



EDUCATOR ADVANCEMENT COUNCIL

Moving Oregon Education Forward





EDUCATOR
ADVANCEMENT
COUNCIL

"The way we see the problem is the problem." Stephen Covey



“

Whereas high quality educator preparation and ongoing, effective professional learning and supports for educators are critical variables to excellent teaching, improved student learning and educator retention

Senate Bill 182, 2017



**EDUCATOR
ADVANCEMENT
COUNCIL**

EQUITY INNOVATION

Creating the conditions for high quality adult and student learning to ensure everyone in our school systems can grow and thrive.



**EDUCATOR
ADVANCEMENT
COUNCIL**

ABOUT US

Launched in 2018, the Educator Advancement Council (EAC) is an innovative state partnership that coordinates a systemic approach to continuously assessing needs as well as coordinating priorities for services and resources to support Oregon educators.

The EAC works to ensure students experience high quality learning, in particular students of color, students with disabilities, emerging bilingual students, and students navigating poverty, houselessness, and foster care.



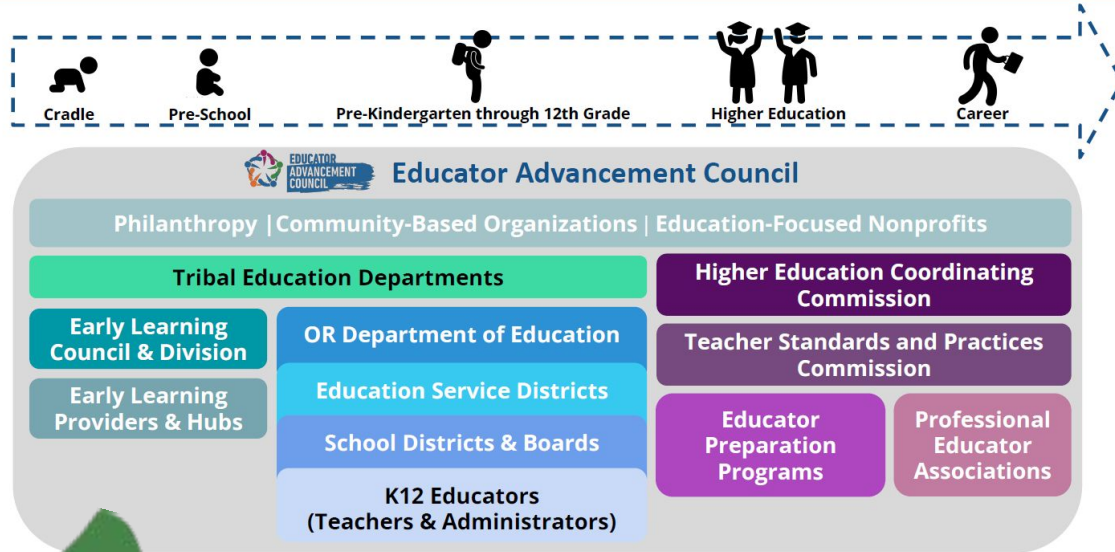
**EDUCATOR
ADVANCEMENT
COUNCIL**



WHY WE'RE DIFFERENT...

