

STATE BOARD OF EDUCATION – ADMINISTRATIVE RULE SUMMARY

Title/OAR #: Oregon Minority Educator Retention Grant
OAR 581-018-0381 to 581-018-0400

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 Educators Retention 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 to support educator retention projects that carry out the intent of the Oregon Teacher Corps and Oregon Minority Teacher Act.

The rules establish a Oregon Minority Educator Retention Grant program as one of the methods to address this specific direction in HB 3233. The purpose of the grant program is support stakeholders to support school districts to design and implement pilot district models that implement culturally responsive interviewing, hiring, and retention practices. 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 areas for this grant include culturally responsive interviewing models, collaboration with local community-based organizations, new hire mentoring programs, systems that require evaluation of retention efforts; and culturally responsive professional learning communities. The grants will be awarded at the design and implementation phases 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 requirements noted in the RFP. Awarded sites will be expected to collaborate together and

work individually to meet the target outcomes for the grant. There will be up to five grant awards given. Design grants will be awarded \$10,000 for Year One and implementation grants will be awarded \$25,000 for Year Two.

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 Retention Grant

581-018-0381

Definitions

The following definitions apply to OAR 581-018-0380 to 581-018-0399:

- (1) “Culturally and/or Linguistically Diverse” means individuals who are non-White, who are not native English speakers, and who are Hispanic.
- (2) “Culturally Responsive (ness)” means using the cultural knowledge, prior experiences, and performance styles of diverse individuals to make learning and experiences more appropriate and effective for them; it teaches to and through the strengths of these individuals. (Adapted from Gay, 2000).
- (3) “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.
- (4) “Oregon Minority Educator Retention Grant” means the Grant established in OAR 581-018-0285 to implement section 1(3)(f), chapter 661, Oregon Laws 2013 (Enrolled House Bill 3233).
- (5) “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)

581-018-0386

Establishment

- (1) There is established the Oregon Minority Educator Retention Grant to support school districts who are working to design and implement retention models for 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.
- (2) The purpose of the grant program is to provide funds to school districts who can create collaborative processes around:
 - (a) Developing a culturally responsive interviewing model adaptable to a variety of settings in the P-20 structure using the OEIB Equity Lens to frame the work.
 - (b) Collaborating with local community based organizations to develop programs and events to create a welcoming environment for culturally and/or linguistically diverse new hires.
 - (c) Develop strong mentoring programs with particular attention to the needs of teachers who are culturally and/or linguistically diverse.
 - (d) Implement systems at the district level to check-in with staff who are culturally and/or linguistically diverse on the success of retention efforts and related needs.

(e) Create professional learning communities that support the development of district-wide cultural responsiveness.

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)

581-018-0391

Eligibility

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

(a) School districts.

(b) Consortium of school districts and other entities (each consortium must include at least one school district as a member).

(2) A single grant proposal may include more than one eligible applicant, but the fiscal agent must be a school district.

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)

581-018-0396

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 Retention 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 design and implement models of 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) Consider research-based best practice around minority educator retention models.

(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) Organizations who have documented evidence of creating and maintaining successful minority educator retention models;

(c) Organizations who have a high level of potential teacher candidates (applicant pool) from diverse cultural and linguistic backgrounds; and

(d) Give preference to entities that have demonstrated success in creating strong partnerships with community organizations to 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)

581-018-0398

Funding

(1) Up to five school district grant awards will be given as follows: \$10,000 in Year One and \$25,000 in year two which shall be awarded during the following phases based on a detailed budget narrative and budget template:

(a) Planning phase.

(b) Implementation phase.

(2) Grantees shall use \$10,000 awards for design grants and \$25,000 awards to plan, develop, and pilot district models.

(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)

581-018-0400

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 581-018-0380 to 581-018-0399
Oregon Minority Educator Retention 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 27th day of February, 2014

Emily Nazarov
Hearing Officer