



**EDUCATOR
ADVANCEMENT
COUNCIL**



2023-2025

Educator Advancement Council Grant Programs Report

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With Agency Partners



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Coordinating Commission



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



Report Presentation Purpose

Today's presentation summarizes the EAC's **Grant Programs Report**, required by HB 5014 (2023) and submitted to the Legislature in February 2025 for the purpose of:

1. Reporting on **outcomes of EAC's grant programs**, including:
 - Program descriptions
 - Intended outcomes
 - The REN in which each program is funded
 - The number of licensed educators or professional development outcomes
 - Cost of the program
 - Cost per participant
 - Cost per licensed educator
2. Proposing **Key Performance Measure(s) (KPM) for the Grow Your Own Initiative.**



Report Data Sources



2024 Grow Your Own Grant Program retreat, Clackamas Community College

Data is primarily from the **2023-24 academic year** (unless otherwise noted). Data used in reporting on grant-in-aid programs is **self-reported by grantees or by agencies.**

For the 2025-27 biennium, efforts are being made to:

1. Support grantees with new reporting protocols, **ensuring a secure participant data system.**
2. Aligning with ODE's *Reimagined Accountability Framework* and creating data systems with agency partners to **match existing state data collections with grantee reported data.**
3. Coordinating with agency partners to **track progress on state investments in educator workforce over time.**

Oregon's K-12 Public School Staff, 2023-24



*Across 197 public school districts and 1,273 public schools are
547,424 students from kindergarten through grade 12.*

88,527

TOTAL STAFF

- An increase of 1.7% from the prior school year
- 20.4% racially or ethnically diverse

47,901

NON-LICENSED STAFF

- Grown significantly in the last 6 years
- 25.6% racially or ethnically diverse

32,240

LICENSED TEACHERS

- 21.9% with 3 or fewer years of experience
- 16.7% average 3-year attrition rate
- 13.7% racially or ethnically diverse

2,650

LICENSED ADMINISTRATORS

- 7.6% with 3 or fewer years of experience
- 19.8% average 3-year attrition rate
- 14.4% racially or ethnically diverse

Retention in Oregon's Educator Workforce

- Teachers have the lowest turnover rates compared to other staff; **administrators, paraprofessionals, and support staff experience high turnover.**
- Teacher turnover rates are **highest among those entering the profession with zero years of experience**; teachers with 16-20 years of experience have the lowest turnover rates.
- The proportion of **first-year teachers of color has more than doubled** in the last decade.
- Before COVID-19, turnover rates were relatively stable, however **record high turnover rates for all educators** in 2021-2022 and 2022-2023.



Columbia Gorge Community College Grow Your Own program staff and student teachers at the Columbia Gorge Regional Educator Network site visit for the Educator Advancement Council, Spring 2023.

Establishing and Measuring Statewide Outcomes



Invest in Career Pathways and Advancement in Educator Careers



Elevate Educator Voice & Leadership



Enhance District & Educator Preparation Partnerships



Expand Equity Driven High-Quality Professional Learning



Focus on Retention Efforts



Program Snapshots

Statewide Outcome Areas

Grant Program	2023-2025 Grant-in-Aid Budget	2023-24 Number of Participants	Career Pathways and Advancement	Educator Voice & Leadership	District & Educator Preparation Partnerships	High Quality Professional Learning	Retention Efforts
REGIONAL EDUCATOR NETWORKS	\$42.7 Million	13,000+ Licensed & Non-licensed Educators					
GROW YOUR OWN	\$17.1 million	2,300+ Adult & High School Educator Candidates					
TRIBAL NATIONS EDUCATOR COLLABORATIVE*	\$3.4 million*	61 Educator Candidates					
SB 283 NOVICE EDUCATOR MENTORING*	\$8.0 million*	1,819 Licensed Educators					
STATEWIDE PROFESSIONAL LEARNING SYSTEM	\$2.7 million	<i>Not yet operative</i>					
HECC EDUCATOR PREPARATION INITIATIVES							
OREGON TEACHER SCHOLARS PROGRAM	\$5.0 million	176 Educator Candidates					
EDUCATOR PREPARATION EQUITY PLAN GRANTS AND COMMUNITY OF PRACTICE	\$1.1 million	6 Educator Preparation Programs at Oregon Public Universities					
TSPC LICENSURE BARRIER REDUCTION INITIATIVES							
OREGON ADMINISTRATOR SCHOLARS PROGRAM	\$3,240,000	170 Administrator Candidates					
OREGON LICENSURE EXPENSE REIMBURSEMENT PROGRAM	\$740,000	695 Licensure Candidates					
MULTIPLE MEASURES ASSESSMENT OPTIONS	\$320,000	375 Licensure Candidates					

