Investing in Students and Teachers Now, and For the Future

House Education Committee • March 18, 2013

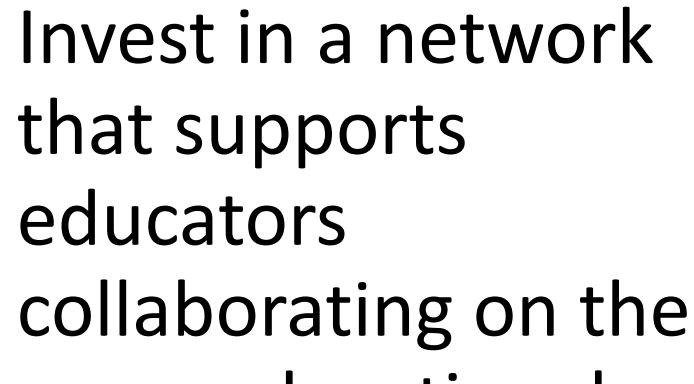# HB 3233: Network for Quality Teaching & Learning

The Problem

- We have a workforce that currently does not represent the diversity of the student population

- We have not invested in a plan to recruit and retain the best and the brightest

- We have no state system for improving the practice now, or for growing our next generation of teachers & leaders

- Yet, we are asking our current and incoming educators to take on a huge new body of highly complex and important work

Our educators cannot do it alone.

For Oregon to achieve 40/40/20, we must create a strong, connected system of preparation and support for a diverse corps of educators .

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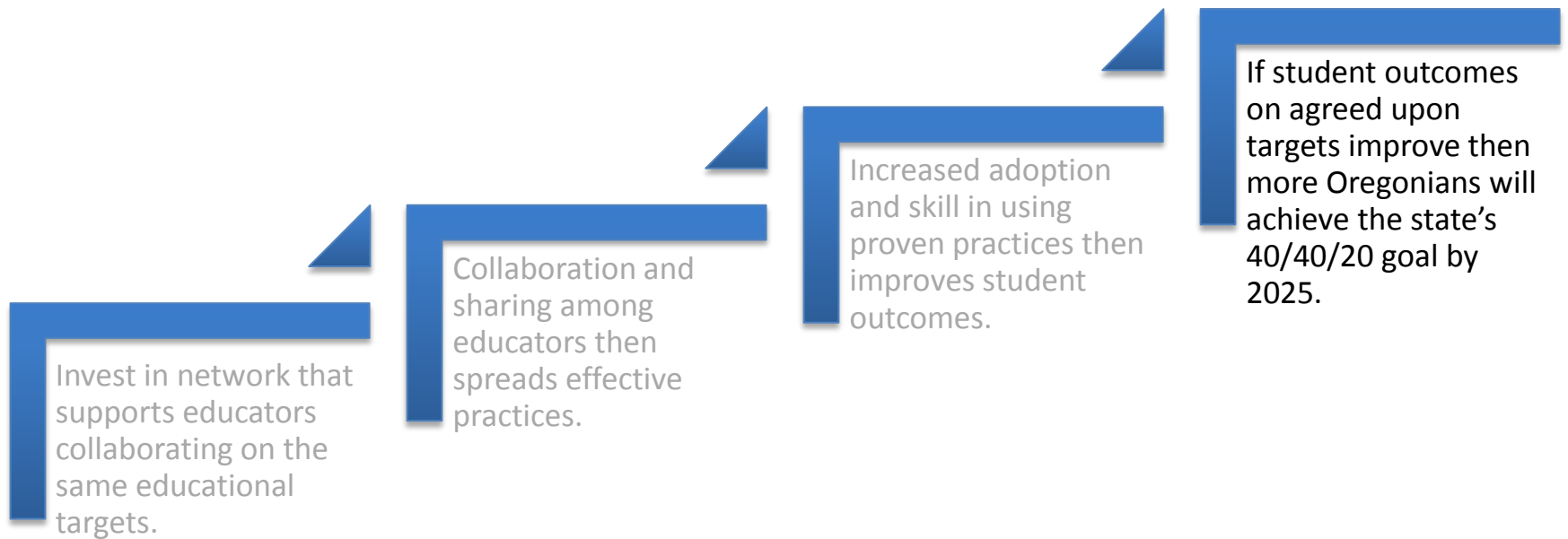# Theory of Action for the Oregon Network of Quality Teaching and Learning

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Increased adoption and skill in using proven practices then improves student outcomes.

