



Educator Advancement Council

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Educator Advancement Council



In partnership with education agencies, organizations and school districts, the **Educator Advancement Council works to support** Oregon's over 80,000 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***.





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

2023-25 Legislative Approved Budget



Educator Advancement Fund	Regional Educator Networks	\$42,761,563	\$25 million from previously unspent resources in the Educator Advancement Fund are used for these grant-in-aid programs that were <u>previously funded</u> by the Statewide Education Initiatives Account.
	Evaluation and Technical Assistance	\$1,980,004	
	Grow Your Own	\$17,087,271	
	Transfer to HECC	\$6,100,000	
	Oregon Teacher Scholars Program	\$5,000,000	
	EPP Equity Plan Community of Practice and Grants	\$1,100,000	
Statewide Education Initiatives Account	Professional Learning Platform	\$2,708,984	This initiative is still under development - more information will be provided at a later date.
	Transfer to TSPC	\$4,300,000	
	Oregon Administrator Scholars Program	\$3,240,000	
	Licensure Expense Reimbursement Program	\$740,000	
	Barrier Reduction and Multiple Measures	\$320,000	
General Fund	Tribal Nations Educator Collaborative	\$3,416,807	One-time funding from the Legislature for the 2023-25 biennium.
	New Educator Mentoring (SB 283)	\$8,000,000	
	Transfer to TSPC: Apprenticeships (SB 283)	\$2,000,000	
Total		\$88,354,629	

Educator Advancement Council Grant-in-Aid Programs

Regional
Educator
Networks

**Grow Your
Own
Educator
Partnerships**

State Agency
Partnerships
HECC, TSPC, ODE

Tribal
Nations
Educator
Collaborative
(one time funds)

Statewide
Mentorship
(one time funds)





Grow Your Own Educator Partnerships

– a "powerful, community-based" approach –
to support students in every classroom

Recruitment

GYO programs are purposefully designed as *a community-centered, non-traditional pathway serving a smaller number of participants who desire to stay within their local communities.*

Preparation

A GYO program is viewed as *"an integrated system taking place across the teacher development continuum—recruitment, preparation, and retention"* (Gist, Bianco, & Lynn, 2019).

Retention

A GYO partnership is best defined by its local and/or regional relationships with partners who are deeply involved in program design, including a shared vision, and supporting participants *beyond their completion of the program.*



PROGRAM TYPES

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.



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

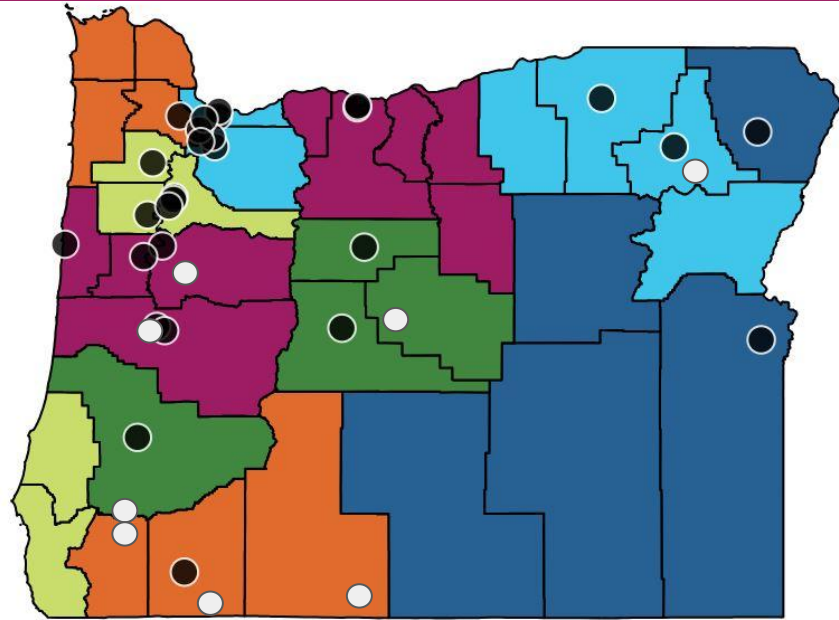
*Pathways **co-designed between a school district/ESD and an educator preparation provider** with students prepared to teach in specific communities.*



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.***

Grow Your Own Partnership Goals



Map Showing Location of 2023-25 Grow Your Own Grantees

Key

- 29 Grantees
- 8 Tribal Grantees

The statewide goals for GYO partnerships include:

1. *Identify and determine areas of need*
2. *Assess internal institutional structures and identify barriers*
3. *Work with local and regional partners*
4. *Increase the retention of new educators through high-quality mentorship*

Grow Your Own Partnership Outcomes



1. **Career Pathways and Advancement in Educator Careers:** Streamline career pathways into and through educator careers and provide financial resources and other support to achieve an educator workforce that is equity-driven and more reflective of pre-K-12 student demographics.
2. **Enhanced District and Educator Preparation Partnerships:** Create and deepen partnerships between Pre-Kindergarten services, Tribes, districts, community colleges and universities to promote interest in educator professions, coordinate educator preparation efforts, and share data sets needed to achieve a high pool of diverse and effective educator professionals.
3. **Retention Efforts:** Improve and expand models to provide all novice educators access to high-quality mentoring and professional development and support during their first three years to promote effective practices and increase educator retention.

