

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:

lisa.gezelter@oregonlegislature.gov or maia.powloski@oregonlegislature.gov.

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 by expanding apprenticeship pathways.
Title of proposal (25 words or less):
Expansion of Teacher Apprenticeship Program Pathways
Value/Finding/Goal Number:
Finding 6: Oregon educator demographics do not yet align with the diversity of the state's students, families, and communities.





<p>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.</p>
<p><u>Detailed description of proposal</u> (50 words or more):</p>
<p>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.</p>
<p>Enforcement:</p> <p><i>How will the legislature make sure the policy is followed?</i></p>
<p>TSPC will oversee the teacher apprenticeship program, providing structured pathways into the profession. Regular reporting by TSPC will support program oversight and evaluation.</p>
<p>Reporting mechanisms:</p> <p><i>What information will be collected so the legislature knows if the policy is working?</i></p>
<p>Regular reporting by TSPC to the legislature.</p>
<p>State agency responsible for implementation:</p>
<p>TSPC</p>