



February 14, 2023

Senator Michael Dembrow, Chair Senate Committee on Education

Re: Testimony in Support of SB 283

Good Afternoon Chair Dembrow, Vice Chair Weber, and members of the Senate Education Committee. My name is Desi Nicodemus, I work at Clackamas ESD as a Teacher Pathway Navigator and server as a Milwaukie City Councilor and I am here in support of SB 283. While I understand the bill supports a study, I'd like to share my perspective on several requirements this bill brings forward.

In my role, I guide and support paraeducators in navigating the education system for career advancement opportunities in education. I'd like to highlight several requirements: Teacher apprenticeship, mentoring, statewide salary schedule and promoting the education profession.

Teacher apprenticeship and mentoring go hand in hand and are needed to provide new teachers with the knowledge, skills, and support they need to be successful in the classroom. This is especially important for new teachers who may lack practical experience, as it allows them to learn from experienced teachers who have already mastered the craft of teaching.

Through apprenticeship and mentoring, new teachers can receive guidance on effective teaching strategies, classroom management techniques, and ways to effectively engage with students. Additionally, the support provided by mentors can help new teachers navigate the complexities of the education system and overcome the challenges they may face in their early years of teaching.

Most importantly, a teacher apprenticeship program can help diversify the educator workforce by providing opportunities for individuals from underrepresented groups to earn while they learn, gain hands-on experience in teaching and receive mentoring and support from experienced teachers. This can help to address systemic barriers that may prevent some individuals from pursuing a career in education, and can also help to improve cultural competence among educators, which is critical for effectively serving diverse student populations. Additionally, apprenticeships can help build strong relationships between aspiring teachers and experienced educators, providing a support network and mentorship opportunities that can help individuals from underrepresented backgrounds navigate the challenges of the education system. Moreover, by increasing the diversity of the educator workforce, students from underrepresented groups may be more likely to see themselves reflected in their teachers and may be more engaged in their education as a result.

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Furthermore, apprenticeship and mentoring can help retain teachers in the profession by providing them with a sense of community, support, and ongoing professional development. This, in turn, can help improve the overall quality of education, as teachers who are well-supported are more likely to be effective and committed to their work.

A statewide salary schedule is important for teachers because it provides a standardized and transparent system for determining teacher salaries based on factors such as education, experience, and credentials. This can help ensure that all teachers are fairly compensated for their work, regardless of their location or individual negotiating power. It can also help attract and retain high-quality teachers by offering a clear career path and financial stability. Additionally, a statewide salary schedule can promote equity and reduce the wage gap between teachers in high- and low-income areas.

Allocating funds to the Oregon Department of Education for a public relations campaign to promote the education profession is important because it can help to address teacher shortages and improve the overall quality of education. By highlighting the benefits and rewards of a career in teaching, such a campaign can attract more talented and dedicated individuals to the profession, ultimately leading to better outcomes for students. Additionally, promoting the education profession can help to increase public support for education and encourage more investment in schools and teachers.

Thank you for your time.

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