Grow Your Own Partnership Metrics of Success



1- Quality of Partnerships

A GYO partnership is best defined by its local and/or regional relationships with partners who are deeply involved in program design, including a shared vision, and supporting participants beyond their completion of the program.

2- Quality of Program Design & Implementation

A GYO program is viewed as “an integrated system approach to identify barriers across the teacher development continuum—recruitment (i.e., mechanisms that support entry into program), preparation (i.e., curriculum, pedagogy, and structures that support learning), *and retention* (i.e., mechanisms, such as professional development and mentorship, that support teachers to remain in the profession).”

3- Success of Participants

GYO programs are purposefully designed as a community-centered, non traditional pathway serving a smaller number of participants who desire to stay within their local communities.



QUALITY GYO Partnerships INCLUDE

Recent research emphasizes partnerships can provide higher leveraged strategies that prioritize long-term retention efforts alongside advancing student learning.



- **Using data driven approaches** to identify school and/or regional needs
- Share **clearly defined roles and responsibilities** and highly collaborative
- Work to **create clearer pathways** for preservice and novice educators
- **Use funding to strategically build program capacity**
- Use **intentional placement for educator candidates** during clinical and first year employment
- Shared **data to inform program development**
- **Use continuous improvement cycles to examine** overall program efficacy
- **Provide wraparound supports** to ensure participant success in the classroom

PROGRAM HIGHLIGHT



Jefferson County School District's GYO program is designed to meet the communities' educational needs, local hiring and retention challenges, as well as narrow the gap between the racial demographics of our diverse student body and our teaching staff. This includes being adaptive and designing programs to foster and prepare future educators for our schools and support present and future educators on traditional and non-traditional learning pathways, all through continued work with **our valuable partners**, Central Oregon Community College, George Fox University, and Oregon State University.

Post-secondary Education Partners:

Central Oregon Community College,
George Fox University, Oregon State
University, Jefferson County School
District Family University

Tribal Government Partner:

Confederated Tribes of Warm Springs
Culture and Heritage Department

Participants & Career Pathway Recruitment

GYO programs are purposefully designed as a community-centered, non-traditional pathway serving a smaller number of participants who desire to stay within their local communities.



FOCUS ON LOCAL AND REGIONAL NEEDS

- Rural and rural-remote areas
- Interest in pursuing Licensure in Special education
- Employee in a school district (i.e. classified, teacher on an emergency restricted license, etc.)
- Enrollment in an academic institution (high school or postsecondary)
- A school volunteer/ community member
- Bilingual / multilingual & interest in pursuing an ESOL endorsement or dual language specialization
- Share lived experiences with students identified in ODE's Student Success Plans (i.e. African American/ Black Student Success Plan, American Indian/ Alaska Native Student Success Plan, etc.)

