



# Educator Advancement Council

Dr. Karen Pérez | Executive Director, Educator Advancement Council



# The Educator Advancement Council Serves



In partnership with education agencies, organizations and school districts, the **Educator Advancement Council** works to support over 80,000 Oregon educators and teacher candidates (pre-K through grade 12) with access to high quality professional learning, local and statewide networking opportunities and trainings *across the Educator Continuum*.



# The Educator Advancement Council Focuses



## Strengthening Statewide Support for Educators

- Career Pathways and Advancement in Educator Careers
- Elevating Educator Voice and Leadership
- Enhanced District and Educator Preparation Partnerships
- Equity Driven High Quality Professional Learning
- Retention Efforts

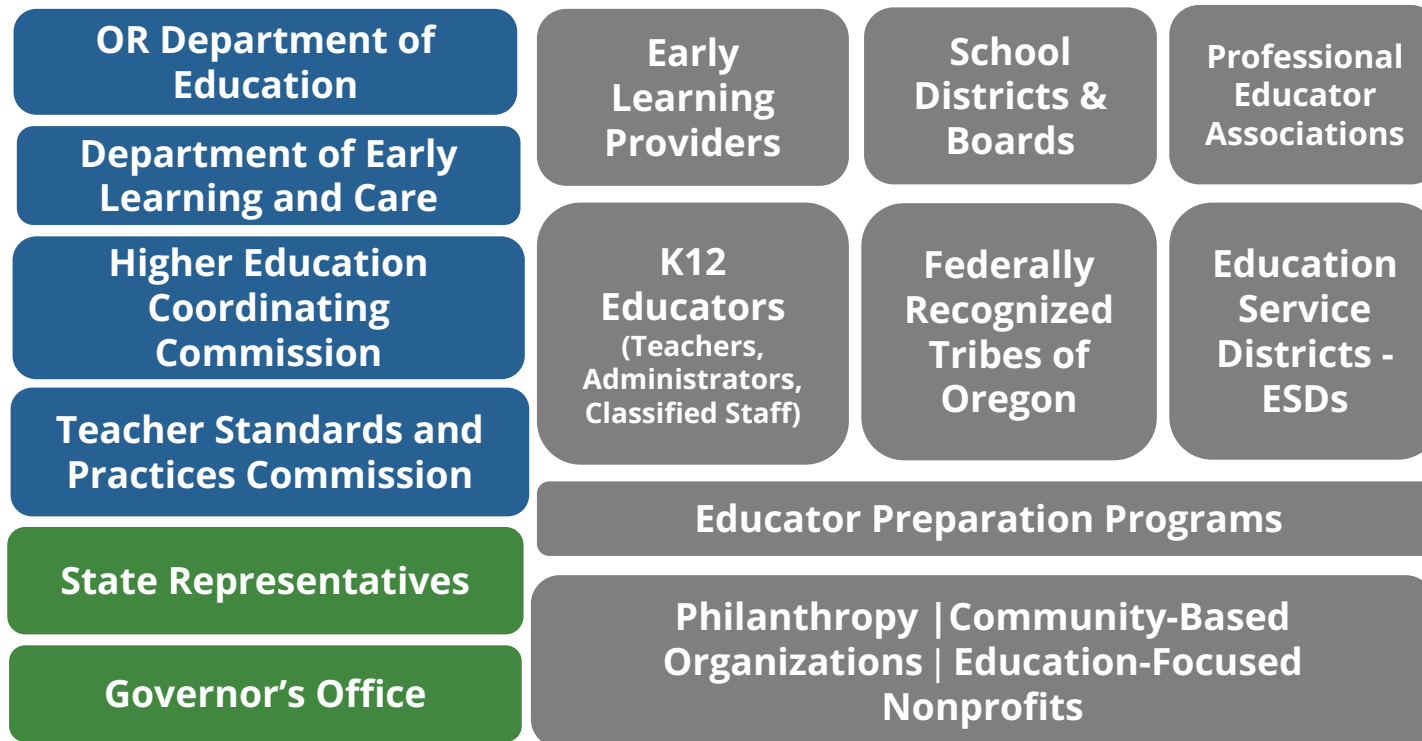
# The Educator Advancement Council Structure



## Representing the P-20 Continuum

### 21 Directors

EAC is a statewide council comprised of a broad range of voices and experiences who help to inform the supports for educators in Oregon.



