



EDUCATOR ADVANCEMENT COUNCIL

Minutes

Wednesday, November 28, 2018

8:00 a.m. – 3:00 p.m.

Broadway Commons 4th Floor Mongolia Room #305

1300 Broadway Street NE, Salem, OR

Directors Present: Chair Oakes; Vice-chair Grotting; Paul Andrews; Sara Mickelson, surrogate for Miriam Calderon; Hilda Rosselli, surrogate for Lindsey Capps; Christy Cox; Carmen Urbina, surrogate for Colt Gill; Mark Girod; Ana Gomez; Bill Graupp; Marvin Lynn; Representative McLain; Martha Richards; Trent Danowski, surrogate for Anthony Rosilez; Laura Scruggs; Nick Viles; Melissa Wilk.

Directors by Phone: Matt Yoshioka, Michelle Homer-Anderson, Belle Koskela

Directors Excused: Ken Martinez, Senator Roblan, Jenna Schadler

Staff Present: Cheryl Myers, EAC Transition Director; Julie Smith, Contractor; Debbie Green, Executive Support; Hilda Rosselli, CEO Educator Advancement Policy Director

1.0 Welcome Remarks

1.1 Introductions, Agenda Review/Outcomes

2.0 Preliminary Business

2.1 Roll Call

Debbie Green conducted a roll call and a quorum was established.

2.2 Agenda Approval

Don Grotting moved to approve the agenda as presented, seconded by Martha Richards. The motion passed unanimously.

2.3 Approval of October 23-24, 2018, meeting minutes

Paul Andrews moved to approve the meeting minutes as presented, seconded by Laura Scruggs. The motion passed unanimously.

2.4 Staff Engagement Report

Hilda Rosselli, reported back to Council on discussions held at the various meetings staff attended.

2.5 Follow up from October Equity Lens Discussion

Included in the packet was a letter from Nancy Golden as a follow-up to her presentation at the October Retreat addressing questions regarding the intent and implementation of the Oregon Equity Lens.

3.0 Supporting New Educators Work Group Update

Melissa Wilk provided an update on the listening session for novice administrators, hosted by COSA and EAC which was held on November 16, 2018, during which administrators shared insights about early career supports. Administrators spoke to lack of supports received, both informal and formal and they identified critical supports needed early in an administrator's career which include:

- The need for structured supports in place to understand education business and management
- Coaching help with decision-making, particularly for those in isolated locations or positions
- Special Education knowledge to include behavior and trauma training
- Current Initial Licensure Programs do not always prepare them for the job
- Training in methods to empower staff voice
- Support in understanding their own biases related to working with marginalized populations
- Supports needs to be individualized
- Ongoing coaching is important
- Statewide mentor program for Special Education Directors and for marginalized groups

4.0 Public Comment

No public comment.

5.0 Educator Equity Advisory Group Update (since 2014)

Hilda Rosselli introduced the EAC members who also participate in the Oregon Educator Equity Advisory Group (OEEAG): Marvin Lynn, and Anthony Rosilez. She also introduced Dr. Markisha Smith from ODE Office of Equity, Diversity and Inclusion who is also a member of the Advisory Group. The goal today's discussion was to clarify the role of the EAC and distinguish it between the Ed Equity Advisory Group. Two areas of focus for the OEEAG is to develop a future diverse educator workforce and to retain them once they are hired. OEEAG is intentional about working with those who have a vested interest in advancing teacher diversity. The ethnic, linguistic or racial ethnic diversity of the educator workforce do not match Oregon's student population. The Advisory Group is responsible for the annual Ed Equity Report due to the legislature each year which include Action Steps that are used as an advocacy tool to present to other groups throughout the state each year. The slides will be sent out to EAC directors and any questions or comments should be forwarded to Debbie.

Anthony Rosilez arrived at 9 a.m.

Nick Viles arrived at 9:27 a.m.

6.0 Procedural Subcommittee

Review documents; EAC Working Agreement – First Reading

Council to review the EAC Working Agreement and e-mail Cheryl Myers with feedback and edits prior to the December EAC meeting. Laura Scruggs briefly reviewed the documents and requested a vote to approve the appendix items below.

6.1 ACTION ITEM: Policies and Procedures Manual Appendix Items Approval:

- Public Participation
- Expense Claim Form
- Appointment Letter

Martha Richards moved to approve the Policies and Procedures Manual Appendix Items, seconded by Ana Gomez. The motion passed unanimously.

BREAK

7.0 RFI Review Process / Network & Fiscal Model Discussion

EAC staff members Hilda Rosselli, Cheryl Myers, and Julie Smith reviewed information about the RFI process and results. The RFI had 103 distinct downloads and a total of 37 (now 38) responses were received and reviewed by EAC staff. Matrices and a geographic map have been provided in the RFI work packet. Directors read a sample RFI and shared initial feedback on what they would like to clarify and include in the upcoming RFP.

WORKING LUNCH

Julie Smith discussed with the Council the need to support the initial design of Educator Networks with appropriate leaders and organizations that responded to the RFI. Increasing a shared understanding of common language and Network concepts will build organizational capacity and alignment of the work throughout the state. These Design Institutes will help set up Networks for future success and reinforce the message requiring teacher voice or leadership in the process. Directors would like to revisit this discussion at the December meeting and make decisions about the design, content, locations, and dates for these meetings. There was a request to have the Fiscal Model/Educator Network Work Groups meet and invite the Supporting New Educator Work Group prior to the December 19 EAC meeting to clarify what Educator Networks need to include.

8.0 Strategic Planning Follow-up

Holly Valkama returned to revisit the language on Mission and Vision drafted at the October Retreat and Directors provided clarifying edits. Directors discussed EAC areas of focus and the related work under those areas. Strategic plans should have goals by which to measure their success. Some suggested measures include:

- Retention of educators
- Recruitment and retention of a culturally diverse workforce
- Number of new teachers entering the field – have we increased those joining the teaching profession?
- Improvement in teaching and learning conditions
- Number of teachers impacted across the career spectrum
- Number of teachers impacted across the state with attention to geographic spread
- Refinement of educators' craft in order to increase student success
- A more desirable and respected view of careers in education
- Quality and depth of community based organizations involved in educator advancement
- Student experiences with their educators
- EAC advocacy

Lindsey Capps arrived at 2:15 p.m.

9.0 Communications Follow-up

Lisa Morawski reviewed the Key Messages document she created with EAC Director feedback at the October Retreat. Directors offered additional feedback and small edits. There was a suggestion to have OEA review this document at their next meeting on January 18, 2019, prior to finalizing the copy.

10.0 Governor's Budget

Lindsey Capps highlighted the Governor's Budget which was released earlier in the day. The Governor provided a plan for how to invest in education across a seamless system. Highlights include a new investment in early learning to expand Pre-K programs and establish an early learning equity fund, including investments in child care and support for children and families most at risk. Funding for K-12 schools is at \$91B with additional money for PERS rising costs. \$743M is allocated for a school improvement fund focused on ensuring a 180 day

school year for all districts and decreasing K-3 class sizes. Additional allocations were proposed to fully fund Measure 98 and double the Oregon Opportunity Grants. The Governor's target budget for EAC is \$60M in the base budget.

The Chief Education Office which has provided administrative support to EAC will be sunsetting on June 30, 2019. EAC will continue to be an independent Council and need to make decisions about an administrative agent and staff support. There will be a dedicated discussion about this staffing at the next EAC meeting.

11.0 Closing Remarks provided by Chair Oakes.

Adjourn at 3:03 p.m.