

**STATE BOARD OF EDUCATION – ADMINISTRATIVE RULE SUMMARY**

**Title/OAR #:** Oregon Minority Educator Pipeline Models Grant

**OAR #581-018-0401 to 581-018-0425**

**Date:** June 19, 2014

**Staff/Office:** Markisha Smith, Office of Learning/Equity Unit and Cindy Hunt, Deputy Superintendent's Office

**New Rule**       **Amend Existing Rule**       **Repeal Rule**

**Hearing Date:** February 27, 2014       **Hearings Officer Report**

**Attached**

**Prompted by:**  **State law changes**       **Federal law changes**       **Other**

**Action Requested:**

**First Reading/Second Reading**       **Adoption**       **Adoption/Consent Agenda**

**PROPOSED/AMENDED RULE SUMMARY:**

The proposed rules implement the provisions of House Bill 3233 by establishing a Oregon Minority Educator Pipeline Model Grant Program.

**BACKGROUND:**

In 2013, under the leadership of Governor John Kitzhaber, the Oregon Education Investment Board proposed key strategic investments to support Oregon's attainment of 40/40/20. Key to this work is a revitalization of the education profession and the establishment of a Network of Quality Teaching and Learning. Conceptualized and passed by legislature in HB 3233, the Network provides funding for a comprehensive system of support for educators that creates a culture of leadership, professionalism, continuous improvement and excellence for teachers and leaders across the P-20 system.

One of the purposes of the network is to distribute funding to school districts and institutions of higher learning to support educator recruitment projects that carry out the intent of the Oregon Teacher Corps and Oregon Minority Teacher Act.

The rules establish a Oregon Minority Educator Pipeline Models Grant program as one of the methods to address this specific direction in HB 3233. The purpose of the grant program is to support stakeholders to collaborate to expand models for recruiting and retaining educators who are culturally and/or linguistically diverse. The targeted outcome is to increase the number of education professionals (PK-12) who are non-White, Hispanic, or whose native language is not English. The key areas of focus for pipeline models to consider include K-12 students, career changers, returning veterans, and graduates from postsecondary historically Black institutions. The grants will be awarded in varying stages based on a detailed description of the proposed projects submitted through the RFP process.

Grants are competitive and awarded based on the strength of proposals that follow both collaborative and individual project requirements. Awarded sites will be expected to collaborate together and work individually to meet the target outcomes for the grant. There will be up to three grant awards given. Each grantees may receive \$180,000, which is awarded based on detailed project phrases.

**CHANGED SINCE LAST BOARD MEETING?**

- N/A; first read—hasn't been before board
- No; the board previously adopted these rules as temporary rules
- Yes – As follows:

**Fiscal Impact:**

There will also be some cost to the Department of Education to administer the grant program. However, the legislature designated new positions and funding to cover these costs and other costs associated with administering HB 3233.

**STAFF RECOMMENDATION:**

- Adopt administrative rule at this meeting
- Adopt next month administrative rule at next meeting
- No recommendation at this time (rarely used)

## Oregon Minority Educator Pipeline Models Grant

### 581-018-0401

#### Definitions

The following definitions apply to OAR 581-018-0401 to 581-018-0425:

- (1) “Culturally and/or Linguistically Diverse” means individuals who are non-White, who are not native English speakers, and who are Hispanic.
  - (2) “Minority” means a person who is:
    - (a) A person having origins in any of the black racial groups of Africa but who is not Hispanic;
    - (b) A person of Hispanic culture or origin;
    - (c) A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands;
    - (d) An American Indian or Alaskan Native having origins in any of the original peoples of North America; or
    - (e) A person whose first language is not English.
  - (3) “Oregon Minority Educator Pipeline Models Grant” means the Grant established in OAR 581-018-0406 to implement section 1(3)(f), chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233).
  - (4) “Pipeline Model” means the route through which future teachers are recruited, educated, hired, and retained in the education system.
  - (5) “Postsecondary Institution” means a:
    - (a) A community college operated under ORS chapter 341.
    - (b) The following public universities within the Oregon University System:
      - (A) University of Oregon.
      - (B) Oregon State University.
      - (C) Portland State University.
      - (D) Oregon Institute of Technology.
      - (E) Western Oregon University.
      - (F) Southern Oregon University.
      - (G) Eastern Oregon University.
    - (c) Oregon Health and Science University.
    - (d) An Oregon-based, generally accredited, not-for-profit institution of higher education.
  - (5) “Underrepresented” means populations in the United States who have been historically excluded from the same rights and privileges as the majority, White, culture. This applies to opportunity in education, business, and social aspects of society.
  - (6) “Recruitment” means the active, purposeful process of establishing effective and efficient systems that attract individuals to the teaching profession.
  - (7) “Retention” means the active, purposeful process of establishing effective and efficient systems that maintain the targeted recruitment population in the teaching profession.
- Stat. Auth.: Section 1, chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233)  
Stat. Implemented: Section 1, chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233)

