

REVISED DUE TO WEATHER

DELAYED START TIME



## EDUCATOR ADVANCEMENT COUNCIL AGENDA

Wednesday, February 27, 2019

10:00 a.m. – 3:00 p.m.

Broadway Commons, 1300 Broadway Street NE, Salem, OR

Conference Call: (877)336-1828, public access code 8478084 (*listen only*)

### *Meeting Protocols*

- ✓ All team members are equals and respected as such.
- ✓ The Chair calls on participants during discussions.
- ✓ Discussions are improved by self-assessing “*am I contributing too much or too little?*”
- ✓ We ask clarifying questions when needed and address issues, not individuals.
- ✓ Topics beyond the current agenda are captured to address in the future.
- ✓ Arrive early to begin on time.

### *Meeting Outcomes*

- ✓ Discuss follow up on Council requests
- ✓ Review Fiscal Model Funding Model proposal
- ✓ Review and finalize network definition
- ✓ Initiate implementation discussions
- ✓ Discuss permanent staffing transition
- ✓ Approve EAC Working Agreement
- ✓ Review and refine RFP draft

<b>10:00</b>	<b>1.0</b>	<b>Welcome Remarks</b>	Vice-Chair Grotting
	1.1	Roll Call	Debbie Green
		Introductions, Agenda Review/Outcomes	Vice-Chair Grotting
<b>10:10</b>	<b>2.0</b>	<b>Consent Agenda – Action Item</b>	Vice-Chair Grotting
	2.1	Agenda Approval	
	2.2	Approval of January 23, 2019, meeting minutes	
<b>10:15</b>	<b>3.0</b>	<b>Reports – Information Item</b>	
	3.1	Staff Engagement Report	Hilda Rosselli
	3.2	Design Institutes	All
	3.3	Legislative Update	Lindsey Capps
	3.4	EAC Requested Resources	Hilda Rosselli
<b>10:40</b>	<b>4.0</b>	<b>Public Comment</b>	Vice-Chair Grotting
		<ul style="list-style-type: none"><li>• <i>Public members wishing to provide public testimony must sign in at the meeting.</i></li><li>• <i>There will only be one speaker from each group.</i></li><li>• <i>Each individual speaker or group spokesperson will have three (3) minutes.</i></li><li>• <i>The Council welcomes and appreciates public input, but due to time constraints is unable to respond directly to testimony during the meeting.</i></li><li>• <i>Public comment may be made in writing and submitted to <a href="mailto:EACInfo@OregonLearning.org">EACInfo@OregonLearning.org</a></i></li></ul>	

<b>10:50</b>	<b>5.0</b>	<b>Network Definition – Discussion Item</b>	Jenna Schadler
<b>11:30</b>	<b>6.0</b>	<b>Fiscal Model Work Group Update – Discussion Item</b>	Matt Yoshioka
<b>12:15</b>		<b>LUNCH</b>	
<b>12:45</b>	<b>7.0</b>	<b>Implementation Considerations – Discussion Item</b> Anticipated Challenges Day-to-Day Operations Non-negotiables	All
<b>1:15</b>	<b>8.0</b>	<b>Staffing Transition Process – Staff Recommendation/Discussion Item</b>	Vice-Chair Grotting Lindsey Capps
<b>1:45</b>	<b>9.0</b>	<b>Council Directors Term Renewal Date – Discussion Item</b>	Vice-Chair Grotting
<b>1:55</b>	<b>10.0</b>	<b>EAC Working Agreement – Discussion/Action Item</b>	Laura Scruggs
	<b>10.1</b>	Action Item Approve EAC Working Agreement	Vice-Chair Grotting
<b>2:10</b>	<b>11.0</b>	<b>RFP Draft – Discussion</b>	Vice-Chair Grotting
<b>2:55</b>	<b>12.0</b>	<b>Closing Remarks</b>	Vice-Chair Grotting
<b>3:00</b>		<b>Adjourn</b>	

**\*Next Meetings:**

- March 20, Broadway Commons, 1300 Broadway St. NE
- April 26, Oregon Department of Veterans' Affairs, 700 Summer St. NE, Salem
- May 23-24, Broadway Commons, 1300 Broadway St. NE
- June 26, Broadway Commons, 1300 Broadway St. NE



## **Public Participation in Educator Advancement Council Meetings**

During each Educator Advancement Council meeting, the agenda includes a “public comment” item. It is during this portion of the agenda the public may comment on an agenda item or an item related to the focus of the Educator Advancement Council.

