

# 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.

<b>Name(s) of submitter(s):</b>
Cynthia Branger Muñoz
<b>What problem are you trying to solve?</b>
In response to the evolving educational landscape, this policy proposal aims to bolster diversification efforts within the teaching profession by creating affinity spaces for educators.
<b>Title of proposal</b> (25 words or less):
Establishment of Affinity Spaces through the Educator Advancement Council (EAC)
<b>Value/Finding/Goal Number:</b>
<b>Finding 6:</b> 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):

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?*

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.

**Reporting mechanisms:**

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

The EAC will collect detailed data on:

- 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 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.

**State agency responsible for implementation:**

EAC