*Denotes programs with one-time funding for the 2023-25 biennium

Regional Educator Networks

Grant-in-Aid Budget:
\$42.7 Million

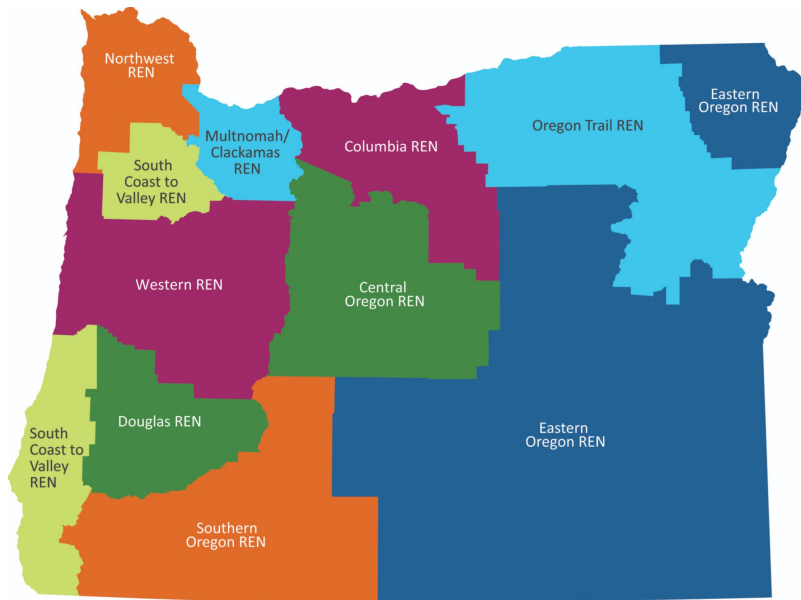
10 Grantees



Established in 2019, the Regional Educator Networks coordinates funding to programs and projects **open to all Oregon educators** through **professional development, mentoring, and career advancement opportunities.**



The Southern Oregon REN Coordinator leads a site visit in Medford.



- Grants to 10 RENs, sponsored by education service districts
- RENs serve educators in all 197 school districts, 19 education service districts, and 9 federally recognized Tribes in Oregon
- REN grants are formula based and range between \$1.8 and \$8.5 million for the 2023-25 biennium

Regional Educator Networks

Grant-in-Aid Budget:
\$42.7 Million

10 Grantees



10,000+
educators

Number of Licensed Educators Served 2023 - 2024

RENs also serve classified staff and early childhood educators.

\$6.9
million

Operational Budget 2023 - 2025

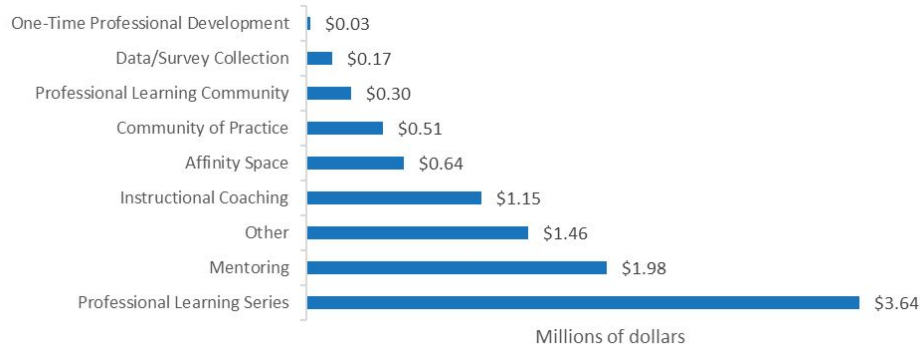
RENs receive Capacity Grants to support the operations and administrative costs of the networks.

\$35.8
million

Program Budget 2023-2025

RENs receive Formula Grants to fund activities and services identified in each EAC-approved REN plan.

