

# Oregon Registered Teaching Apprenticeship Legislative Update



**OREGON TEACHING  
APPRENTICESHIP**  
EARN . LEARN . ACHIEVE .

Dr. Kim Bayer, Talent Recruitment and Retention  
Teacher on Special Assignment  
Hillsboro School District

Dr. Melissa Potter, Clinic Partnership Liaison  
Oregon State University

# Oregon's "Why"



- **Remove barriers while upholding high-quality preparation and cross-organizational accountability**
- **Diversify the teaching workforce in Oregon**
- **Provide a clinical practice with quality mentorship over a longer period**
- **Increase retention of high-quality teachers**
- **Create a cycle of classroom teachers who mentor incoming apprentices**



# Collaboration and Program Accountability

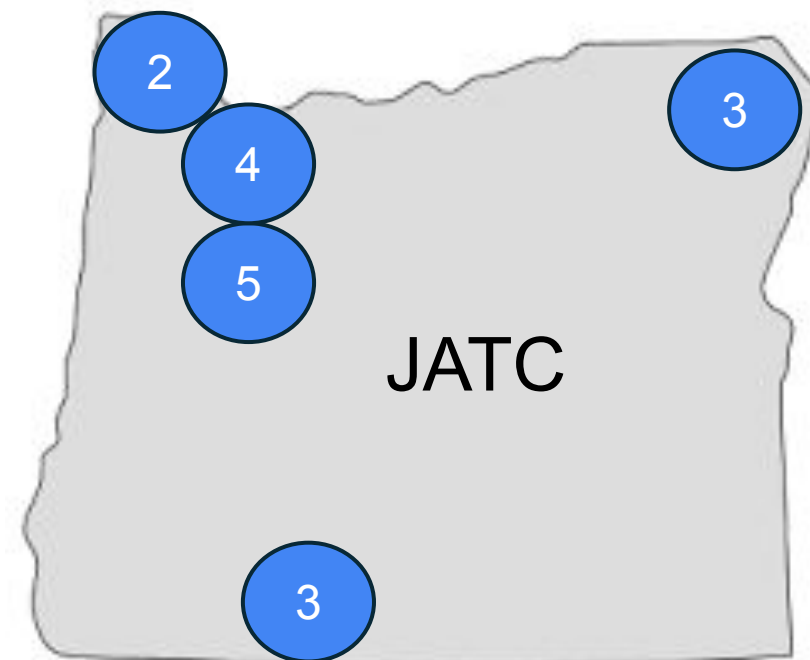
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- Collaboration: School District, Community College, and University Partners:
  - Multiple on-ramps
  - Serving hard-to-fill positions
- Multi-Level Accountability:
  - BOLI
  - Apprentices
  - Local mentors
  - School districts & ESDs
  - University
  - Unions
  - JATC (Hillsboro and Woodburn SD & Wallowa County, Southern Oregon and Multnomah ESDs)

# Investing in our Communities

## Current Active Apprentices (16) and their hard-to-fill Endorsement Area:

- SPED: 8
- Bilingual Educator and/or ESOL (Elementary): 5
- Advanced Mathematics: 1
- Bilingual Educator (Secondary, ELA): 1

