



**Oregon Educator Equity Advisory Group
November 7, 2018 - WOU**

MINUTES

Attending: Marked with X

X	Koreen Barreras-Brown		Cecelia Monto
X	April Campbell		Rhonda Nese
	Tara Cooper	X	Bahia Overton – by phone
X	Veronica Dujon	X	Cynthia Richardson
X	Jennifer Duvall	X	Helen Richardson
X	Teresa Ferrer – by phone	X	Tony Rosilez
X	Karen Gray	X	Hilda Rosselli
X	Rob Larson – by phone		Carlos Sequeira
X	Tawnya Lubbes	X	Markisha Smith
	Marvin Lynn	X	Maria Dantas-Whitney

Visitors: Amber Ryerson, WESD
 Steve Nelson, Salem-Keizer School District
 (Director of Recruitment and Staffing)
 Brandy Ethridge-Lipke, Representative Helfrich’s Chief of Staff

Agenda Item	Discussion Notes
1) Welcome & Introductions – Karen Gray	Meeting was called to order by Chair Gray at 1:09 p.m. Roll call: See chart above Advisory members introduced themselves and shared their current concerns.
2) Approval of August 24 meeting notes	Edit #5 action steps to: “at a future meeting Helen Richardson will give a presentation about creating partnerships.” Tony Rosilez moved to approve the minutes with the noted correction, seconded by Cynthia Richardson. The motion passed unanimously.
3) Advancing Educators of Color: A Case Study from Salem-Keizer SD Steve Nelson & Cynthia Richardson	Cynthia Richardson, Office of Student Equity, Access, and Advancement at the Salem-Keizer School District shared her employment path in education from Texas to Oregon. Steve Nelson, Director of Recruitment and Staffing at Salem-Keizer School District spoke about changes in their recruitment of diverse teachers. Salem-Keizer SD has the largest number of ELL students in the

state. The current educator workforce does not mirror the demographics of the PK-12 student population. The District's previous strategy was to go outside the state to recruit diverse teachers. However, it remained difficult to both recruit and retain enough diverse teachers to meet student needs. The district has been able to institute some changes in recruiting from an outward recruitment strategy to a "Grow Your Own" strategy, developing programs which help and encourage students and educational assistants in the district move forward on the path to licensure. Critical to this change in practice and philosophy is investment in K-12 students, leadership support, and dedicated dollars to fund programs.

Three things are needed to make a difference:

- Solve the community college problem of smooth transfer and articulation.
- Address barriers in TSPC test passage.
- Statewide promoting of education as a profession.

Other lessons include:

- Importance of the Superintendent's leadership and support for diversification of the educator workforce
- Using AVID program to identify potential recruits and hire former AVID graduates to come back and work as tutors to earn money while in college
- When implementing a grow your own, plan on a long term investment and benefits that take time to see.
- When implementing scholarships, consider supporting candidates in community colleges as well as those enrolled in universities.
- Split the costs for teachers seeking to add ESOL endorsement.
- Identify ways to help support half time paid internships for administrator candidates.
- Consider a 3 year commitment to teaching once employed for recipients of scholarships. Be prepared to manage finances for the few who will leave.

	<ul style="list-style-type: none"> • Use Title IIA funds when possible. • Develop an articulation process for candidates to apply for positions. • Give first interview and employment consideration for candidates who are part of the district’s investments. • Use social gatherings and community based organizations to network and identify potential candidates. • Make sure that the professional learning for staff and community gatherings provide supportive environments that help candidates feel interested and welcomed. • Include equity PL to set the growth mindset within the district.
<p>5) Break</p>	
<p>6) Update on Oregon Teacher Scholars Program - Hilda Rosselli, Lala Rangel, Cecelia Monto, Cynthia Richardson</p>	<p>Lala Rangel updated the advisory group on the progress of the Oregon Teacher Scholars Program:</p> <ul style="list-style-type: none"> • There are 44 first round scholarships already awarded and enough funding for 68. • There is even distribution of scholarships throughout the universities of the state. • Cecelia Monto and Cynthia Richardson have reviewed the 2nd round of scholarship applications (18). • Several scholars have signed up to speak with legislators about the program. • Lala is working with WOU to develop a video that highlights the program which will be added to our current website. <p>Ideas discussed:</p> <ul style="list-style-type: none"> √ Tony suggested inviting scholars to meet with TSPC √ Consider connecting candidates via Zoom to further networking √ Sponsor an annual event for Scholars
<p>COSA Letter</p>	<p>The group discussed the OEEAG’s development of a response to the COSA letter received (included in this meeting packet). There was consensus to invite Craig</p>

	Hawkins or Morgan Allen from COSA to talk with this group about their legislative proposal on workforce diversity. Karen Gray and Hilda Rosselli will develop questions for COSA and send to the advisory group for their edits and feedback prior to sending to COSA. We will invite COSA to our January meeting to answer the questions.
7) 2018-19 Action Steps and Advisory Group Work Plan	A focus of this advisory group is to complete the Educator Equity Report for the Legislature each year and develop recommendations and action steps. Chair Gray requested the group review the steps of the 2018-19 work plan and consider writing legislators a note regarding the work. It is important to align our work with other state Ed Equity work.
8) Meeting presentations for the year	Chair Gray reviewed a list of suggested presentations for our professional development this year. Hilda is working on updating the 2018-19 message cards for team members. The message cards can be used when talking with others to highlight the work of the Educator Equity Advisory Group.
9) Video clip if time allows	Time did not allow. Videoclip attached: https://youtu.be/5vIWU-Wxgog
Adjourn at 4:04 p.m.	