

JOINT TASK FORCE ON STATEWIDE EDUCATOR SALARIES

Oregon State Legislature
900 Court Street NE
Salem, OR 97301

<https://www.oregonlegislature.gov>



RECOMMENDATION PROPOSAL

For questions or assistance filling out this form, please reach out to task force staff:

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Please submit one form per policy recommendation. There is no limit on the number of forms you may submit for discussion.

Task force members are encouraged to collaborate. If you collaborate, please submit one form per recommendation and list all group members' names.

Name(s) of submitter(s):
Cynthia Branger Muñoz
What problem are you trying to solve?
In response to the evolving educational landscape, this policy proposal aims to bolster diversification efforts within the teaching profession through a multifaceted approach.
Title of proposal (25 words or less):
Educator diversification
Value/Finding/Goal Number:
Finding 6: Oregon educator demographics do not yet align with the diversity of the state's students, families, and communities. Goal 6: Compensation will strategically attract, support, and retain diverse



candidates to Oregon education careers, including first-generation college graduates and educators from low-income backgrounds.

Detailed description of proposal (50 words or more):

1. Standards for Grow Your Own Programs:

Establishing rigorous standards and guidelines for Grow Your Own programs involves creating clear criteria for program design, participant selection, and educational outcomes. By fostering partnerships between schools, community organizations, and higher education institutions, these programs aim to cultivate local talent pools and address teacher shortages in underserved communities.

2. Expansion of Teacher Apprenticeship Program Pathways:

Introducing additional pathways within the teacher apprenticeship program will cater to diverse career entry points. This initiative targets career changers, paraprofessionals, and military veterans by offering structured mentorship, professional development opportunities, and support for certification. Acknowledging the need for increased funding, this expansion aims to ensure adequate resources to sustain and scale these pathways effectively, thereby enriching the profession with varied experiences and expertise.

3. Increase in Scholarships and Funding for Teacher Preparation:

Enhancing financial support mechanisms through increased scholarships and funding allocations aims to reduce economic barriers for prospective educators entering teacher preparation programs. Specifically, funding will be allocated to enhance The Oregon Teacher Scholars Program (OTSP) Grant, increasing it from \$12,000 annually and allowing recipients to access funds during the summer term. This initiative prioritizes underrepresented groups and high-need subject areas, attracting talented individuals and ensuring a robust pipeline of well-prepared teachers for all students.



4. Establishment of Affinity Spaces through the Educator Advancement Council (EAC):

Affinity spaces will be established under the oversight of the Educator Advancement Council (EAC). These dedicated spaces within educational institutions and communities are crucial for fostering a sense of belonging, supporting ongoing professional development, and enhancing cultural competence among educators. Managed by the EAC, these spaces will serve as collaborative forums for mentorship, the exchange of best practices, and the cultivation of inclusive teaching practices. Ultimately, they contribute to higher retention rates and increased professional satisfaction among a diverse cadre of educators.

Enforcement:

How will the legislature make sure the policy is followed?

Educator Advancement Council (EAC):

To ensure rigorous adherence to the policy, the legislature has designated specific enforcement responsibilities to key entities. The Educator Advancement Council (EAC) will oversee the implementation and enforcement of Grow Your Own program standards, ensuring consistency and effectiveness across participating institutions. The EAC will enforce reporting requirements on the allocation and expenditure of funds, ensuring transparency and accountability in financial management.

Similarly, the EAC will oversee the establishment and management of affinity spaces within educational institutions and communities. These spaces will be subject to stringent guidelines to foster belonging, support professional development, and promote cultural competence among educators.

Higher Education Coordinating Commission (HECC) and Teacher Standards and Practices Commission (TSPC):

HECC will continue managing grants under The Oregon Teacher Scholars Program (OTSP), ensuring effective distribution and utilization to enhance teacher preparation. TSPC will



oversee the teacher apprenticeship program, providing structured pathways into the profession. Regular reporting by HECC and TSPC will support program oversight and evaluation.

Reporting mechanisms:

What information will be collected so the legislature knows if the policy is working?

Educator Advancement Council (EAC):

The EAC will collect detailed data on:

Participation rates and demographics in Grow Your Own programs, including geographic distribution and diversity metrics among program participants.

Effectiveness of partnerships between schools, community organizations, and higher education institutions in implementing Grow Your Own programs and addressing local teacher shortages.

Retention rates and professional satisfaction among educators utilizing affinity spaces, with specific metrics on participation in mentorship programs and professional development opportunities.

Feedback on the cultural competence initiatives implemented through affinity spaces, including the impact on inclusive teaching practices and educator collaboration.

Furthermore, the EAC will enforce robust reporting requirements on the allocation and expenditure of funds for both Grow Your Own programs and affinity spaces. Detailed financial reports will ensure transparency and accountability in fund management, providing legislators with insights into resource utilization and the fiscal impact of these initiatives on educational outcomes.

HECC and TSPC will maintain their data collection efforts diligently.

State agency responsible for implementation:

EAC, HECC & TSPC