Cradle



Pre-School



Pre-Kindergarten through 12th Grade



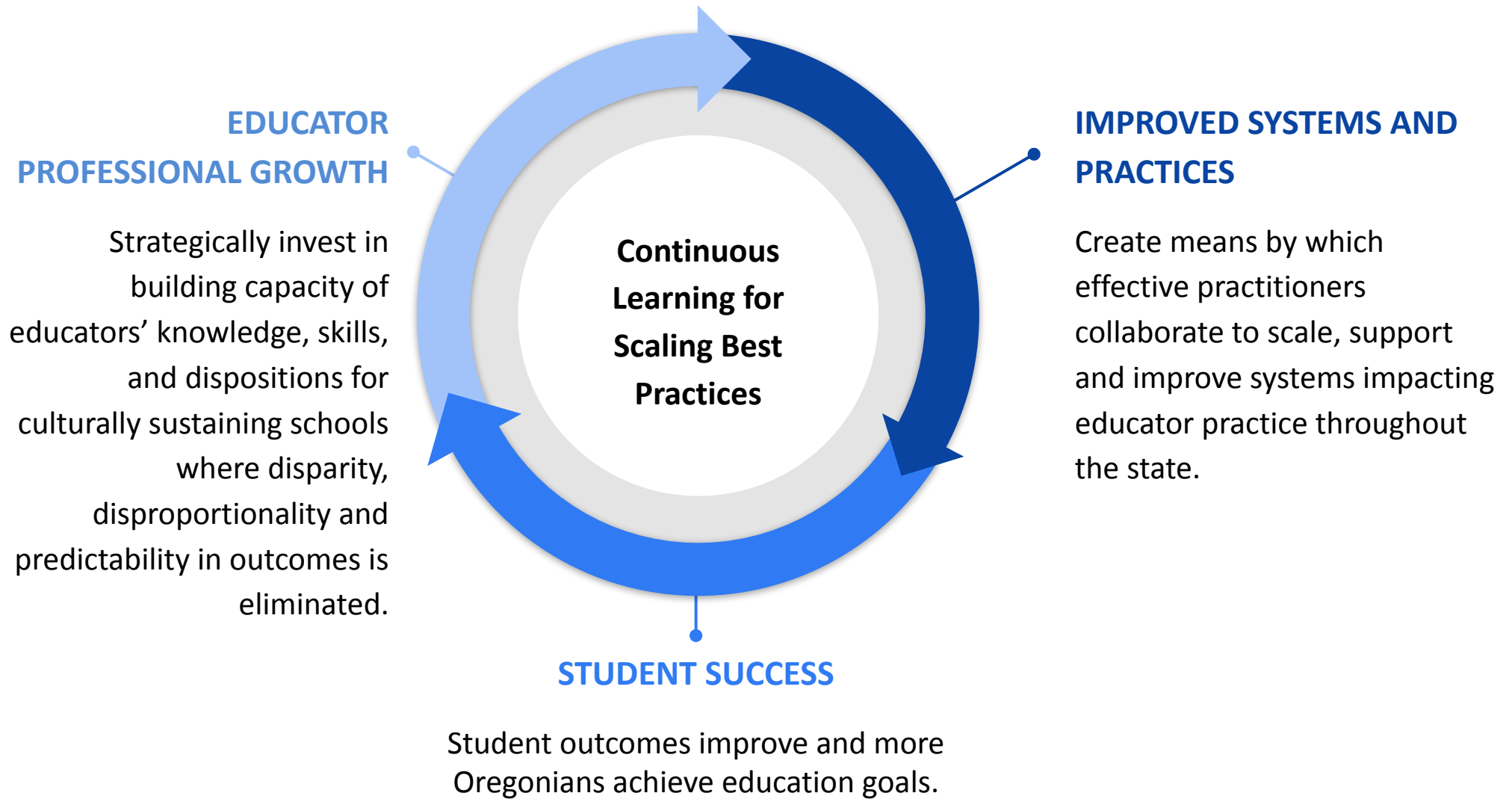
Higher Education



Career



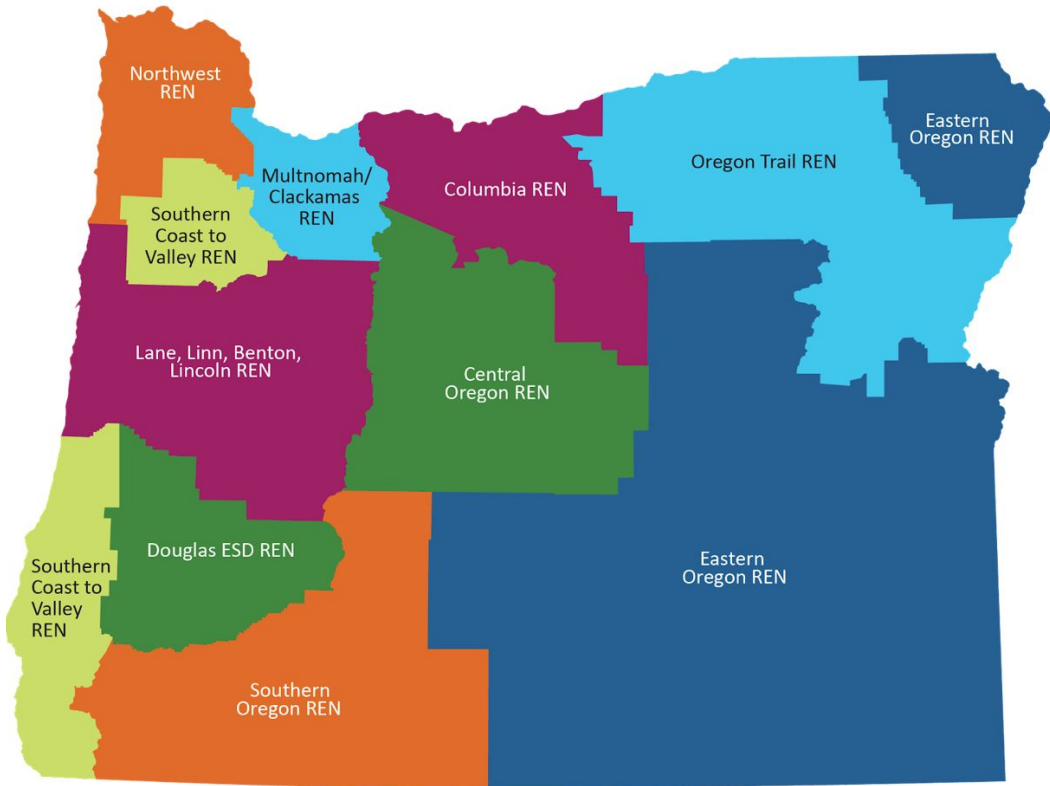
# The Educator Advancement Theory of Change



# Educator Advancement Council Grant-in-Aid Programs



# Regional Educator Networks



***Regional Supports Bring Tremendous Potential***  
***10 regional partnerships serving all 197 school districts, focused on centering educator voices in **prioritizing and developing systems of support** across the educator career continuum that can lead to high-quality educators in every classroom.***

## ***Policy Goals for Each Region***

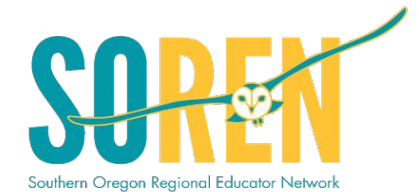
- Provide open access to **culturally responsive professional learning**
- Enhance a **culture of leadership and collaborative responsibility**
- Strengthen and enhance existing **evidence-based practices** that **improve student achievement**
- Improve the **recruitment, preparation, induction, and support** of educators at **each stage of the educators' careers.**
- Enhance **leadership and career advancement opportunities**

# Regional Educator Networks



REN programs across Oregon **vary in their approach to educator systems of support**, but each REN:

- Is **led by a Coordinating Body** representing local educators, leaders, communities and education organizations
- **Provides** infrastructure, technical assistance, professional learning opportunities and **funding to localized investments**
- Deploys multiple engagement strategies to **engage teachers and administrators** to identify local needs to inform distribution of state dollars
- Works towards **statewide goals and common measures**





# 2023-24 REN Accelerating Progress



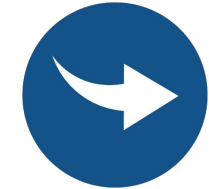
**All 10 RENs support recruitment efforts** through GYO partnerships and financial resources



