

Dear Co-Chair Frederick, Co-Chair McLain, and members of the committee:

For the record my name is Claudia Kis and I am the vice principal at Washington Elementary School in the Woodburn School district. I am deeply honored to be here I would like to touch on two aspects of educator effectiveness that impacted my career since I came to the United States.

First, Woodburn has a successful mentoring program today because since 2008 we had the opportunity to work very closely with the larger region through the Salem-Keizer Mentor Program. This Consortium was funded by the Network for Quality Teaching and Learning. We are grateful for the mentoring program because it has allowed our district to develop and retain many great beginning educators. Our retention rates are very much higher than the average for the country.

Second, the Network also helped fund TeachOregon in Woodburn. In close partnership with Chemeketa Community College and Pacific University this "Grow Your Own" project recruits local community members and helps them become teachers, creating a workforce that is reflective of the student population. Woodburn has a growing Hispanic and Latino population but our teacher workforce has not always reflected that diversity. Since 2016: 22 students have completed their teaching program 17 of them students of color, 18 of them bilingual. 21 of them are employed, eight of them by Woodburn School District.

TeachOregon was piloted across Oregon, not just in my community, and no one program was exactly alike. I am confident the Educator Advancement Council is going to support efforts that are right for each unique community.

Please support the Governor's Recommended Budget for the Educator Advancement Council so educators and local communities can continue to develop the educational system changes that all our students desperately need.

Best,

Claudia Kis