In the 2023-24 school year, RENs spent over \$9 million dollars on 165 projects in these areas:



Regional Educator Network Program Outcomes



Career Pathways & Advancement in Careers



RENs support recruitment and career advancement through:

- *Mentoring for teacher and administrator candidates*
- *Financial support for educators earning additional credentials*



Retention Efforts



All 10 RENs fund and provide access to *mentoring support for novice teachers and administrators*



High Quality, Equity Driven Professional Learning



All 10 RENs fund multiple opportunities for learning across subject areas through:

- *Professional learning sessions or series*
- *Communities of Practice*
- *Professional Learning Communities*



Elevating Educator Voice & Leadership



A total of **123 educators** serve on REN Coordinating Bodies, which identify needs and priorities to be funded in their respective region.

Grow Your Own Educator Partnerships

Grant-in-Aid Budget:

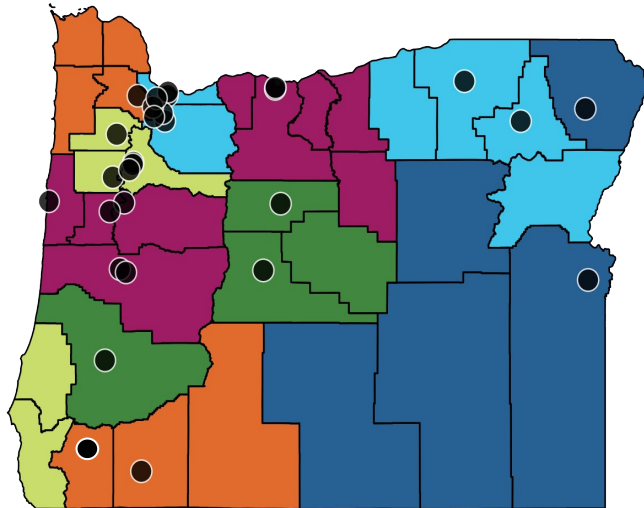
\$17.1 Million

29 Grantees



Grants support local and regional partnerships that **recruit, advance, and retain educator candidates** including high school students, classified staff, and community members.

GYOs focus on **meeting high-need workforce areas** including bilingual/ multilingual educators, rural educators, culturally diverse educators, and Special Education educators.



High school GYO students present on education research topics at Eastern Oregon University, Spring 2024.

29 Grantees for 2023-25 biennium

- 10 new programs
- 19 programs continuing since 2020
- 10 Education Service District Programs
- 7 School District Programs
- 6 Community College Programs
- 5 University Programs
- 1 Community-based Program

Grow Your Own Educator Partnerships

Grant-in-Aid Budget:

\$17.1 Million

29 Grantees



1,713
candidates

Number of Adult Educator Candidates 2023 - 2024

In addition, more than 600 high school students participated in career exploration or earned credit for postsecondary education programs.

642
educators

Number of Educators Produced 2023 - 2024

218 participants earned a license, 155 earned an Early Childhood Education certificate, and 269 participants earned a teaching endorsement.

\$6,818
per adult

Average Cost per Adult Participant 2023 - 2024

Cost per participants for high school students is approximately \$900 per year. Average cost includes only those costs directly supporting participants.

Grow Your Own Program Outcomes



Career Pathways & Advancement in Careers



GYO programs provide **holistic career support** to participants, starting with **recruitment**, during **postsecondary programs**, and as they **transition into the classroom**.

Programs also support career **advancement**, such as getting an administrator license.



Enhance District & Educator Preparation Program Partnerships



All GYO have partnerships, which are **key to supporting the pathway**, and include:

- Oregon's federally recognized Tribal governments
- School Districts
- ESDs
- RENS
- Public and Private Universities
- Community-Based Organizations



Retention Efforts



21 partnerships focus on retention in high-need areas including

- Rural Areas
- Special Education
- Tribal Education
- Bilingual or Multilingual Education

2025-27 Proposed GYO Key Performance Measures



HB 5014 (2023) requires EAC and ODE to propose Key Performance Measure(s) for the Grow Your Own programs. If adopted by the Legislature, reporting on the KPMs will begin in the 2025-27 biennium.

High School Grow Your Own Programs	Adult 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).	The number of GYO Program Completers who become certified or licensed and employed in Oregon.

Tribal Nations Educator Collaborative

Grant-in-Aid Budget:

\$3.4 Million

All 9 Federally
Recognized Tribes
are Grantees



Grants to help **recruit, retain, and sustain Tribal educators** and **improve student learning** in Oregon.

