



## Oregon Association of Colleges for Teacher Education

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TO: Senate Education Committee  
FROM: Oregon's Educator Preparation Programs  
DATE: February 10, 2021  
RE: SB 232

Chair Dembrow and members of the Committee, Oregon Association of Colleges for Teacher Education (OACTE), the state organization representing all 14 public and private educator preparation programs in Oregon, see SB 232 as a perfect opportunity to share with you our equity and diversity goals, as well as the steps we have taken to identify the most effective methods to diversify the educator workforce. Oregon's EPPs continue their commitment to diversity in the classroom, recruiting and retaining students from diverse social, cultural, and ethnic backgrounds and working with school districts to promote equity focused future educators. We share the goals of the Governor's Education Recovery Committee, Racial Justice Council and the legislature's commitment to diversity and are well underway towards working for change.

Last year, OACTE, the state affiliate of the American Association of Colleges for Teacher Education (AACTE), engaged in an **Educator Preparation Program Analysis**. This survey collected the ways in which EPPs are designing educator preparation programs to be accessible, to serve high needs areas, and to diversify the educator workforce. From that exercise, the idea for the **Oregon Consortium for Educator Preparation** was borne – something we hope you will endeavor to help us grow.

You need to know that as **individual institutions** we have been working on the issues of equity and diversity for years. Statewide EPPs are involved in specific programs and partnerships designed to diversify the educator workforce. These include partnerships with school districts/ESDs, consortia of districts/ ESDs, all nine Oregon sovereign nations, philanthropy, government agencies, community colleges, national think-tanks, the Mexican consulate, and all ten of the Regional Educator Networks. These partnerships cover every region of the state and are in collaboration with all 197 Oregon school districts. The attached information includes some examples. Most importantly, these efforts are showing positive results.

As a **Consortium**, our intention is to work together to meet the teacher workforce diversity goals of the state by:

- Facilitating forward-thinking and visionary dialogue among education groups including TSPC, OSPA, OEA, OSBA, OACTE, COSA, ODE, EAC (RENS), HECC, OAICU, Superintendents, ESDs, OALA and public policymakers.
- Documenting the work that is happening, sharing innovations and programs EPPs are successfully implementing with school districts, and building pathways to replicate statewide.
- Developing best practices for recruitment and retention with all EPPs.
  
- Strategizing around the Education Recovery Council recommendations and developing pathways for implementation and ongoing support.
- Identifying gaps in the preparation of educators (teachers, counselors, principals, and other school professionals) and developing collaborative solutions designed to address these gaps.
- Supporting cross-institutional academic program development and offerings in high-need areas.
- Increasing access to educator preparation for remote/rural areas of the state.
- Increasing the recruitment and retention of diverse educators.
- Breaking down barriers to licensure through strategic use of a multiple measures approach.

Immediate activities of the **Consortium** include:

- Continue sharing of Consortium study, goals, timeline
- OACTE to work with the EAC to sponsor the development of a charter, leadership structure and agenda.
- Sponsor a Statewide Symposium on Educator Preparation to identify gaps and challenges and develop coordinated action plans that engage multiple institutions and agencies.
- Establish a research and development arm to study best practices and ensure that action plans are evidence-based.
- Work with foundations and others to seek and obtain external funding to develop an administrative infrastructure.

Timeline we envision for **Consortium**:

- 2021 - Begin meeting, planning, building detailed 18-month strategy (July 2021 to December 2022) and timeline
- February to June 2021 - Propose and pursue legislative funding for 18-month engagement process and inform legislators on institution efforts, collect legislator and stakeholder feedback on 18-month strategy
- Summer to end of 2021 - Sponsor a number of Statewide Symposiums on Educator Preparation to identify gaps and challenges and develop coordinated action plans that engage multiple institutions and agencies
- 2022 - Establish a research and development arm to study best practices and ensure that action plans are evidence-based
- Develop legislative, TSPC and ODE concepts to further best practices

We will continue to work as individual institutions to increase diversity, and with some assistance, we will continue to gather as the **Oregon Consortium for Educator Preparation** to move Oregon ahead. **We are asking that you support us in this essential effort.**

### **Individual EPP Programs & Partnerships**

- We have 14 university-based educator preparation programs including:
  - Bushnell University
  - Corban University
  - Eastern Oregon University
  - George Fox University
  - Lewis and Clark College
  - Linfield University
  - Oregon State University
  - Pacific University
  - Portland State University
  - Southern Oregon University
  - University of Oregon
  - University of Portland
  - Warner Pacific University
  - Western Oregon University
- Oregon currently has 12 online/hybrid programs preparing educators in STEM education, bilingual education, special education, school psychologist, school counselor, administration, as well as regular classroom teachers.
- Oregon currently has 11 evening/weekend programs service workforce needs as well.
- Oregon EPPs are in partnership with all 10 Regional Educator Networks, and through these relationships, all 197 Oregon school districts and each of the Oregon ESDs.
- All Oregon EPPs have vacant seats in their preparation programs. All can be preparing more teachers.

### **Rural Partnership Programs**

13 partnership programs to meet educator workforce needs in rural and remote areas of Oregon including the coast, eastern and central Oregon, the Columbia Gorge, and southern Oregon.

### **Urban Partnership Programs**

10 partnership programs to meet the educator workforce needs in urban areas of Oregon.

### **Programs Focused on Elimination of Barriers**

12 partnership programs that are designed to eliminate specific barriers to degree completion and educator licensure including programs that reduce costs, provide access to working adults including instructional assistants, delivered in flexible and accessible formats, and those designed to allow for smooth transitions from community colleges.

### **Programs Specifically Designed to Reduce Costs**

10 partnership programs that have the specific goal of reducing costs for participants through loans, scholarships, grants, residencies, discounted tuition rates, and other mechanisms.

### **Programs Serving Tribal Communities**

4 partnership programs that serve the needs of Oregon's Tribal communities and are focused on building an educator workforce in these regions.

### **Programs Preparing High-Need Educator Positions**

11 partnership programs to fill high need educator positions including special education, bilingual teachers, STEM educators, early interventionists, and others.