**All 10 RENs support mentoring services** for novice teachers and administrators



**165 projects funded by RENs** with professional learning series, professional growth and mentoring being prioritized



**13,000 + TSPC licensed and non-licensed educators** supported by RENs, with a high focus on rural educators, educators of color, and SPED educators

*NOTE: Data based on self-reports submitted by each REN.*



# Grow Your Own Educator Partnerships

*Grants to **29 local and regional partnerships** building sustainable pathways into and advancement in educator careers, with a particular focus on rural and rural remote educators, special education, dual language/multilingual educators and educators whose lived experiences match/mirror those of students identified in Oregon's Student Success Plans.*

**Policy Goal:** Grow Your Own programs are local or regional partnerships **designed with the whole school system in mind** to address conditions affecting the **recruitment and retention** of educators **across the career continuum.**



## Pre-Collegiate Programs

*Pathways designed for high school students that **link career exploration** with college credit and articulated pathways to licensure and employment*



## University-District Programs

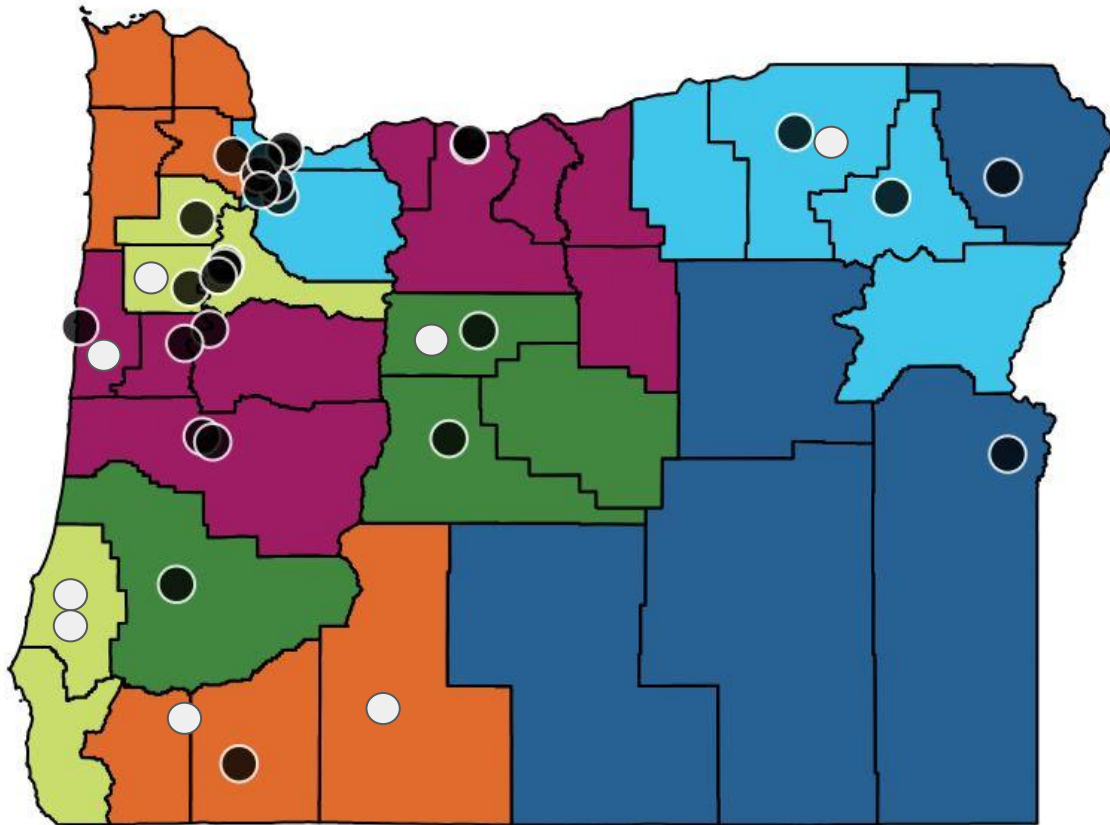
*Pathways **co-designed between a school district/ESD and an educator preparation provider** with students prepared to teach in specific communities.*



## School-Community Programs

*Pathways designed by a school district or ESD to **support current employees to advance in their careers and community members to become licensed educators***

# Oregon's Grow Your Own & Tribal Grow Your Owns Partnerships



## GYO Grantees 2023-2025

- 29 Grantees
- 8 Tribes

Partners are defined as ***collaborators who are directly and continuously involved*** in the development of the partnership and actively engaged in or playing a significant role in the partnership's decision-making and engagement with communities.