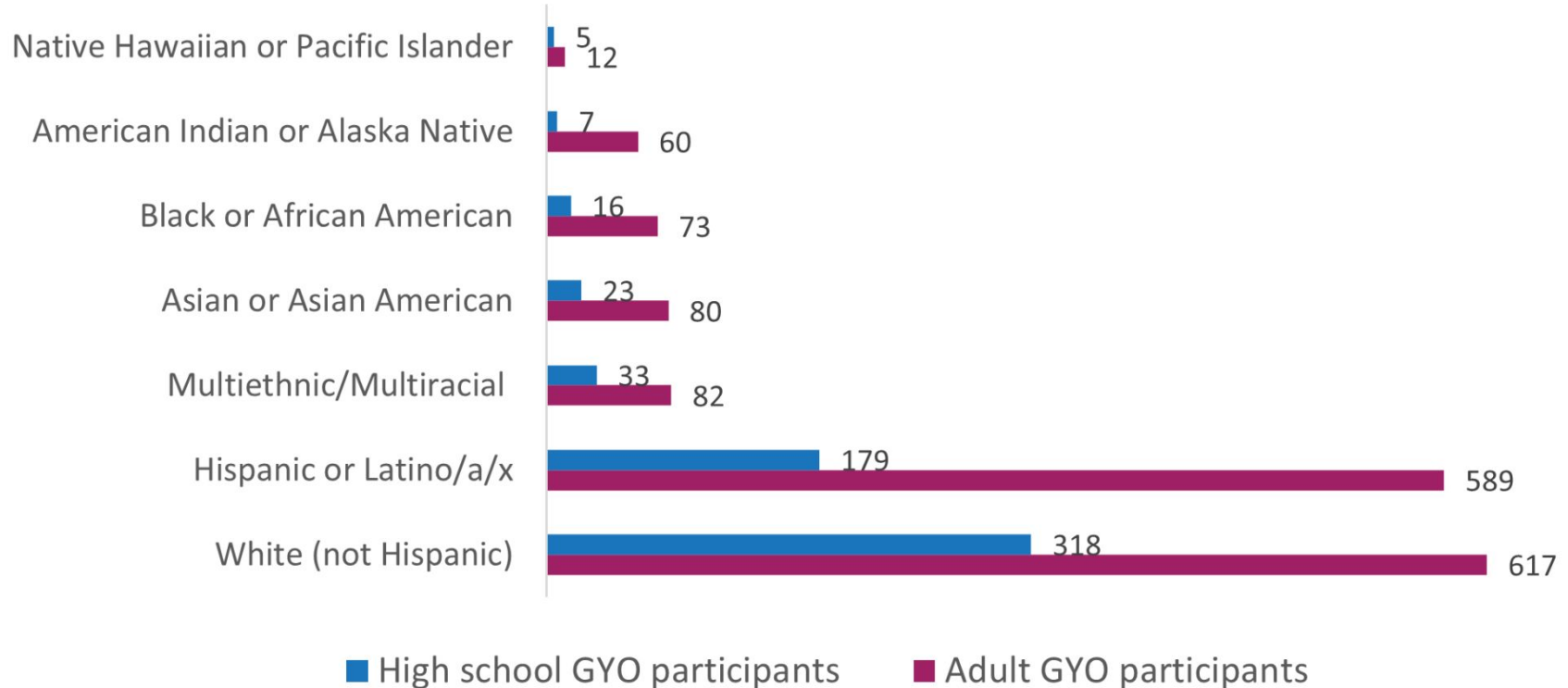
2023-24 | 29 GYO grantees supported 1,713 adult participants & 639 high school participants



- ***Race and ethnicity data**** reported includes 1,531 (90%) of enrolled GYO adult participants and 581 (91%) of high school GYO participants representing diverse communities across Oregon
- ***Multilingual data**** reported includes 500 (34%) of GYO adult participants and 79 (13%) of GYO high school participants spoke Spanish as a primary or second language
- ***Oregon county of residence data*** reported includes 503 participants (35%) are from in urban counties, 426 (32%) are from rural counties, and the remaining 258 (18%) are from suburban counties. High school participants 498 participants (78.6%) are from urban counties, 40 (6.3%) are from rural counties, and 96 (15.1%) are from suburban counties
- ***Federally recognized Tribal citizenship*** reported includes 56 (3%) GYO participants. Twenty-seven (48%) of GYO participants are citizens of an Oregon-based Tribe, Confederated Tribes of Warm Springs, Confederated Tribes of Siletz, Klamath Tribes, Confederated Tribes of Grand Ronde, Burns Paiute Tribe, Confederated Tribes of Umatilla Reservation, Cow Creek Band of Umpqua Indians, Coquille Indian Tribe
- ***Grade level of high school GYO participants*** includes 593 students (93%), with 186 (31%) 12th graders and 143 (24%) 11th graders

**Demographic data required by the proposed Key Performance Measure for 2025-27 biennium.*

2023-24 | Participant Data



House Bill 5014 Legislative Budget Note



[HB 5014](#) directed the Educator Advancement Council to develop at least one new key performance measure (KPM) on the outcomes of its Grow Your Own programs. This performance measure should provide data for decision-makers to use in evaluating the costs and benefits for each type of GYO program. The measure should, at a minimum:

- Identify the number of people who enroll in the program,
- Identify the demographics of people enrolled
- Identify the number of people who complete the program
- Identify the number of people who become licensed Oregon educators through the program, and the types of endorsements licensees achieve.

High School Grow Your Own Programs

The number of GYO Program Completers who enroll in an education-focused post-secondary degree program for educator careers (pre-licensure or licensure program).

- *Include race and ethnicity of participants*
- *Include bilingual and/or multilingual participants*

Adult Grow Your Own Programs

The number of GYO Program Completers who become certified or licensed and employed Oregon educators.