### 581-018-0406

#### Establishment

- (1) There is established the Oregon Minority Educator Pipeline Models Grant to support school districts and post-secondary institutions who are working to expand educator pipeline models

that recruit and retain educators who are culturally and/or linguistically diverse. Subject to available funds, the grants will be awarded for two years based on a detailed description of proposed programming or services. This can include but is not limited to:

- (a) Planning phase.
  - (b) Implementation phase.
  - (c) Program evaluation phase.
- (2) The purpose of the grant program is to provide funds to school districts and post-secondary institutions who can create collaborative processes around:
- (a) Developing a statewide program with interested partners that provides free and/or low cost advising and academic supports to diverse educators;
  - (b) Formalizing partnerships with professional groups to leverage tutoring and internships;
  - (c) Volunteering experiences as a way of assisting future educators exploration of education related careers;
  - (d) Working with TeachOregon projects to develop, test, and expand improved job recruitment and retention practices that lead to a more diverse workforce in Oregon;
  - (e) Creating a high school cadet program or career pathway model for district employees to recruit future educators who are culturally and/or linguistically diverse;
  - (f) Allocating funding to provide financial support to future educators from underrepresented populations.

Stat. Auth.: Section 1, chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233)

Stat. Implemented: Section 1, chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233)

#### **581-018-0411**

##### **Eligibility**

(1) To be eligible to receive the Oregon Minority Educator Pipeline Models Grant an applicant must be a:

- (a) School district;
- (b) Post-secondary institution;
- (c) Consortium of school districts, post-secondary institutions and other entities (each consortium must include at least one school district or post-secondary institution as a member).

(2) A single grant proposal may include more than one eligible applicant, but the fiscal agent must be one of the eligible applicants identified in subsection (1) of this rule.

Stat. Auth.: Section 1, chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233)

Stat. Implemented: Section 1, chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233)

#### **581-018-0416**

##### **Criteria**

(1) The Oregon Department of Education shall establish a request for proposal solicitation and approval process to be conducted for the Oregon Minority Educator Pipeline Models Grant funds. All proposals must comply with the requirements of section 1, chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233) and rules adopted to implement that section.

(2) Grants shall be awarded based on the following criteria:

- (a) Whether the grant application identifies how the funds will be used to reach the targeted outcomes and intent of the Oregon Teacher Corps and the Oregon Minority Teacher Act.
- (b) Whether the grant applicant demonstrates readiness, commitment, and support to expand models of recruitment and retention for culturally and/or linguistically diverse educators.

- (3) The Department shall give priority to proposals that meet the minimum criteria and:
- (a) Provide a sustainability plan to continue the program for at least two years after the grant funding has ended.
  - (b) The extent to which the applicant clearly documents its capacity to implement and carry out purposeful system for recruiting a diverse student population, providing financial support to future educators, and collaborating with key partners in the process.
  - (4) The Department of Education shall allocate funds for the grant program based on the evaluation of the grant application and the following considerations:
    - (a) Geographic location of the district to insure geographic diversity within the recipients of grant program funds throughout the state;
    - (b) Applicants who have documented evidence of creating and maintaining successful minority educator pipeline models;
    - (c) Applicants who have a high level of potential teacher candidates (applicant pool) from diverse cultural and linguistic backgrounds; and
    - (d) Give preference to applicants that have demonstrated success in creating strong partnerships with community organizations support outcomes.

Stat. Auth.: Section 1, chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233)

Stat. Implemented: Section 1, chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233)

#### **581-018-0421**

##### **Funding**

- (1) Each grantee may receive \$180,000 which shall be awarded during the following phases based on a detailed budget narrative and budget template:
  - (a) Planning phase.
  - (b) Implementation phase.
  - (c) Evaluation phase.
- (2) Grantees shall use funds received for the planning, implementation, and evaluation phases of the grant for activities outlined in the request for proposal.
- (3) Grantees must be able to expend the funds for allowable purposes specified in the request for proposal within the grant timeline according to acceptable accounting procedures.

Stat. Auth.: Section 1, chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233)

Stat. Implemented: Section 1, chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233)

#### **581-018-0425**

##### **Reporting**

The Oregon Department of Education shall provide to grant recipients a template for an interim and final grant report. Grantees are required to submit a final report prior to receiving their final request for funds.

Stat. Auth.: Section 1, chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233)

Stat. Implemented: Section 1, chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233)



ROB S. SAXTON  
Deputy Superintendent of Public Instruction

BEFORE THE OREGON DEPARTMENT OF EDUCATION

RULE HEARING: OAR 581-018-0400 to 581-018-0424  
Oregon Minority Educator Pipeline Models Grant

HEARING OFFICER'S REPORT

The Department held a public hearing on February 27, 2014, to receive public comment on the proposed rule amendments. Notice of hearing was published in a timely manner in the Secretary of State's bulletin and was sent to interested parties and persons who requested notice pursuant to ORS 183.335 (7). The hearing was held at the Department's offices in Salem, Oregon before Emily Nazarov, Hearing Officer.

There was no testimony.

Respectfully submitted this 27<sup>th</sup> day of February, 2014

Emily Nazarov  
Hearing Officer