As a public body, input is welcomed, appreciated and allows the Council an opportunity to listen. Due to agenda time constraints or the need to process the information received, they will not typically discuss or respond to questions immediately. If provided input is related to an action item later in the agenda, the Council may use the input during discussion or deliberation of that specific item.

If you wish to address the Council, please write your name and organization on the sign-in sheet prior to the designated public comment time. There will only be one speaker from each group and each individual speaker or group spokesperson will have three (3) minutes.

Thank you for your interest in the work of the Educator Advancement Council.

Unanticipated agenda items may or may not be included. All Educator Advancement Council meetings are open to the public and conform to Oregon public meeting laws. Accommodations requests should be submitted to [EACInfo@OregonLearning.org](mailto:EACInfo@OregonLearning.org) (503) 373-1283 at least 48 hours in advance. To subscribe to meeting notices please register [here](#) or [www.education.oregon.gov](http://www.education.oregon.gov) to find upcoming meetings and prior meeting materials.





## EDUCATOR ADVANCEMENT COUNCIL MINUTES

Wednesday, January 23, 2019

9:00 a.m. – 3:00 p.m.

Broadway Commons Mongolia Room #305, 1300 Broadway Street NE, Salem, OR

**Present:** Chair Oakes; Vice-chair Grotting; Paul Andrews; Miriam Calderon; Lindsey Capps; Christy Cox; Carmen Urbina, surrogate for Colt Gill; Mark Girod; Ana Gomez; Bill Graupp; Michelle Homer-Anderson; Marvin Lynn; Ken Martinez; Representative McLain; Anthony Rosilez; Jenna Schadler; Laura Scruggs; Nick Viles; Matt Yoshioka

**Excused:** Senator Roblan, Martha Richards, Melissa Wilk

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

### 1.0 Welcome Remarks

#### 1.1 Introductions, Agenda Review/Outcomes

Chair Oakes opened the meeting and requested feedback from directors on EAC meeting dates. Due to the legislative committee schedule and potential conflicts for our agency directors and state representative it was proposed to move EAC meetings to Fridays as early as February. A list of potential new dates were posted and Directors will determine if any changes are needed by end of the meeting.

#### 1.2 Roll Call

Debbie Green conducted a verbal roll and determined a quorum was present.

### 2.0 Consent Agenda

#### 2.1 Agenda Approval

#### 2.2 Approval of December 19, 2018, meeting minutes

Bill Graupp moved to approve the consent agenda as presented, seconded by Michelle Homer-Anderson. The motion passed unanimously.

### 3.0 Reports

#### 3.1 Administrative Agent Update

##### 3.1.1 Staff Engagement Report

Hilda Rosselli reported on meetings attended with a focus on the work of the Educator Advancement Council; directors in attendance at various events provided additional commentary. Topics included diversifying the workforce, COSA's legislative proposal, now HB2742, and a listening session for novice educators of color jointly hosted with Portland Public Schools and the Educator Equity Advisory Group.

##### 3.1.2 2019-20 Proposed Meeting Dates for 2019-20

Directors reviewed a proposed meeting schedule for 2019-20. There was a suggestion to combine the November and December meetings.

Nick Viles arrived at 9:24 a.m.  
Laura Scruggs arrived at 9:35 a.m.  
Carmen Urbina arrived at 9:37

### 3.2 Strategic Plan Updated Draft

Lisa Morawski provided Directors with an updated draft which included minor Director suggestions from the last version. Lisa welcomes additional document edits and feedback moving forward with next steps addressing operationalizing the plan. Feedback should be sent to Debbie Green.

### 3.3 Legislative Update

Lindsey Capps spoke about the Legislative session which began January 22, 2019; composition of the education committees and schedules were included in the Council packet. There is a shared commitment across both chambers to prioritize education. The Joint Committee on Student Success is identifying a package of investments and has formed three subcommittees (Revenue, Accountability, and Early Childhood Education) to move this work forward. There will be an update on Legislative Session at each EAC meeting until session concludes. Information between meetings will be communicated as needed.