If student outcomes on agreed upon targets improve then more Oregonians will achieve the state's 40/40/20 goal by 2025.

Essential Links in the Chain of Success

If one link is missing, the chain will fall

	Vision	Strategy	Skills	Resources	Monitoring	Evaluation	Rewards & Sanctions	Organization	No Followers
Philosophy		Strategy	Skills	Resources	Monitoring	Evaluation	Rewards & Sanctions	Organization	Confusion
Philosophy	Vision		Skills	Resources	Monitoring	Evaluation	Rewards & Sanctions	Organization	False Starts
Philosophy	Vision	Strategy		Resources	Monitoring	Evaluation	Rewards & Sanctions	Organization	Anxiety
Philosophy	Vision	Strategy	Skills		Monitoring	Evaluation	Rewards & Sanctions	Organization	Frustration
Philosophy	Vision	Strategy	Skills	Resources		Evaluation	Rewards & Sanctions	Organization	Bitterness
Philosophy	Vision	Strategy	Skills	Resources	Monitoring		Rewards & Sanctions	Organization	No Closure
Philosophy	Vision	Strategy	Skills	Resources	Monitoring	Evaluation		Organization	Hopelessness
Philosophy	Vision	Strategy	Skills	Resources	Monitoring	Evaluation	Rewards & Sanctions		No Coordination
Philosophy	Vision	Strategy	Skills	Resources	Monitoring	Evaluation	Rewards & Sanctions	Organization	Success!!

Why a Network Approach?

The Legislature has adopted important pieces (mentoring, evaluation, Minority Teacher Act). But Oregon lacks a coherent system to:

- **Coordinates** resources supporting professional growth of educators,

- **Connects** preparation programs to current needs,

- **Keeps focused attention** on the targets, and

- **Communicates** results from communities of practice on what works in what context.

Recommended Investments

Common Core State Standards

- Professional development time to develop/refine lessons
- Online and print materials to support new curriculum standards
- Statewide access to technical assistance, trainings, and video portals

Implementing SB 290

- Support for Districts in Implementing Professional Standards, Evaluations, and Teacher Effectiveness Systems

School District Collaboration Grant

- Support and training for the implementation of research-based models for career pathways, evaluation processes, and enhanced professional development opportunities for teachers and administrators

Mentoring /Coaching

- Support and training to expand the beginning teacher, beginning administrator mentoring program to all 1st and 2nd year teachers statewide

New Models for Teacher Preparation

- Recruitment activities to diversify educator workforce
- University/school partnerships to refine teacher preparation
- New models of clinical experience

Recommended Investments

Cultural Competency

Teacher-Led Development of Assessments

College & Career Ready Skills

Proficiency-Based Models

Instructional Leadership / Administrator Preparation

Organizational Assessment

Implementing School Improvement Plans

What Will ODE Do?

- A state system to **disseminate best practices** and evidence-based models (e.g., website, professional development clearinghouse, video bank, curriculum materials, virtual forums, conferences / trainings).

- Identify best practices for **closing achievement gap** and serving English Language Learners and Students with Disabilities

- **Administration and monitoring** of grants-in-aid / support for the programs and activities delivered by partners

What Will OEIB Do?

- **Convene** Network partners
- Set targets and **hold the Network accountable** for improving outcomes
- **Research and analysis** of best practices and evidence-based models
- Strengthen programs and accountability for **educator preparation** institutions
- Statewide plan for **recruiting high-ability and culturally diverse candidates** to work in high-need communities

# HB 3232: Strategic Investments in Student Success

Three strategic investments specifically targeted to:

- **Rapidly improve performance** on several key measures of progress, including Kindergarten readiness, 3rd grade reading proficiency, 9th grade progress toward graduation, high school completion, and college enrollment.

