

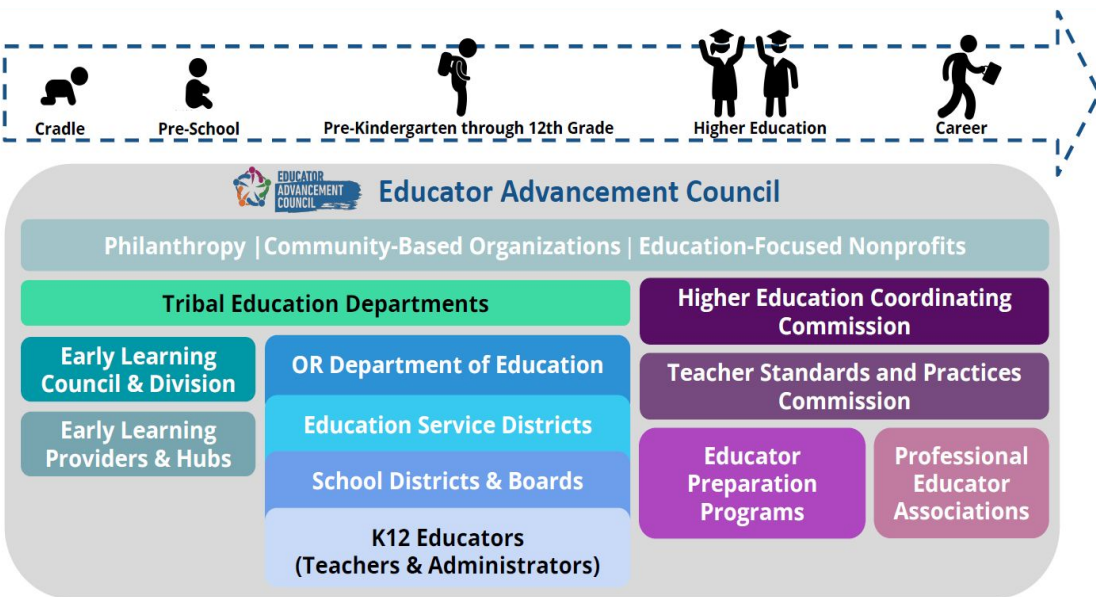
# Educator Advancement Council

**Joint Task Force on Substitute Teachers**

**March 14, 2024**



# About Us



Created by the Legislature and launched in 2018, the Educator Advancement Council (EAC) is an innovative partnership with the state that coordinates a **systemic approach** to continuously assessing needs as well as coordinating priorities for **services and resources** to support Oregon educators. We collaborate with partners to redesign the system so it works effectively for every adult and every student.

Note: [House Bill 3383](#) (2023) adds **classified staff representation** to the Council



# Our Purpose...

The Educator Advancement Council strives to create a community of collaborative leadership and innovative partnerships that work to leverage our resources for collective impact. Our goal is to offer programs that create long-lasting change for our educators and students.

## The EAC works to:

- Build P-20 system-wide capacity to align, coordinate, and integrate educator preparation and professional learning efforts to ensure that educators experience a seamless system of support **throughout** their careers
- Ensure that students experience high quality and culturally responsive learning, in particular students of color, students with disabilities, emerging bilingual students, and students navigating poverty, houselessness, and foster care