- 8 Tribes
- 18 Community colleges
- 18 Community-based organizations
- 18 Education service districts
- 12 Other education organization
- 15 Private university
- 1 Professional education organization
- 17 Public university
- 4 Regional Education Networks (RENs)
- 80 School districts

# 2023-24 GYO Participant Career Milestones



**300+ High School Participants** worked to earn college-level, transferable credit towards enrolling in post secondary programs for educator careers



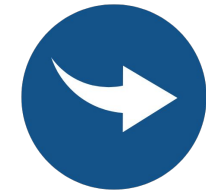
**52 Community College Participants** transferred to TSPC-approved educator licensure programs



**400+ Educator Candidates in Licensure Programs** working to receive degrees, licensure, and endorsements



**230+ Educator Candidates** earned a license or certification in teaching, administration, school counseling, or early learning



**200+ School District Employees** earned a credential for career advancement (degree, license, endorsement, or certification)

**21 Partnerships serving Adult Participants** work to ensure that GYO participants are more likely to enter jobs in high-need areas, (rural areas, special education, Tribal education, bilingual education, etc.), and remain as educators in their local communities for more than three years and will be provided support and resources as new educators.

*NOTE: Data based on self-reports in June 2024 by 2023-24 GYO grantees and may not include all GYO programs.*



# Tribal Nations Educator Collaborative

*(One-time funds)*

*Non-competitive, direct awards to Oregon's Nine Federally Recognized Tribes.*

**Policy Goal:** Develop and grow staff and educators to support AI/AN student success, and increase the number of AI/AN identified educators employed in early learning, school districts, and post-secondary institutions at a rate comparable to that of Oregon's AI/AN student population.

**Tribal Grow Your Own Grants:** Invests funds specifically for the nine Federally Recognized **Tribes of Oregon to develop Tribal Grow Your Own Partnerships** to develop culturally responsive educator pathways in order to increase the number of AI/AN teachers, paraprofessionals, and administrators employed in early learning through post secondary institutions to support AN/AN student success.



**SB 283**

# **Beginning Educator Mentoring**

***(One-time funds)***

*One-time grant funding prioritizing beginning educators who hold an endorsement related to special education, serving rural school districts, who are diverse, who hold an emergency teaching license, and continuation of existing mentoring relationships.*

**Policy Goal:** Provide mentoring to novice teachers and administrators in order to accelerate instructional practice, ensure equitable learning for all students, retain effective educators, and empower educational leaders.

**Grants:** 33 grantees identified through a non-competitive application process:

- 9 Regional Educator Networks representing consortia of districts and 24 school districts.
- 1,300+ beginning teachers and administrators supported by approx. 500 mentors

**Communities of Practice:** University of Oregon supports grantee teams in a statewide community of practice to build capacity for high quality mentorship programs. Regional Educator Networks facilitate regional communities of practice. Through monthly meetings, programs learn with and from each other to address problems of practice, learn about effective mentoring, and explore the Oregon State Mentoring Standards.

**Evaluation:** The Center for Education Innovation, Evaluation, and Research at WESD is evaluating the grant program to describe mentoring program models currently in place across Oregon and identify opportunities to scale promising practices.

# Working in Agency Partnership



## Shared Responsibility and Increased Impact

- Biennial Educator Equity Report (ORS 342.448)
- Funding comes from Other Funds: Statewide Education Initiatives Account (SEIA)

### Higher Education Coordinating Commission

- Oregon Teacher Scholars Program
- Public University Educator Preparation Program Equity Plan Grants



### Teachers Standards Practice Commission

- Oregon Administrator Scholars Program
- Oregon Licensure Reimbursement Program
- Multiple Measures Assessment Program
- Registered Apprenticeships



### Oregon Department of Education

- Senate Bill 283 Workforce Survey and Data System
- Professional Learning Platform
- Special Education Staff Stipends



Dr. Karen Pérez  
Executive Director  
[Karen.perez@ode.oregon.gov](mailto:Karen.perez@ode.oregon.gov)





# Questions?