- **Decrease the achievement gap** that exists between historically underserved populations and white Oregonians on the key measures; and

- **Increase levels of educational attainment and employability** for Oregonians.

Oregon Early Reading Program
(Section 2)

Percent of students who met/exceeded benchmark (3rd Grade Reading, 2011-12)
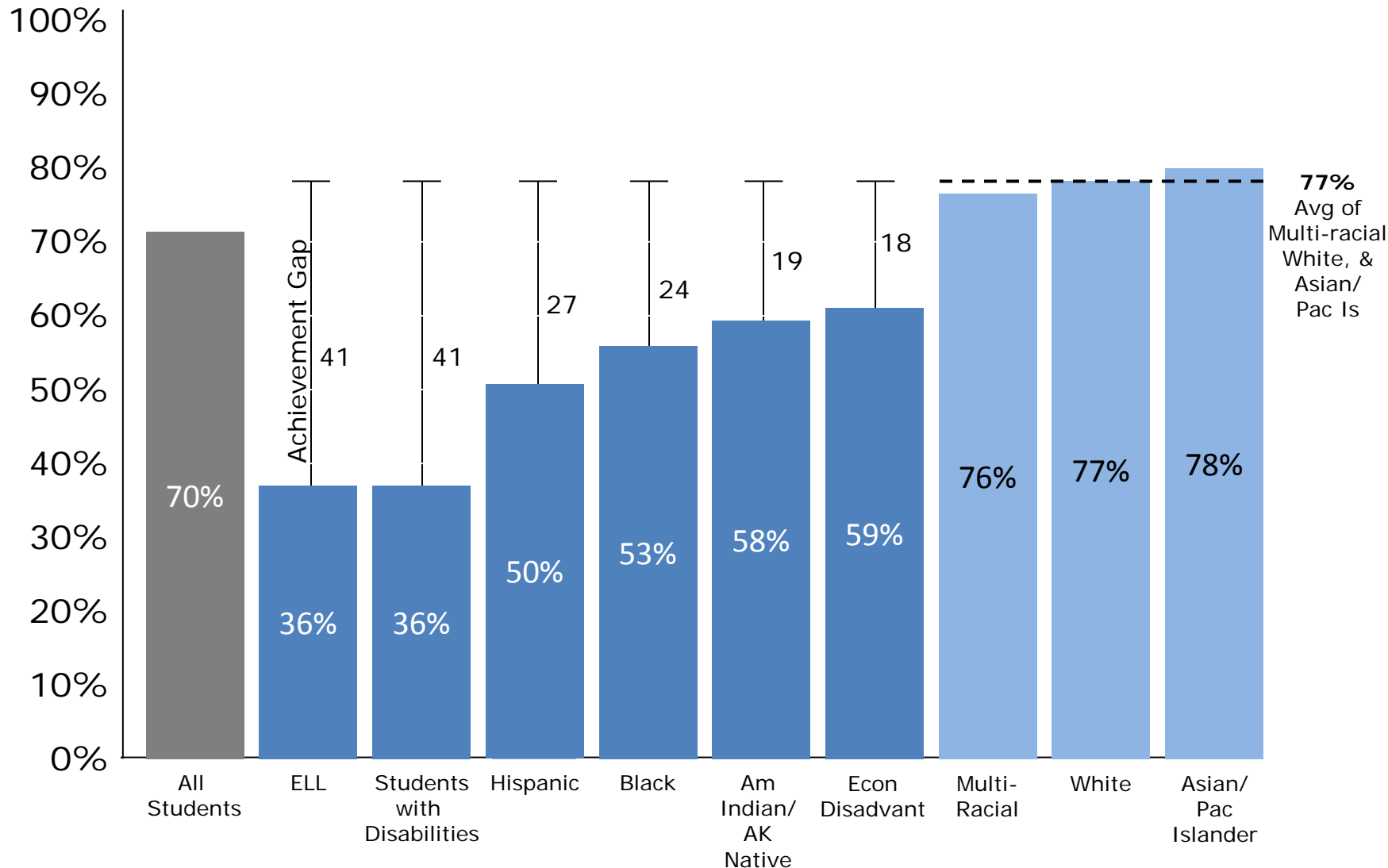
Early Reading Program: Key Strategies

- **Start early** in children's lives and **involve parents**, childcare providers and the community in ensuring all children have an early start at reading;

- **Expand the amount of time**, adult support, materials, cultural relevance and sense of joy that literacy brings; and

- Provide the **differentiated instruction** necessary for every Oregon student to read in the primary grades.

