

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 imposing standards on grow-your-own programs.
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):

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.

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.

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.

Furthermore, the EAC will enforce robust reporting requirements on the allocation and expenditure of funds for Grow Your Own programs. 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