# Who We Serve

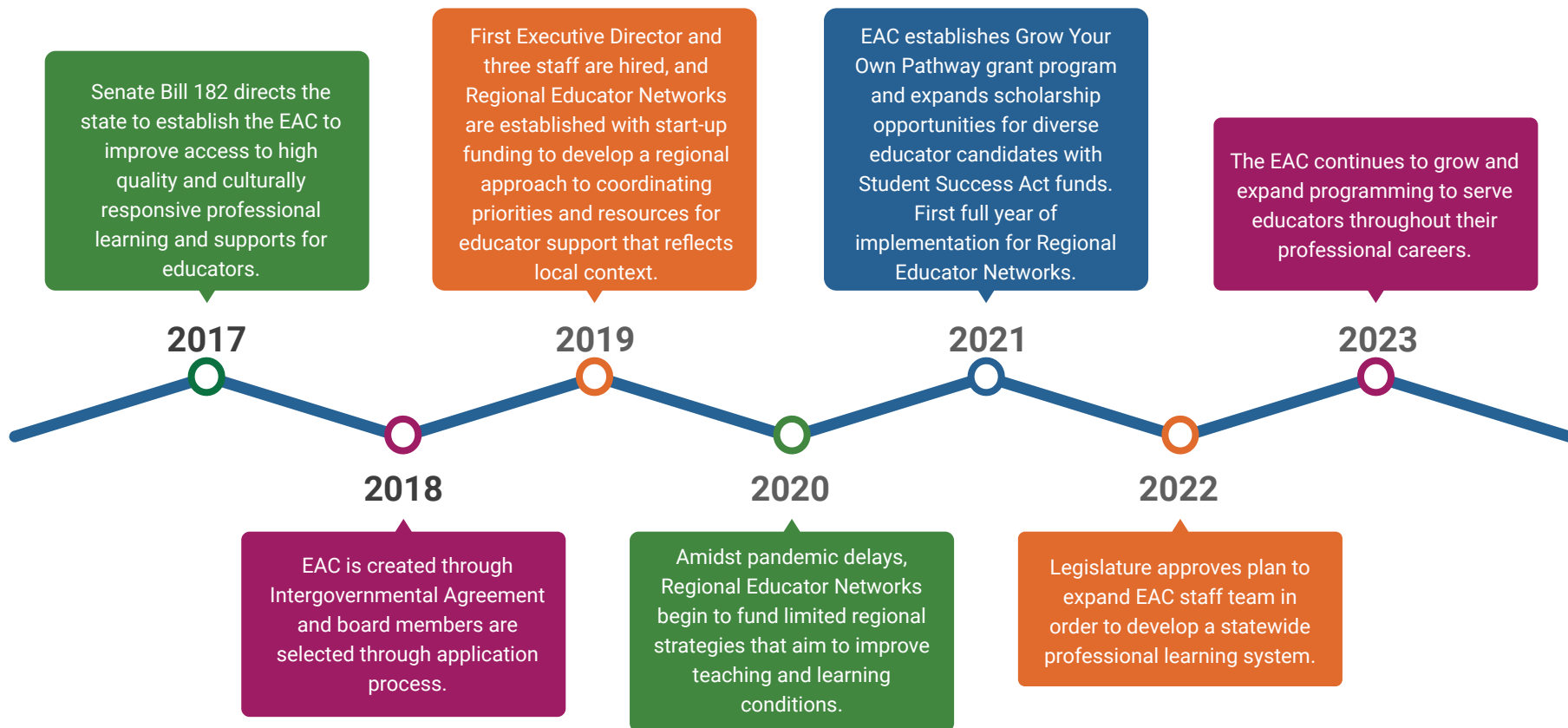


- Teachers, administrators, and school employees who provide instruction or support to students in early childhood education or in kindergarten through grade 12.
- Candidates entering into or enrolled in an educator preparation program.

## EDUCATOR ADVANCEMENT CONTINUUM



# Educator Advancement Council: Timeline



# Regional Educator Networks

***10 regional partnerships serving all 197 school districts and 19 ESDs, focused on centering educator voices to inform and develop systems of support across the educator career continuum that can lead to high-quality educators in every classroom.***