## 4.0 Fiscal Model Work Group Update

Fiscal Model Work Group (WG) Chair Matt Yoshioka and Cheryl Myers facilitated an initial funding proposal discussion for Sponsoring Organizations. At the December full council meeting, ten geographic regions covering the entire state were contemplated. Informed by RFI responses, the WG proposed a draft funding model for ten regional areas and shared funding model components for Council consideration. The Council provided the Fiscal Model WG consensus to further develop the draft funding model as proposed; individual directors will submit additional feedback to WG Chair Yoshioka and Cheryl Myers by February 1<sup>st</sup>.

Representative McLain arrived at 10:15 a.m.

## BREAK

## 5.0 Network Discussion Activity

Belle Koskela, Jenna Schadler, and Laura Scruggs led Directors through a facilitated activity and discussion to refine a shared statement/definition for networks and sponsoring organizations. Director comments included:

- Reinforcement of advisory groups to include 51% practitioners. Those receiving professional development should have significant involvement in decision-making regarding needed supports.
- Regional Network (process oriented) instead of Sponsoring Organization with a secondary level of thematic or content specific networks that are identified by local need.
- There may be themes or content important to the state that may not emerge in particular regions given local context. Provide clear and explicit guidance through the upcoming Design Institutes and RFP.

Chair Oakes read a statement moving the Council to executive session pursuant to ORS 192.660 (2) (a) allowing the council to consider the employment of a public officer, employee, staff member or individual agent. Final decisions will not be made in executive session.

## **6.0 Executive Session per ORS 192.660**

(2)(a) To consider the employment of a public officer, employee, staff member or individual agent.

## **LUNCH**

The Council returned to open session following lunch. Directors continued their network discussion in small groups meetings and developing statements describing networks. The four groups then consolidated to refine an overall common understanding of networks.

## **7.0 Design Institutes**

Hilda Rosselli and Julie Smith shared general information about upcoming Design Institutes. Organized in multiple locations across the state, they will help those interested in responding to an RFP as a Sponsoring Organization to become more familiar with EAC and the process, or those interested as network participants. They will also learn more about EAC's overarching charge and be introduced to the principles and practices of effective networks. A suggestion was made to provide a virtual option at the end of the schedule for those who were unable to attend in person; it is under consideration.

## **8.0 Design Institute Processing Activity**

No activity due to limited time.

## **9.0 RFP Draft Template**

Hilda Rosselli provided Directors with the first portion of the RFP template for review and comment by February 1; Part 2 will be distributed shortly thereafter. Following a timeline discussion, Directors determined they would further discuss the RFP at the February 27 meeting, then a second reading and approval at the March meeting. A suggestion was made to add Work Groups to determine network day-to-day decisions, challenges, and non-negotiables with time for EAC Director discussion at the next meeting.

## **10.0 Public Comment**

No public comment.

## **11.0 Closing Remarks**

To facilitate staggered terms, former Governor's Council members were appointed as EAC Directors to an initial one-year term and are eligible to renew in April for an additional two-year term. Affected directors wishing to renew should confer with their organizations.

Directors determined two meeting date changes: April 24 moves to April 26 and June 19 to June 26. The May 22 meeting will be extended another day to include May 23 for retreat purposes. As per the Intergovernmental Agreement, Directors unable to attend may appoint a surrogate.

**Adjourn at 3 p.m.**





Educator Advancement Council

February 27, 2019

Docket Item #3.1

Docket Item: Staff Engagement Report

Date	Event Attended	Sponsoring Organization	EAC Staff Attending	Directors Attending
1/24-25	COSA Winter Conference	COSA	Hilda Rosselli	Lindsey Capps Jenna Schadler Melissa Wilk
2/6	Medford Design Institute	EAC	Hilda Rosselli Cheryl Myers	
2/8	Gresham Design Institute	EAC	Hilda Rosselli Cheryl Myers Julie Smith	Jenna Schadler
2/20	Hillsboro Design Institute	EAC	Hilda Rosselli Cheryl Myers Julie Smith	Jenna Schadler
2/25	Roseburg Design Institute - CANCELLED DUE TO WEATHER	EAC	Hilda Rosselli Cheryl Myers Julie Smith	Christy Cox Mark Girod Michelle Homer-Anderson