- *Include race and ethnicity of participants*
- *Include bilingual and/or multilingual participants*

Career Preparation & Advancement

GYO Partnerships use multiple strategies to provide access to high-quality, culturally-responsive training and supports that result in highly qualified participants ready to meet the needs of Oregon's Pre-K-12 students.



Adult Participants Enrolled in a GYO Program during 2023-24 Academic Year

- 480 (37%) GYO participants are ***classified or non-licensed staff***
- 516 adult GYO participants are employed as ***licensed educators***, including
 - 221 (17%) with a ***teaching license***
 - 159 (12.3%) with a ***restricted teaching license***
 - 71 (5.6%) on an ***emergency teaching license***
 - 65 (5%) with a ***substitute teaching license***

PROGRAM HIGHLIGHT



For **Three Rivers School District**, recruiting and retaining educators has always been a challenge because of the district's rural and remote location. To respond to the need for more educators, the program provides scholarships and support to classified employees enrolled in educator preparation programs, allowing participants to earn wages and maintain benefits while simultaneously completing practicum and student teaching requirements.

Post-secondary Education Partners:

Southern Oregon University

Community Partners: Redwood
Foundation, RESOLVE

Career Retention

A GYO partnership is best defined by its local and/or regional relationships with partners who are deeply involved in program design, including a shared vision, and supporting participants beyond their completion of the program.



GYO Partnerships are Foundational to Retention Strategies including

- ***Priority hiring practices, particularly for participants entering high-need areas***, including rural areas, special education, Tribal education, and bilingual/multilingual education
- Remaining as educators in their local communities for ***more than three years***
- Providing ***induction supports***, such as...
 - Match with veteran mentor teacher
 - Intentional school placement, often in same school as clinical experience
 - Collaboration time with teachers
 - Reduced workloads

PROGRAM HIGHLIGHT



One of the primary goals for the David Douglas School District GYO Program is to minimize attrition, and retain GYO participants and graduates through a welcoming and inclusive school culture with opportunities for leadership and career development. To accomplish this, participants are provided beginning teacher and mentor programs, ongoing, high-quality professional development, staff of color affinity groups, access to equity Teachers On Special Assignment and building equity teams.

School, District, and/or ESD

Partners: Multnomah Education
Service District

Post-secondary Education Partners:
Portland Community College

Grow Your Own Partnership Investment



Biennium	Number of Grantees	Average Grant Amount	Total Grant Funds Allocated	Total Grant Funds Spent
2021-2023	27	\$607,353	\$16.4M	\$15.1M
2023 - 2025 Request For Application	29	\$584,014	\$17.0M	In Progress

High School Grow Your Own Programs Examples

Career exploration in education through dual credit program of study, pathway navigation and advising for transition to an Oregon postsecondary institution with an education degree. Some programs provide paid internships and/or connect students to a GYO program at an Oregon postsecondary institution.

Average cost per participant: \$914

Average cost per program: \$419,344

Adult Grow Your Own Programs Examples

Financial assistance, tuition remission, mentoring and coaching, academic support, tuition remission, cohort-based peer support, professional development opportunities, and/or career navigation services.

Average cost per participant: \$6,818

Average cost per program: \$601,799

Strategic Partnerships to Achieve Program Outcomes

HECC - The Higher
Education Coordinating
Commission

TSPC - Teacher Standards
and Practices Commission



EAC Grant Programs Support GYO Partnerships by...

- Funding for Oregon's six public universities with educator preparation programs to support the development and implementation of the institutional equity plans including a focus on strengthening *District and Educator Preparation Program Partnerships*.
- Funding for GYO participants through EAC-funded scholarships, **Oregon Teacher Scholars Program & Oregon Administrator Scholarship Program** to support them along *Career Pathway*.

Grow Your Own Outcomes



Program Outcome 1: Enhanced District and Educator Preparation Program Partnership

Partnerships provide the core foundation for GYO programs

More than 190 partners include Oregon's federally recognized Tribal governments, school districts, ESDs, RENs, universities, culturally specific community organizations, and state education organizations.

Program Outcome 2: Career Pathways in Educator Careers

Career recruitment strategies support access to educator career pathways, Career preparation strategies provide access to high-quality, culturally-responsive training and supports, and Career advancement strategies focus on evidence-based retention supports for early career educators

During the 2023-24 academic year, 624 adult GYO participants received a license, certificate, or endorsement.

Program Outcome 3: Retention Efforts

A critical role of the GYO grantees is to support the retention of teachers through professional development, high-quality mentoring, and opportunities for career advancement.

21 programs are currently working to ensure that GYO participants are more likely to enter jobs in high-need areas remain as educators in their local communities.

2023-24 GYO Participant Early Indicators



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)

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

Multnomah Educator Rising



Teach Rural Oregon Grow Your Own



Rural Field
Experience 2024



Questions?

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