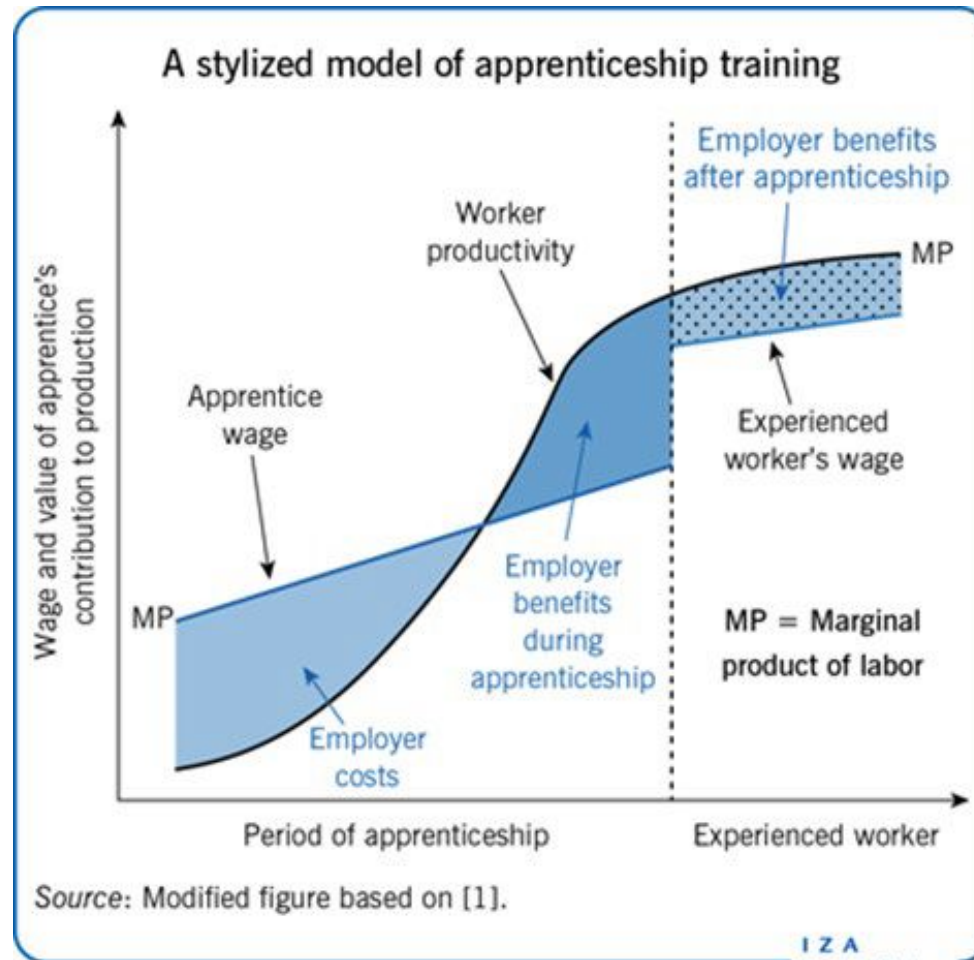


# Continuous Improvement

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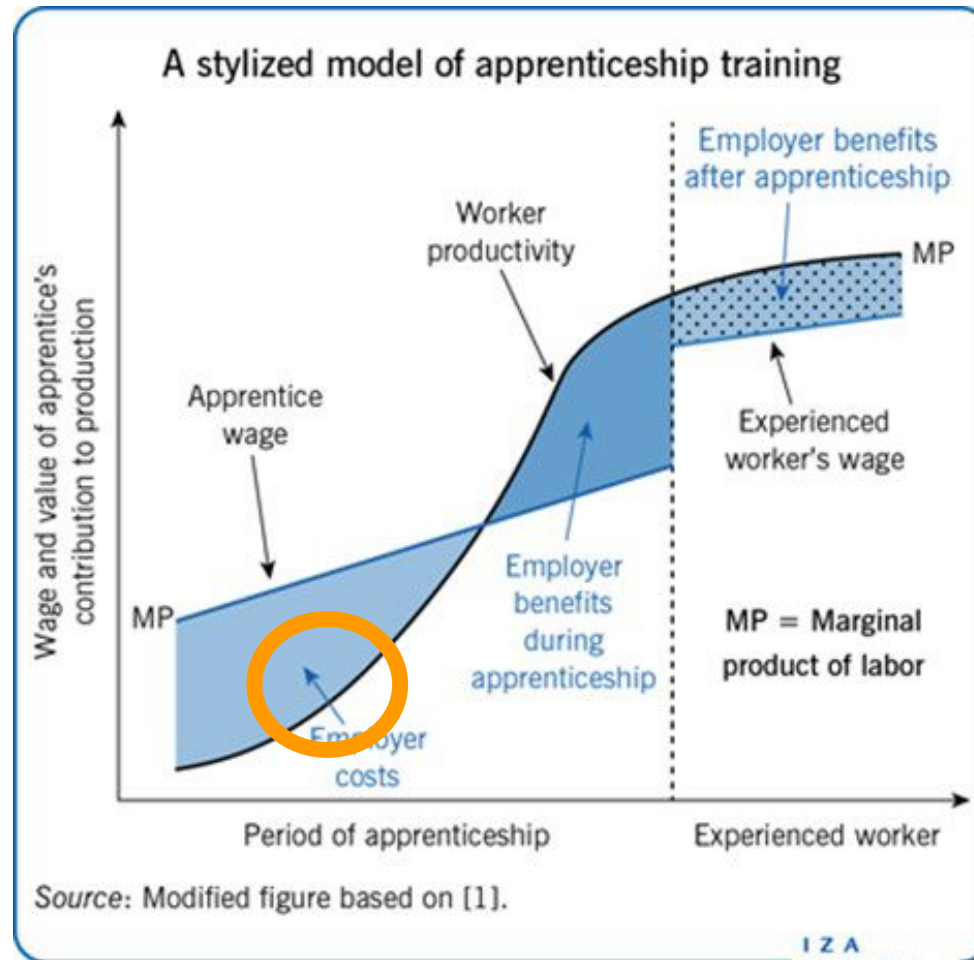
- BOLI requires annual program reviews covering 16 elements
- JATC follows a defined set of Policies and Procedures
- JATC Surveys Apprentices and Mentors
- Training Agents (Employers) are approved by the JATC and can also be removed
- Ongoing TSPC EPP program reviews (as with all Oregon EPPs)

