



WARNER PACIFIC
UNIVERSITY





PARTNERSHIPS were developed with six school districts in the Portland Metropolitan Area

- Centennial
- David Douglas
- Gresham-Barlow
- Parkrose
- Portland Public Schools
- Reynolds

DIRECT RESPONSE to superintendent needs looking for a teacher education program for employed paraprofessionals

- Surveys
- Personal invitations
- Information Sessions

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Focus on **REMOVING BARRIERS & INCREASING ACCESS**

- An accelerated Bachelor of Arts in Elementary Education (BSED) program for adult learners was developed
 - Candidates move through the program in a cohort model
 - Classes meet 6-10 PM once per week to allow candidate to maintain employment
- Admissions process was modified and streamlined
 - Program application support
 - Direct communication with school districts' HR Departments





Focus on **REMOVING BARRIERS & INCREASING ACCESS**

- Financial Support
 - WPU scholarship
 - Varied district supports during student teaching
 - Maintained employment
 - Maintained health benefits
- Convenient Locations
 - Springwater Trail High School - Gresham SD
 - Ron Russell Middle School - David Douglas SD
 - Online





COLLABORATION with Stakeholders

Portland Public Schools (PPS)

- Teacher Professional Dispositions alignment
- Course redesign

Portland Community College (PCC) Cascade

- Course crosswalk and alignment
- Streamline transfer process from community college to 4-year institution

Multnomah Education Services District (MESD)

- Support system and convener of school districts and university partners (2-year & 4 year institutions)





GROW YOUR OWN Grant Funds

- Named higher education partnership in two GYO grants
 - David Douglas
 - Portland Public Schools
- Launched new cohorts
 - Master of Arts in Teachings
 - Coaches to Classroom
 - Bachelor of Science in Elementary Education
 - GYO pathways for paraeducators

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RECRUITMENT & RETENTION

- Mentoring & Coaching
 - Coaches to Classroom
 - Direct outreach to pillars in the community
 - Interviews
 - David Douglas Mentors
 - One-to-one mentors made up of teachers who represent ethnically/racially diverse backgrounds
 - Mentors support candidates from admission through program completion
- MSED Partnership
 - Teaching for Liberation
 - *“Increase recruitment and retention of critical educators of color in order to foster equitable, anti-racist school communities in Multnomah County.”*



Academic Year 2018-2019



Enrollment and Program Completers

2018-19 Total

Total Number of Individuals Enrolled

66

Subset of Program Completers

20

| Gender | Total Enrolled | Subset of Program Completers |
|--------------------|----------------|------------------------------|
| Male | 17 | 8 |
| Female | 49 | 12 |
| Non-Binary/Other | 0 | 0 |
| No Gender Reported | 0 | 0 |

Academic Year 2018-2019



| Race/Ethnicity | Total Enrolled | Subset of Program Completers |
|---|----------------|------------------------------|
| American Indian or Alaska Native | 2 | 1 |
| Asian | 4 | 1 |
| Black or African American | 1 | 0 |
| Hispanic/Latino of any race | 11 | 4 |
| Native Hawaiian or Other Pacific Islander | 2 | 1 |
| White | 42 | 12 |
| Race/Ethnicity | Total Enrolled | Subset of Program Completers |
| Two or more races | 2 | 0 |
| No Race/Ethnicity Reported | 2 | 1 |

Academic Year 2019-2020



Enrollment and Program Completers

2019-20 Total

Total Number of Individuals Enrolled

98

Subset of Program Completers

8

| Gender | Total Enrolled | Subset of Program Completers |
|--------------------|----------------|------------------------------|
| Male | 24 | 4 |
| Female | 74 | 4 |
| Non-Binary/Other | 0 | 0 |
| No Gender Reported | 0 | 0 |

Academic Year 2019-2020



| Race/Ethnicity | Total Enrolled | Subset of Program Completers |
|---|----------------|------------------------------|
| American Indian or Alaska Native | 1 | 0 |
| Asian | 10 | 0 |
| Black or African American | 10 | 0 |
| Hispanic/Latino of any race | 20 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 |
| White | 54 | 8 |
| Race/Ethnicity | Total Enrolled | Subset of Program Completers |
| Two or more races | 2 | 0 |
| No Race/Ethnicity Reported | 1 | 0 |