Recommended Investment of $9.2 million

Early Learning Council ($1.8 million)

- Online and Print Materials & Curriculum to Support Early Literacy
- Expanded Access to School and Public Libraries
- Family Engagement, and Professional Development Opportunities for Early Educators

Department of Education ($7 million)

- Support for 45 Struggling Elementary Schools (Priority and Focus Schools)
- Expand Response to Intervention Network to serve 75 Districts

Oregon Education Investment Board ($200,000)

Developing a statewide approach to early reading awareness.

Oregon State Library ($200,000)

Initiative to develop opportunities for cross-age mentoring and support for emerging readers.

Reading Outcomes by 2015

- Improve the percentage of students entering Kindergarten ready for school by 20%

- Increase the percentage of students reading at grade level by 15%, and decrease achievement gaps by 5%

Guidance & Support for Post-Secondary Aspirations
(Section 3)

Guidance & Support: Key Strategies

- Supporting comprehensive systems of monitoring and support for struggling students

- Ensuring that middle and high school students who have never thought of themselves as college-going know about and can access post-secondary and career and technical opportunities that match their interests.

Recommended Investment of $10.4 million

Oregon Department of Education ($3 million)

- **Summer and Intersession Transition Programs and Support**
- **Monitoring and Support for Ensuring Students are On-Track to Graduate**

**Student Access Division, Department of Post-Secondary Education
(currently OSAC) ($1.9 million)**

- **Expansion of ASPIRE Program**

Department of Post-Secondary Education (currently CCWD) ($5.5 million)

- **Parent Advocacy/Education to Build College-Going Aspirations**
- **Dual Credit, AP/IB, and First College Courses for Underserved Students**

Post-Secondary Outcomes by 2015

- 85% of students on-track for graduation at end of 9th Grade

- Increase 5-year cohort graduation rate by 5%, and decrease achievement gap by 5%

- Post-secondary enrollment of underserved students increases by 10%

Connecting to the World of Work
(Section 4)

Cohort Graduation Rate

Student Group	2011-12 4 year grad rate (2008-09 cohort)	2010-11 4 year grad rate (2007-08 cohort)	2011-12 5 year grad rate (2007-08 cohort)	2010-11 5 year grad rate (2006-07 cohort)	2011-12 4 year completer rate	2011-12 5 year completer rate
All Students	68.4%	67.6%	72.4%	70.9%	75.1%	80.5%
White	71%	70%	74%	74%	78%	83%
Asian/ Pacific Islander	79%	78%	82%	80%	81%	85%
Black	53%	54%	60%	57%	62%	71%
Hispanic	60%	58%	65%	62%	65%	71%
Native American	51%	52%	56%	55%	60%	66%
Multi-Ethnic	69%	73%	77%	69%	76%	85%
Students with Disabilities	38%	42%	47%	47%	55%	66%
English Language Learner	49%	52%	60%	58%	53%	64%
Economically Disadvantaged	61%	61%	67%	65%	69%	77%
Females	73%	72%	76%	75%	79%	83%
Males	64%	63%	69%	67%	72%	78%

Recommended Investment of $13.5 million

Oregon Department of Education ($13 million)

- 4-6 STEM Network Sites
- 3 STEM or STEAM Model Schools
- STEM / CTE Opportunities Targeting Underserved Students and Girls
- Innovative & Flexible Delivery Models for Grades 11-14

Oregon Arts Commission ($500,000)

- Grants to connect students with experiences in arts-related industries

World of Work Outcomes by 2015

- Number of students who demonstrate proficiency in math and science in middle school increases 15%, and achievement gap decreases 5%
- At least 65% of students who graduate high school earn nine or more college credits
- At least 90% of students who graduate from OR education system are employed within 12 months