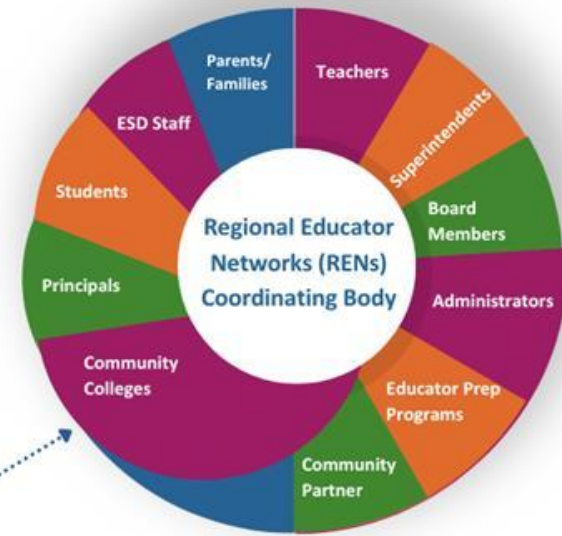
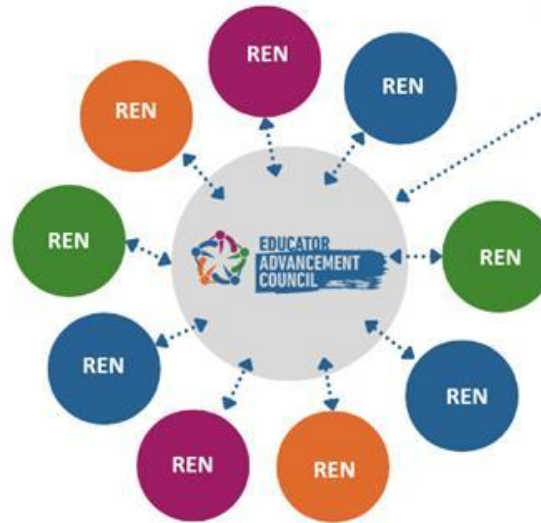
## Policy Goals:

- Provide open access to **high-quality and culturally responsive professional learning** and supports for educators in this state that *reflects teacher voice*, local contexts, and stages of an educator's career, maximizes collaborative leadership among teachers and administrators and reflects professional learning standards.
- Enhance a **culture of leadership and collaborative responsibility** that elevates and advances the teaching profession among professionals.
- Strengthen and enhance existing **evidence-based practices** that **improve student achievement** and that reflect changing students needs and demographics.
- Improve the **recruitment, preparation, induction, and support** of educators at **each stage of the educators' careers**.
- Enhance **leadership and career advancement opportunities** for teachers and increase the perspectives of teachers in identifying priorities for funding educator professional learning and educator supports.



# Innovative Partnership

*Cascading up and down:  
Multiple perspectives engaged  
in decision-making through  
Regional Educator Network  
and  
Coordinating Bodies*



## RENs are unique regional partnerships:

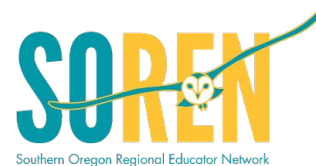
- Led by a Coordinating Body representing local educators, leaders, communities, and education organizations.
- Provide infrastructure, technical assistance, professional development, and funding to targeted investments.
- Help local school districts engage educators in their community to identify local needs and distribute state dollars.
- Work toward statewide goals and common measures, but localize how investments are distributed and supports are prioritized by centering educator experiences and collecting and assessing local data.



**Central Oregon**  
*Regional Educator Network*



COLUMBIA  
REGIONAL  
EDUCATOR  
NETWORK



**Northwest Regional**  
Education Service District



# Grow Your Own Educator Partnerships



Grants to **29 local and regional partnerships** building sustainable pathways into and advancement in educator careers for local districts, with a particular focus on educators of color, special educators, educators in rural schools, and multilingual educators.

**Policy Goal:** Grow Your Own programs are local or regional partnerships **designed with the whole school system in mind** to address conditions affecting the **recruitment and retention** of educators **across the career continuum**.

## Pre-Collegiate Programs

*Pathways designed for high school students that **link career exploration** with college credit and articulated pathways to licensure and employment*

## School-Community Programs

*Pathways designed by a school district or ESD to **support current employees to advance in their careers and community members to become licensed educators***

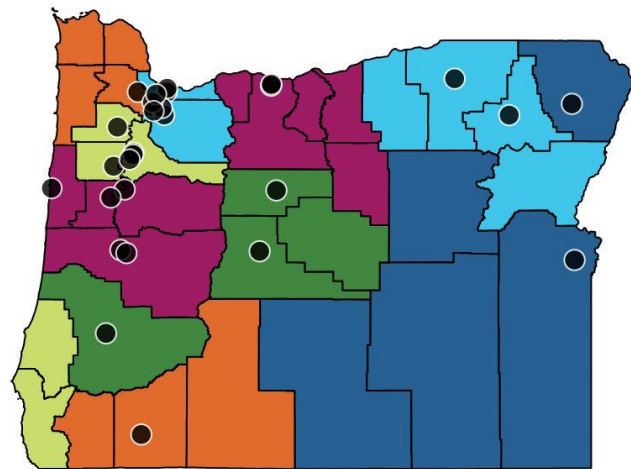
## University-District Programs

*Pathways **co-designed between a school district/ESD and an educator preparation provider** with students prepared to teach in specific communities.*