Upcoming Events

Date	Event Scheduled	Sponsoring Organization	EAC Staff Attending	Directors Attending
3/11, 3/15, 3/18	Design Institutes: Pendleton Albany Redmond	EAC	Hilda Rosselli Cheryl Myers Julie Smith	Bill Graupp Matt Yoshioka Melissa Wilk

*\*Content will continue to be updated and may not reflect the most current information by the time the Educator Advancement Council meets*



## Draft Language on Networks

After our January EAC Meeting, a small group (Jenna, Martha, Hilda and Belle) came together to create a rough draft version of a definition. First, we took our elevator speeches and a definition from version 1 of part 1 of the RFP and identified words or phrases that we wanted to capture in our definition.

**Group 1 Elevator Speech**—A network is educators and partners (such as...) collaboratively engaging in a learning process around improving teaching and learning systems and experiences. Networks center equity, local context, teacher leadership and continuous improvement.

**Group 2 Elevator Speech**—An Oregon EAC Educator Network (Educator Advancement Network?) is a state funded diverse, cross job description group with educators at the center focused on learning to ensure the best outcomes for each student PK-12.

**Group 3 Elevator Speech**—A collaboration of local educators, community members, and stakeholders organized to improve the diversity, learning, and experience of the educator workforce by reshaping and strengthening systems of education to address the needs of local teachers. Networks will be flexible, equity-focused, and reach (impact) each educator across the state.

**RFP Part 1, Version 1—Educator Networks** are organized around local common problems of practice, either already in existence or newly formed by groups within or across regions who share a similar priority. As such those in an educator network operate as a community of practice. They identify shared goals and common measures. They leverage each other's (teachers) expertise, experience, resources or capacity, but localize how they achieve these goals. Networks can be organized within or across regions as long as they have a shared need and a sponsor. Participants can join a network because they want to be part of the focus area that was pre-determined by the sponsor organization. Sponsoring organizations can also engage districts in their region to elevate the focus area that the network should prioritize.



Next, we took all of the highlighted words and created an initial definition. We are bringing this definition to you as a starting place. Please individually read the definition and take notes in the box below. Be prepared to share with a partner and then whole group.

EAC Educator Networks are a collaboration of partners, such as local teachers, administrators, community members, and stakeholders, organized together in a learning process that holds educators at the center of their work. EAC Educator Networks have shared goals and common measures that aim to improve the diversity, learning, and experience of the PK-12 educator workforce by reshaping and strengthening systems of education to impact each educator across the state of Oregon. EAC Educator Networks leverage teacher expertise, are flexible and share learned experiences, resources, and capacity, but localize how they achieve their goals. EAC Educator Networks put educators at the center of improving outcomes for all Oregon Students.

My notes:



**EDUCATOR ADVANCEMENT FUND DRAFT SCENARIO I**  
 EAC Fiscal Model Work Group – February 27, 2019

The 2019-21 Governor’s Budget proposes a total budget of \$61.0 million to be allocated to the Educator Advancement Fund from \$41.3 million of current resources transferred from the State School Fund, as well as an addition \$19.7 million of General Fund. The biennial funds are proposed to be used as follows:

2019-21 Current Service Level (in millions)	Budget	FTE	Description
Educator Network Formula Grants	\$41.6	0.00	Funding provided to networks that effectively service all Oregon school districts in establishing local plans aimed at professional development of all K-12 educators.
Educator Network Capacity Grants	\$3.0	0.00	Capacity funding for an estimated 10 sponsoring entities.
Early Learning Centers for Excellence	\$3.5	0.00	Professional development in teachers to improve kindergarten readiness for students.
Oregon Teachers Scholars Program (HECC)	\$1.0	0.00	Scholarships to support ethnically and linguistically diverse teachers.
Early Childhood Educator Development (HECC)	\$7.0	0.00	Incentive funding to increase number of adults enrolling in early childhood programs at community colleges and universities
Technical Assistance Grants	\$1.4	0.00	Support for technical assistance and coaching for educator networks
Agency Operations	\$3.5	9.18	Support for policy, program management, technical assistance, research, and business services for the EAC.
<b>Total Grants and Programs</b>	<b>\$61.0</b>	<b>9.18</b>	