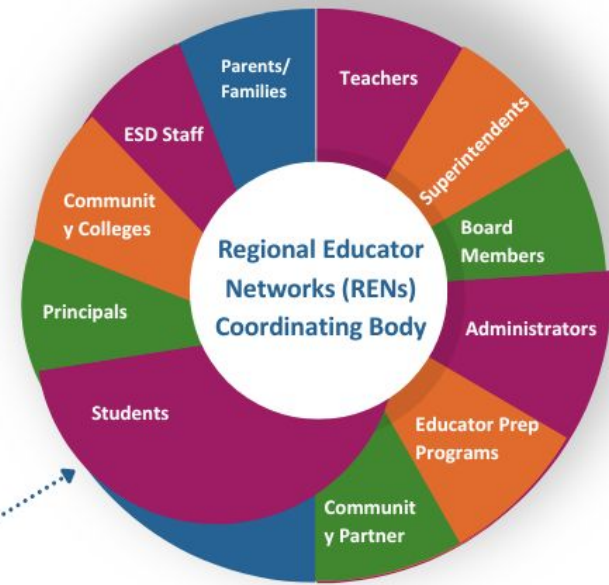
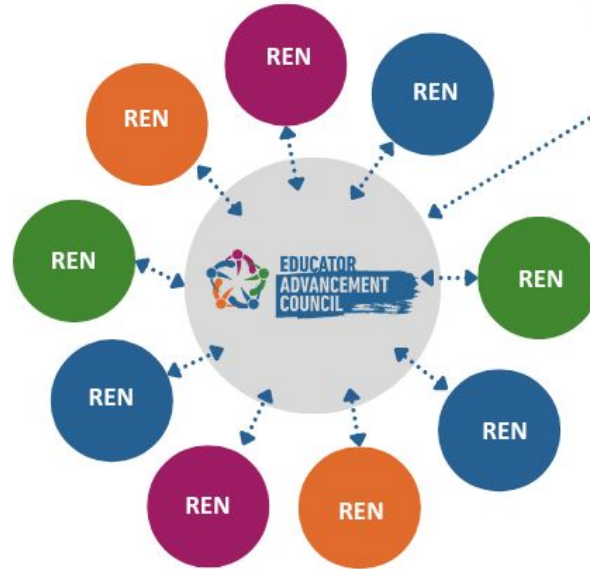
The EAC occupies a unique space as a decision-making body that directs the use of state resources for educator workforce development. The EAC represents educators across the state, as well as representatives from across the P-20 education system. Each box represents a seat or organization on our collective council.

How does the EAC fit into Oregon's P-20 education system?



Innovative Partnership

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



Systems Redesign:

Leading with an octopus approach

- **Flexible School Systems:** Adapting the use of resources such as personnel, space, and time to best support innovations that reduce burnout and improve structural conditions
- **Culture and Climate:** Building an inclusive culture where all personnel feel seen, valued, and respected through policies, approaches, and/or actions
- **Staff Preparation and Growth Opportunities:** Ensuring personnel are prepared to meet the demands of their jobs and supported to advance in their careers
- **Differentiated Training and Staff Support:** Ensuring equitable access to resources for differentiated training and professional development at various career stages and tailored to specific roles in the system



“A system is never the sum of its parts, it's the product of its interactions.”

Russell Ackoff
(2003)

Research & Evidence Based Practices

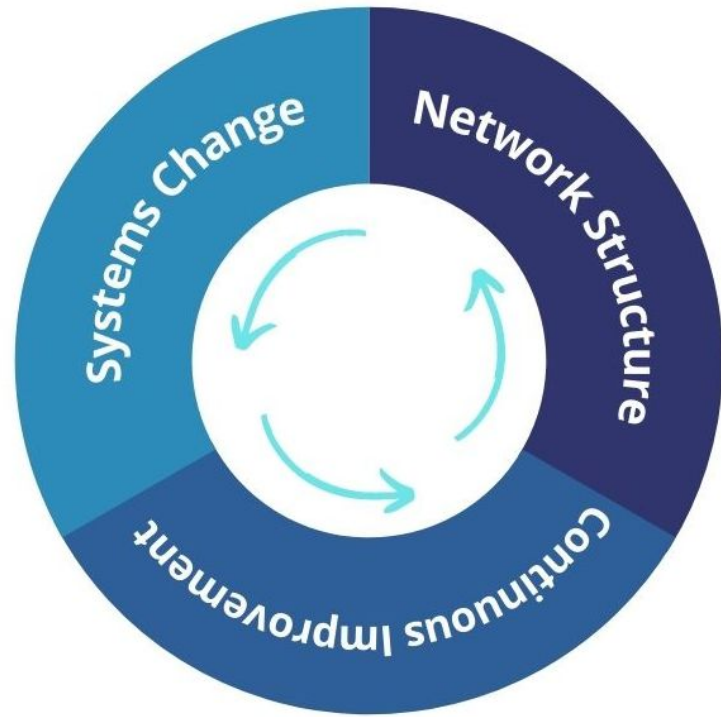


The EAC seeks to...

Use mixed methods research & evidence-based practices when applying principles of improvement science to build statewide capacity for transformational change.