Objective 1: Develop and grow staff and educators to support American Indian/Alaska Native student success

Objective 2: Increase the number of AI/ AN identified teachers, paraprofessionals, and administrators employed in early learning, school districts, and post-secondary institutions at a rate comparable to that of Oregon's AI/ AN student population.



Traditional Hand Games played during professional development in March 2023.

Intended Outcomes



Enhance District & Educator Preparation Program Partnerships



Invest in Career Pathways & Advancement in Careers



Focus on Retention Efforts

- Grants to the 9 federally recognized Tribes in Oregon to support **Tribal Grow Your Own programs**
- **SB 13 Tribal History/ Shared History professional development** series with two Regional Educator Networks

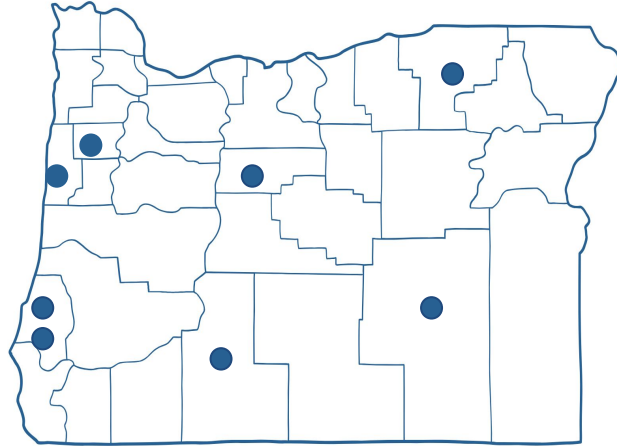
Tribal Grow Your Own Grants

Grant-in-Aid Budget:
\$3.2 Million

All 9 Federally
Recognized Tribes
are Grantees



Grant awards up to \$375,000 to Tribes to develop GYO programs based on community needs.



Tribal Grow Your Own programs support 61 participants in the 2023-25 biennium.

Tribal Grow Your Own Grants Program Highlight

The Coquille Indian Tribe is developing a Tribal Language Educator GYO Program. The goal of the program is to increase language use across the Tribal community, increase capacity for Tribal language programs and to create language learning materials for the Tribe. In the next biennium, the long term goals are to recruit and incentivize Tribal language speakers, expand the program to include a second traditional language, and to provide opportunities for year one participants to be employed in the Tribal language department.

SB 283 Novice Educator Mentoring

Grant-in-Aid Budget:
\$8 Million

33 Grantees



One-time grants to mentoring programs that provide novice teachers and administrators with a **formally assigned mentor** who will support their professional development and improve the likelihood of their retention.



Mentor grant programs from across the state meet in Eugene to learn and improve together.



Number of Licensed Educators Served, 2023 - 2024



Cost per Participant

Intended Outcomes



Retention Efforts

- 33 grants awarded, including 9 Regional Educator Networks and 24 school districts.
- Technical assistance provided through statewide and regional communities of practice support program improvement.
- State evaluation initiative conducting surveys, interviews, and focus groups to measure effectiveness and inform future grant programs.

Oregon Public Educator Preparation Program Equity Grants

2023-25
Grant-in-Aid
Budget:
\$1.1 Million



Six Oregon public universities receive \$150,000 grants for implementation of Legislatively required Educator Equity Plans, supporting the recruitment, retention, and graduation of diverse educators. Technical assistance is provided through a Community of Practice for university faculty and staff.



Career Pathways & Advancement in Careers



Three Oregon public educator preparation programs are actively engaged in targeted strategies to **recruit candidates in rural communities** by:

- *Improving access to education in rural communities*
- *Building partnerships with Tribal education departments*
- *Understanding attrition for education majors in the “middle years” who choose not to pursue an education degree*



Enhance District & Educator Preparation Program Partnerships



All Oregon public educator preparation programs are participating in a Community of Practice to **increase the retention of educator candidates through partnerships with regional K-12 school districts, ESDs and Tribes** by focusing on:

- *Mentorship*
- *Community partnerships*
- *Inclusive learning environments*

Oregon Teacher Scholars Program

2023-25
Grant-in-Aid
Budget:
\$5 Million

Provides funding for students who are culturally or linguistically diverse that are pursuing preliminary licensure for teaching, school counseling, social work, and psychology.