# GYO Program Services & Supports

GYO programs across Oregon **vary in their approach to recruitment and retention**, but share these characteristics:

- **Recruit locally** from high school students, classified and certified staff, substitute teachers, and community volunteers.
- Focus on leveraging **local candidate pools and talent** to address staffing shortages and diversify the workforce.
- Support participants at **different stages of their careers** with diverse backgrounds, work experiences, and career goals.
- Partner with TSPC-approved educator preparation programs to offer **multiple, articulated, alternative pathways** into education careers.
- Offer pathway navigation support, financial assistance, cohort-based activities, and employment-related support (such as job guarantees or paid release time).



**GYO Grantees 2023-2025**

# Career Milestones Supported by GYO Programs



## High School Participants

- **801** earned **college-level, transferable credit**
- **112** completed high school **dual credit programs** and transferred to a community college

## EDUCATOR ADVANCEMENT CONTINUUM



## School/District Employees

**525** participants earned a **credential** for career advancement (degree, license, endorsement, or certification)

## Community College Participants

- **218** participants transferred to **in-state** TSPC-approved educator licensure program
- **27** participants transferred to **out-of-state** educator licensure program

## Licensure Program Participants

- **808** participants entered an **in-state**, TSPC approved educator licensure program
- **106** participants entered an **out-of-state** educator licensure program

## Newly Licensed

**594** participants were **newly licensed** by June 2023

**NOTE:** Data based on self-reports in June 2023 by 2021-23 GYO grantees and does not include all GYO programs.

# Professional Learning for Substitute Teachers

- Substitute teachers are eligible to participate in many professional learning and career support opportunities provided by RENs and GYO's:
  - Professional development opportunities, financial assistance/ reimbursement
  - Financial assistance for career development (i.e. tuition assistance, paid release time, stipends, etc.)
  - Pathway navigation for career development and advancement (i.e. academic or career mentoring, support with applications, etc.)
  - Affinity groups for school staff
  - Mentoring
  - Induction or other new staff support programs
- Access to opportunities varies across districts; some limit opportunities to district employees (depends on district policies and practices)
- There is strong interest in better supporting substitute teachers across Regional Educator Networks and Grow Your Own programs and increasing the number of substitutes participating in programs

# Professional Learning Examples

<i>Substitute Teacher 101/Essentials, which is a summer series professional development program</i>	<i>Local ESDs offer substitute specific professional development or orientation as part of existing PD offerings</i>	<i>GYO support is specific to the needs of each recipient individually, including substitute teachers who wish to complete a licensure program and become a fully-licensed classroom teacher</i>
<i>ORSN Asynchronous Trainings offered to Substitutes within the region</i>	<i>Substitutes are invited to attend the October Professional Development Summit on the traditional statewide teacher inservice day</i>	<i>Substitute Teacher Community of Practice</i>

# More Information

- EAC Website: <https://eac.ode.state.or.us/>
- Grow Your Own Program Information: <https://eac.ode.state.or.us/page/2023-2025-grow-your-own>
- Regional Educator Network Websites:
  - [Central Oregon REN \(Crook, Deschutes, & Jefferson counties\)](#)
  - [Columbia REN \(Gilliam, Hood River, Sherman, Wasco, & Wheeler counties\)](#)
  - [Douglas REN \(Douglas County\)](#)
  - [Eastern Oregon REN \(Grant, Harney, Lake, Malheur, & Wallowa counties\)](#)
  - [Multnomah-Clackamas REN \(Multnomah & Clackamas counties\)](#)
  - [Northwest REN \(Clatsop, Columbia, Tillamook, & Washington counties\)](#)
  - [Oregon Trail REN \(Baker, Morrow, Umatilla, & Union counties\)](#)
  - [South Coast to Valley REN \(Coos, Curry, Marion, Polk, & Yamhill counties\)](#)
  - [Southern Oregon REN \(Jackson, Josephine, & Klamath counties\)](#)
  - [Western REN \(Benton, Lane, Lincoln, & Linn counties\)](#)

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