The attached document represents an initial draft funding scenario from the Fiscal Model WG for Council’s initial discussion. The \$41.6 million dedicated for the Educator Advancement Fund (EAF) formula grants, as denoted by region, would be the identified source for each Regional Sponsoring Organization to implement locally developed plans to effectively meet the needs of all educators in their region. **Following Council discussion and input, the Fiscal Model WG seeks Council consensus to include a DRAFT funding concept in the upcoming RFP, recognizing feedback from the RFP process may prompt adjustments for final formula consideration by the Council.**

The accompanying initial draft EAF Formula Grant spreadsheet depicts one scenario of how funding could be distributed per district and region on an estimated amount of \$20.8 million per year. The Fiscal Model WG considered the following allocations:

- Total Educator Allocation: 50 percent of dedicated resources is prorated amongst each school district based on the average number of teachers, principals, and assistant principals for the previous three years.
- New Educators to Profession Allocation: 25 percent of dedicated resources is prorated amongst each school district based on the average number of new teachers, principals, and assistant principals for the previous three years. New educators would be those entering profession for either their first or second year, not experienced educators new to a district.
- Teacher Turnover Allocation: 15 percent of dedicated resources is prorated amongst each school district based on the average number of teachers who left their teaching position within the previous three years.
- Diversity Gap Allocation: 10 percent of dedicated resources is prorated amongst each school district based on the difference between the percentages of total non-white teachers versus the percentage of non-white students.

These establish the member district allocation and include a member district *minimum* floor of \$20,000 per year, acknowledging small and often isolated geographic areas. Each member district contribution would be combined with all districts in the Regional Sponsoring Organization to establish the EAF Formula Grant for the region. The Regional Sponsoring Organization would be responsible for convening and collaborating with all districts in the network to develop a local plan to effectively use the EAF Formula Grant, along with additional responsibilities noted in the draft RFP.

In addition to the EAF Formula Grant allocation, an EAF Capacity Grant would be awarded to each Regional Sponsoring Organization to convene their local Coordinating Body, facilitate the development of a local plan and administer the funding and reporting to ensure the plan is successfully implemented.

Educator Advancement Council - Fiscal Model Work Group - **DRAFT SCENARIO FOR DISCUSSION** February 27, 2019