To identify **critical** foundational **knowledge and skills** needed to successfully enact a ***systemic approach to continuously assess the needs of P-20 educators*** through the infrastructure of the Regional Educator Networks and Grow Your Own Programs





Programs, Resources & Services

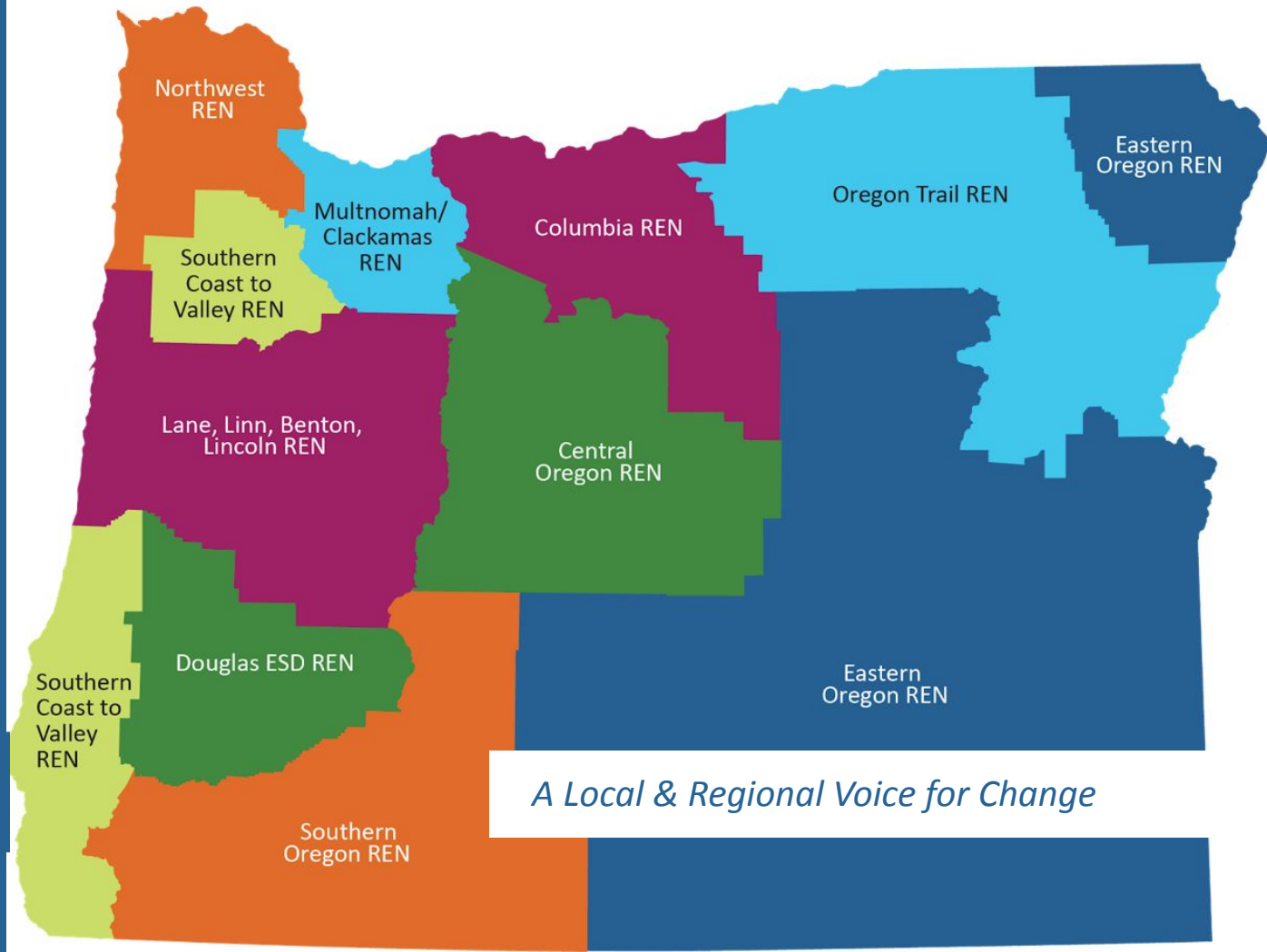
A Different Way of Thinking...



