIER 1: Dismantling Barriers	\$4,000,000	29%
TIER 2: Refine and support current initiatives	\$6,500,000	47%
TIER 3: Systemic professional development	\$3,396,760	24%
Program and Staff operations	\$1,103,240	6%
TOTAL	\$15,000,000	100%

Section 48 requires we consider:

- a) Educator retention;
- b) Educator diversity;
- c) Mentoring and coaching of educators;
- d) Participation in educator preparation programs; and
- (e) Educator scholarships.

TIER 1: Dismantling Barriers

Scholarships, fee waivers, assessment barriers support

TIER 2: Refine and support current initiatives

Support GYO's, PD for current educators, Teacher Prep Program Support

TIER 3: Systemic professional development

PD and coaching for leaders, deans, and PD for staff on culturally responsive practices



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Questions?

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