

House Bill 2742

Background and Overview

House Committee on Education
2/18/2019





COSA EDUCATION WORKGROUP - PROCESS AND TIMELINE

**Dec.
2017**

Prioritization

After two leadership retreats and more than a dozen regional and statewide meetings, COSA landed on three policy priority areas for 2019: Early Learning, Education Workforce, and Social and Emotional Determinants of Health and Education.

**Mar. - Aug.
2018**

Development

COSA convened three corresponding workgroups in March, and they met five times over six months to learn, discuss, and plan. In September, three working policy proposals were drafted as a result of the work.

**Sept.
2018 →**

Advocacy

The recommendations of the Education Workforce workgroup have been drafted as House Bill 2742 and been assigned to the House Education Committee.



PARTICIPANTS – Education Workforce Workgroup

Over 70 people participated in this workgroup – including

- Community based organizations, tribal representatives, and nonprofits
- Higher education and community college representatives
- Superintendents, administrators, teachers, and educators
- Early Learning partners
- Parent and student representatives
- HECC, TSPC, and the Chief Education Office

This broad participation has created unprecedented potential for policy alignment among the stakeholders.



HOUSE BILL 2742 GOAL:

Grow and diversify the K-12 licensed and Pre-K educator workforces statewide with an emphasis on the need to recruit, retain, and mentor staff of color and bilingual staff in culturally responsive ways by supporting “Grow Your Own” programs





PROBLEM STATEMENT

The PreK-12 education workforce in Oregon is heading for a crisis on two major fronts.

First, school districts, education service districts, and early education providers are experiencing a workforce shortage and greater difficulties finding qualified educators to fill open positions.

Second, culturally and linguistically diverse students make up close to 40% of our current students, but Oregon's educator workforce is not reflective of our diverse student population. Only about 11% of our teachers and administrators are diverse.





HOUSE BILL 2742 PROPOSED SOLUTION

In 2019-21, to grow and diversify the education workforce, Oregon will invest \$16.7 million to fund and facilitate the expansion of “Grow Your Own” programs with the creation of the “Next Generation Educator Recruitment and Development Fund.”

The Fund will support local and regional consortiums led by school districts and education service districts to support “Grow Your Own” programs that recruit, educate, train, and mentor individuals to become licensed K-12 educators or enter the Pre-K workforce.



HOUSE BILL 2742 Key Components

- ✓ Funds distributed by a 3:1 matching funds program, with \$3 in state funding for every \$1 invested by local partners, capped at \$5,000 per candidate per academic year
- ✓ Establishes two cohorts of 1,000 candidates each over the next two years
- ✓ Creates a diverse advisory committee to provide feedback to ODE on implementation
- ✓ Requires programs to be of high quality, including the intentional recruitment of racially and linguistically diverse candidates, mentoring, and meaningful pre-service experiences
- ✓ In exchange for funding, candidates agree to work in the sponsoring district for at least two years

THANK YOU



Additional questions or feedback?

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