# Return on Investment (ROI)



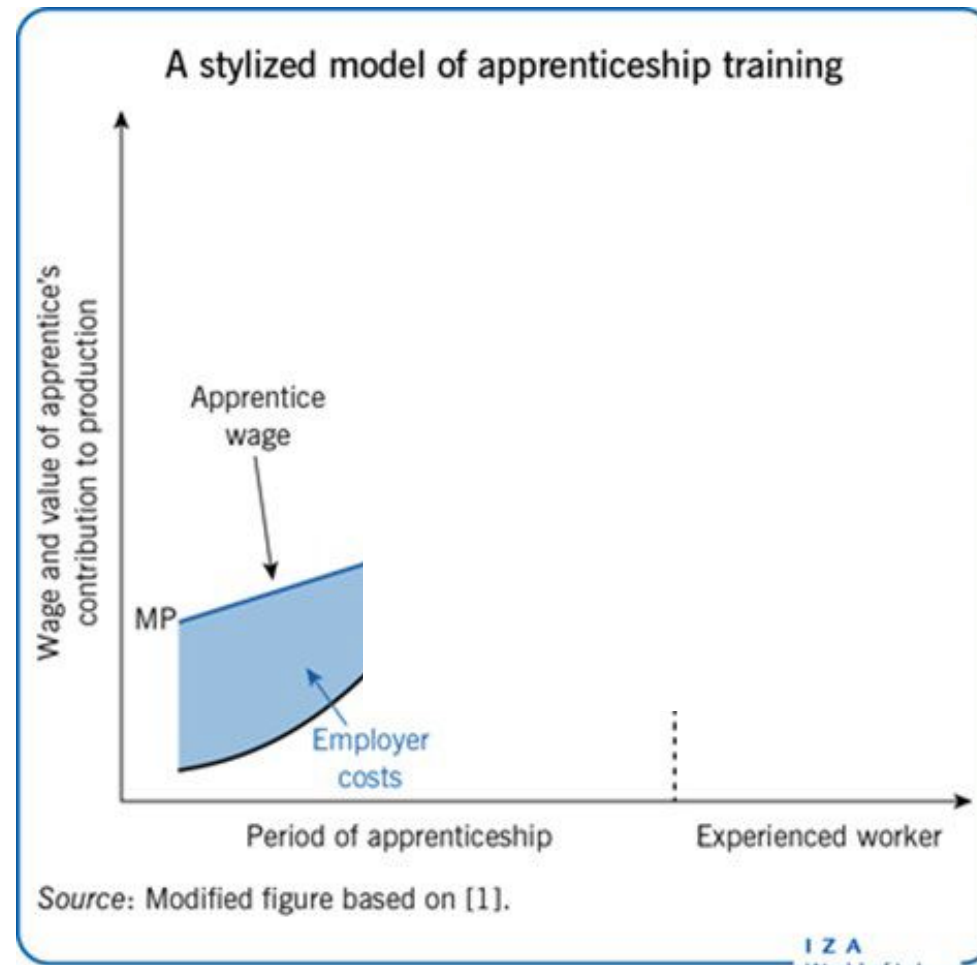


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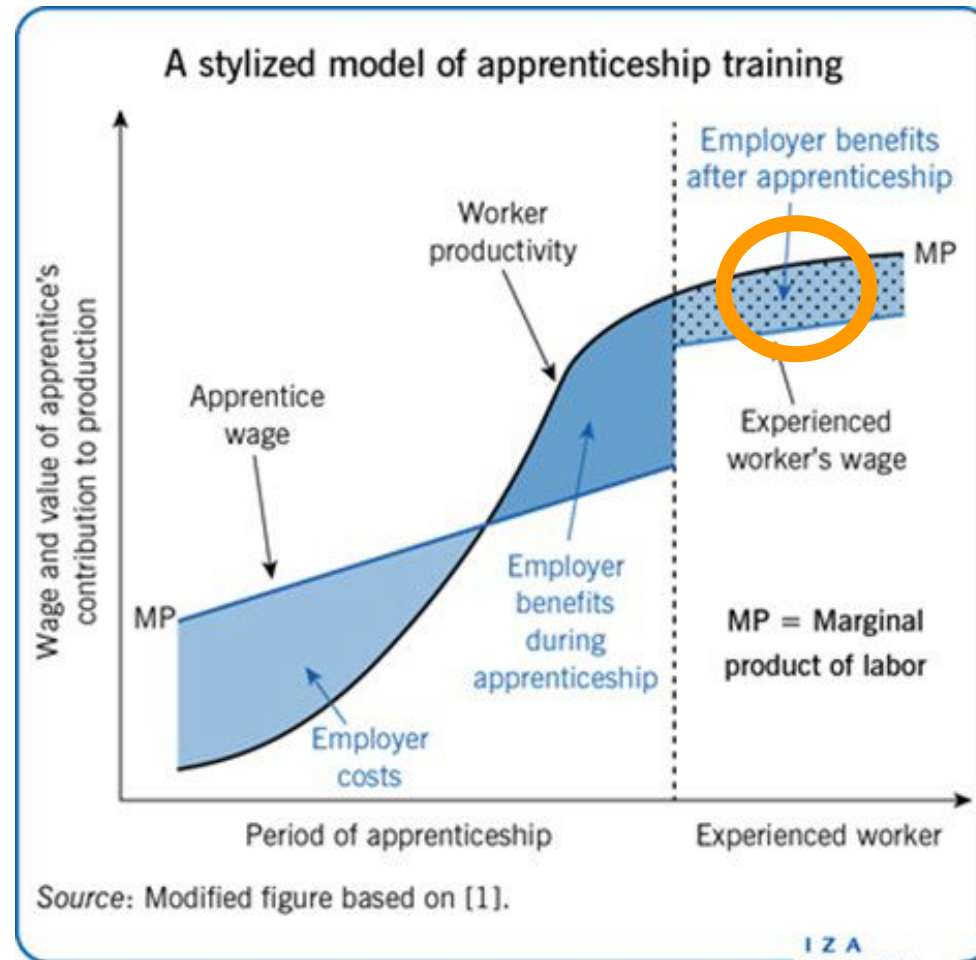
Source: Modified figure based on [1].

# Return on Investment (ROI)





# Return on Investment (ROI)



Source: Modified figure based on [1].



# What We Are Hearing

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- **Completer: Dual Language Teacher**

“After finishing the program, I was prepared to deal with the demands that any classroom brings with it. As you know, this is a demanding career, and every year is different. I love teaching; every day is a new opportunity to learn and keep growing.”

- **Mentor for Apprentice:**

"The biggest benefit of the apprenticeship program is extending and enhancing the student teaching experience for the candidate. The candidate is employed full-time and as an added bonus, the same professors, program coordinators and university supervisor support them through the entire process."



# What We Are Hearing

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- **Principal Hiring an Apprentice:**