**EDUCATOR
ADVANCEMENT
COUNCIL**



Regional Educator Networks



A Local & Regional Voice for Change

REGIONAL POLICY GOALS

- Enhance a **culture of collaborative leadership** that elevates and advances the profession
- Provide open access to **high-quality professional learning** and support that reflects educator voices, local contexts, and career stages
- Strengthen and enhance existing **evidence-based practices** that **improve student achievement** and that reflect changing student needs and demographics
- Improve the recruitment, preparation, induction, and support of educators at **each career stage**, as well as leadership and career advancement opportunities



Grow Your Own Educator Partnerships

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

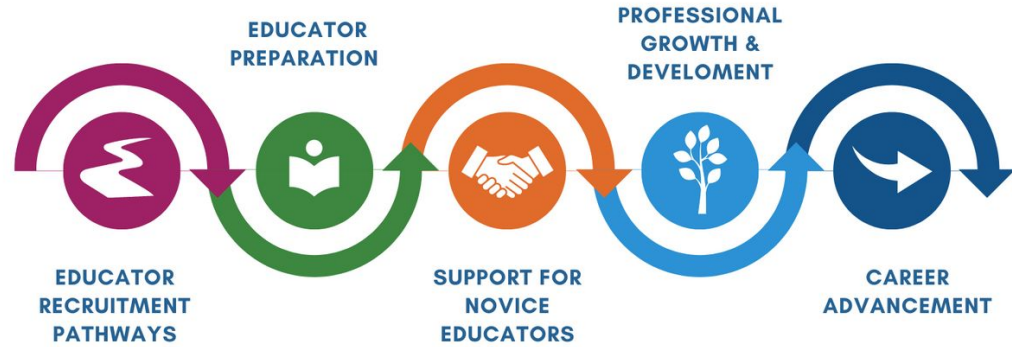
*A grassroots pathway designed by a school district or ESD to **support current employees to advance in their careers** and **community members to become licensed educators***

University-District Programs

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



EDUCATOR ADVANCEMENT CONTINUUM



Equity
Centered
Educator
Resources and
Preparation

Scholarship Programs

Scholarships and professional support for Teacher and Administrator candidates

Educator Equity Plans

Partnership with Higher Education Coordinating Commission to support implementation of EPP institutional equity plans

Licensure Barrier Reduction

Partnership with Teacher Standards and Practices Commission for licensure access

Professional Learning

Comprehensive Statewide Professional Learning Platform

Leadership Development

Statewide Leadership Demonstration Project and Advisory Committee



Comprehensive Statewide Professional Learning System

EDUCATOR ADVANCEMENT COUNCIL

Digital Library Communities PD Planner Studio Me

Logan Jones
Facilitator

Community Status

Discussions: **2**
Members: **18** [view]

Trending

Welcome to EAC Adult Learning...
Posted: Mar 22, 2022

Task Force Agenda 3/23/2022
Posted: Mar 23, 2022

Adult Professional Learning Workgroup Member

Building teacher capacity through a continuous, coherent, content-based and collaborative system of professional learning.

Start a New Discussion

What's going on, Logan?

Welcome to the ODE Adult Learning Task Force PLC!

Please use this space to connect with peers, access resources, and discuss program progress for all adult learning.

Posted By: Logan on 03/22/2022

Alice Cooper
Nice to meet you Logan!

Resources

Paraprofessionals: Supporting Instruction in the

OREGON DEPARTMENT OF EDUCATION
EARLY LEARNING DIVISION

CAREER PLANNING

Strategic Policy Priorities

- **Continuously Improving Systemic Conditions** (programs, services, and resources) to meet the changing demands of the educator workforce by local context and varying educator needs
- **Developing a Statewide Professional Learning System** that builds organizational capacity (knowledge, skills, and dispositions) at all levels of the system to better meet student needs to eliminate disparity, disproportionality, and predictability in outcomes
- **Career Preparation and Advancement** opportunities that are accessible to all educators across multiple contexts and at varying stages of an educator's career
- **Creating Strategic Partnerships** (State Agency Leadership Collaboration, Grow Your Own Partnerships, Regional Collaboration, Local Communities of Practice, etc.)



LET'S CHANGE THE
FUTURE OF OREGON
EDUCATION!

Through innovation, collaboration & partnership



Dr. Kimberly Matier
Executive Director
Kimberly.matier@ode.oregon.gov

Emily McCaffrey
Chief of Policy and Systems
Emily.mccaffrey@ode.oregon.gov

