

February 11, 2025

Re: SB 314

Dear Senate Committee on Education,

I am honored to provide public testimony in support of SB 314.

This bill directs two key agencies—TSPC and EAC—to collaborate on developing a strategic teacher career pathway, strengthening both Grow Your Own (GYO) and Apprenticeship programs. With 27 years in teacher preparation at Pacific University and George Fox University, I have led successful GYO initiatives in Woodburn and elsewhere, and contributed to the development of Oregon's Teacher Apprentice Pilot program. While Oregon has invested significantly in GYO programs across the state, their effectiveness overall has suffered from a lack of coherence, consistency, and accountability.

SB 314 is an opportunity to scale up and align these programs. By requiring TSPC and EAC to evaluate existing efforts and create a strategic plan, the bill ensures a more coordinated and accessible teacher preparation model across the state. *I fully support this goal.*

However, I have concerns that references to "non-traditional pathways" might open the door to substandard teacher preparation. Research shows that poor training leads to high teacher turnover and diminished student learning, ultimately reducing return on investment. While Oregon's GYO and Apprenticeship pathways are non-traditional in their accessibility and community-based delivery, they maintain high-quality preparation through partnerships with accredited institutions. Preserving rigorous teacher training must remain a priority to prevent Oregon from slipping into a cycle of high attrition and lower student outcomes.

I urge the committee to support SB 314 while ensuring it upholds high standards for teacher preparation.

Sincerely,

A handwritten signature in black ink that reads "Kevin Carr". The signature is written in a cursive style and is positioned above a thin horizontal line.

Dr. Kevin Carr  
Pacific University