“Apprentices we hire are like hiring a third or fourth year teacher.”

- **Another hiring principal has shared:**

“I want to express my appreciation for the Apprenticeship Preparation Program. This program is a game-changer in addressing teacher shortages, especially in critical areas like bilingual education. I hope to see continued support for initiatives like this, which strengthen our schools and communities.”



# Thank You!

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Oregon Teaching Apprenticeship webpage can be found [here](#).

**JATC Principal Voting & Advisory Members:**

**Chair: Brian Haats, Secretary: Dr. Kim Bayer, Hillsboro SD**

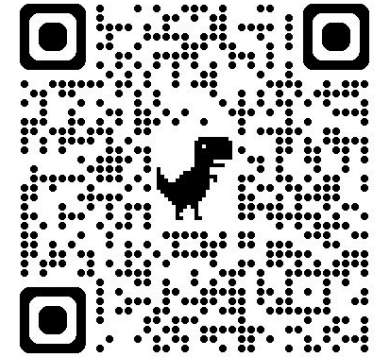
**Nikki Tucker, Dulce Nash, Woodburn SD**

**Brett Baxter, Chelsea Rohan, Wallowa County ESD**

**Aaron Cooke, Katy Vaden, Southern Oregon ESD**

**Nate Waas Shull, Multnomah ESD**

**Higher Education Advisory Members, Pacific University, Oregon State University and Eastern Oregon University**



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Webpage