About the award:

- Maximum award amount is up to \$12,000 per academic year
- Renewable for up to two years of full-time enrollment



- In 2023, increased from \$10,000 to \$12,000 annual award
- In 2023, eligibility was expanded to include school counseling, social work, and psychology candidates
- Flexible award timeframe for part-time enrollment supports non-traditional students.
- Administrative costs for the biennium are \$671,452, including staffing.

Program Year	Number of Students	Total Dollars Awarded
2021-22	182	\$1,680,006
2022-23	167	\$1,615,000
2023-24	176	\$2,059,680
2024-25	204*	\$2,201,000*

*The 2024-25 school year is still an active year. Data is subject to change.



Oregon Teacher Scholars Program

2023-25
Grant-in-Aid
Budget:
\$5 Million

The Oregon Teacher Scholars Program Grant Helps Expand Oregon's Educator Workforce



Career Pathways & Advancement in Careers

Who receives the OTSP Grant?

Among university students, those with the OTSP Grant are **more often from underrepresented groups**: older, low-income, students of color, first-generation college students, compared to students overall.

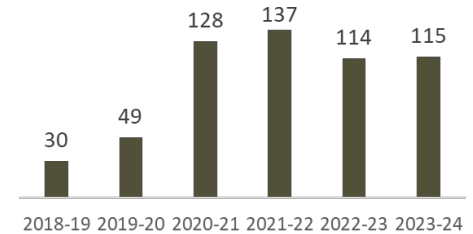
How are they doing?

Students with the OTSP Grant are **slightly more likely to graduate** than students overall: 87% compared to 85% (2018 through 2021 cohorts combined).

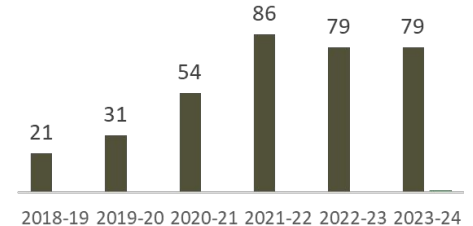
Are they going on to teach as expected?

Nearly all OTSP Grant students (88%) were working in education two years after graduation (2018 through 2021 cohorts combined).

Total OTSP Grant Students Enrolled at Public Universities per Year (New and Returning)



Number of OTSP Grant Students Who Earned Degrees at Public Universities per Year



Oregon Administrator Scholars Program

2023-25
Grant-in-Aid
Budget:
\$3.2 Million



Provides funding for students who are culturally or linguistically diverse that are enrolled in an approved administrator licensure program.

About the award:

- Maximum award amount is up to \$12,000 per academic year
- Renewable for up to two years of full-time enrollment



Career Pathways &
Advancement in
Careers



Program investments provide ***critical financial supports*** to educators by mitigating costs associated with ***advanced licensure programs*** for new administrators.

170

educators

**Number of Licensed
Educators Served,
2023-2024**

Participants are candidates for administrator licenses who hold teaching or other licenses.

\$100,000

**Program Costs,
including
Administrative Costs**

Administrative costs include 1.0 FTE position.

Oregon Licensure Expense Reimbursement Program

2023-25
Grant-in-Aid
Budget:
\$320,000



The Oregon Licensure Expense Reimbursement Program mitigates financial costs related to obtaining and renewing teacher, administrator, and personnel services licenses.



**Career Pathways &
Advancement in
Careers**



Program investments provide *critical financial supports* to educators by mitigating costs associated with *licensure fees*, which average approximately \$700 for new teachers.

695

educators

**Number of Licensed
Educators Served,
2023-2024**

This is the number of educators that have received reimbursement for licensure costs in the first year of the biennium.

\$512

per person

Cost per Participant

This is the average reimbursement paid to participants through the program.

Multiple Measures Assessment Options

2023-25
Grant-in-Aid
Budget:
\$740,000

The Multiple Measures (MM) program enables teacher candidates to demonstrate content knowledge and teaching competencies through alternative assessments, such as portfolios and coursework evaluations, rather than relying solely on standardized tests.



**Career Pathways &
Advancement in
Careers**



Programmatic supports help ***streamline pathways*** for educator candidates by providing assessments, such as portfolios and coursework evaluations to demonstrate content knowledge or performance readiness.

375

educators

**Number of Educator
Candidates *Qualifying*
for Licensure,
2023 - 2024**

\$568

per person

Cost per Participant

This is the average cost for participants through the program.



Questions?