Formula Funding: \$20,800,000

ID	District	Region	Total Educator Allocation (50%)					New Educator to Profession Allocation (25%)					Teacher T/O Allocation (15%)		Diversity Gap Allocation (10%)		Total Formula Allocation w/Minimum Floor	Total Title IIA Annual Allocation
			Teachers	Asst Principals	Principals	Total	Allocation	Principals New	Teachers New	Asst Principal New	Total	Allocation	Teacher T/O	Allocation	Diversity Gap Teacher to Student	Allocation		
2063	Adel SD 21	Region G	1.33	0.00	0.00	1.33	430	0.00	0.11	0.00	0.11	210	0.00	0	25.00%	13,326	20,000	341
2113	Adrian SD 61	Region G	20.00	0.00	2.00	22.00	7087	0.00	0.47	0.00	0.47	891	2.00	1,503	22.26%	11,865	20,897	6,808
1899	Alsea SD 7J	Region C	15.00	0.00	1.33	16.33	5261	0.00	1.37	0.00	1.37	2,595	3.33	2,505	18.35%	9,784	20,000	5,678
2252	Amity SD 4J	Region D	54.33	0.00	4.00	58.33	18791	0.33	3.85	0.00	4.18	7,932	9.67	7,265	12.95%	6,905	39,488	20,215
2111	Annex SD 29	Region G	5.67	0.00	1.00	6.67	2148	0.00	0.36	0.00	0.36	686	2.00	1,503	34.95%	18,631	22,479	2,297
2005	Arlington SD 3	Region I	12.00	0.00	0.00	12.00	3866	0.00	0.93	0.00	0.93	1,765	1.00	752	13.60%	7,251	20,000	4,930
2115	Arock SD 81	Region G	2.00	0.00	0.00	2.00	644	0.00	0.00	0.00	0.00	0	0.33	251	6.67%	3,554	20,000	1,197
2041	Ashland SD 5	Region F	164.33	3.33	7.00	174.67	56266	2.67	10.34	1.33	14.34	27,211	27.33	20,543	18.54%	9,882	111,732	88,094
2051	Ashwood SD 8	Region H	1.00	0.00	0.00	1.00	322	0.00	0.00	0.00	0.00	0	0.00	0	0.00%	0	20,000	449
1933	Astoria SD 1	Region A	103.33	2.00	4.00	109.33	35220	0.67	3.55	1.00	5.22	9,904	11.00	8,267	17.53%	9,344	61,438	57,325
2208	Athena-Weston SD 29RJ	Region J	35.67	0.00	3.00	38.67	12456	1.33	1.52	0.00	2.85	5,414	3.67	2,756	17.03%	9,077	29,230	18,146
1894	Baker SD 5J	Region J	156.67	4.00	8.00	168.67	54333	2.67	8.63	2.67	13.96	26,504	18.33	13,779	9.75%	5,197	97,836	79,290
1969	Bandon SD 54	Region D	39.67	0.00	3.33	43.00	13852	1.33	3.13	0.00	4.46	8,463	9.00	6,764	23.98%	12,781	41,142	32,319
2240	Banks SD 13	Region A	56.33	1.00	3.00	60.33	19435	0.67	2.28	0.33	3.28	6,231	6.00	4,509	11.90%	6,342	35,849	18,921
2243	Beaverton SD 48J	Region A	2,291.00	50.67	56.67	2398.33	772578	14.00	92.55	19.33	125.88	238,951	230.00	172,860	38.81%	20,688	1,180,362	978,788
1976	Bend-LaPine Administrative S	Region H	893.33	23.67	32.33	949.33	305810	9.67	28.90	10.33	48.90	92,812	81.00	60,877	11.22%	5,980	455,883	422,680
2088	Bethel SD 52	Region C	280.00	7.00	11.33	298.33	96102	2.00	15.76	1.00	18.76	35,606	34.00	25,553	23.56%	12,560	166,396	231,166
2095	Blachly SD 90	Region C	21.00	0.33	1.00	22.33	7194	0.00	1.48	0.33	1.82	3,450	2.33	1,754	9.78%	5,211	20,000	4,284
2052	Black Butte SD 41	Region H	3.33	0.00	0.00	3.33	1074	0.00	0.00	0.00	0.00	0	1.67	1,253	8.82%	4,703	20,000	820
1974	Brookings-Harbor SD 17C	Region D	84.67	3.00	3.00	90.67	29207	0.33	5.85	1.33	7.52	14,270	15.00	11,273	33.41%	17,809	71,054	55,986
1896	Burnt River SD 30J	Region J	6.00	0.00	1.00	7.00	2255	0.00	0.38	0.00	0.38	719	1.00	752	26.32%	14,027	20,000	885
2046	Butte Falls SD 91	Region F	13.00	0.00	1.00	14.00	4510	0.00	0.56	0.00	0.56	1,057	2.00	1,503	16.60%	8,846	20,000	7,036
1995	Camas Valley SD 21J	Region E	18.67	0.33	0.00	19.00	6120	0.00	1.65	0.33	1.99	3,771	3.00	2,255	14.29%	7,615	20,000	7,628
1929	Canby SD 86	Region B	253.00	4.00	8.33	265.33	85472	0.67	8.04	0.33	9.04	17,167	35.00	26,305	26.20%	13,968	139,995	131,286
2139	Cascade SD 5	Region D	124.00	3.00	5.00	132.00	42521	0.67	6.86	1.00	8.53	16,185	15.00	11,273	19.67%	10,485	78,945	68,309
2185	Centennial SD 28J	Region B	316.67	4.67	10.00	331.33	106733	3.33	13.07	2.00	18.40	34,933	30.67	23,048	49.02%	26,129	186,924	320,400
1972	Central Curry SD 1	Region D	29.33	0.00	2.00	31.33	10093	0.00	1.73	0.00	1.73	3,282	6.33	4,760	22.50%	11,994	29,718	17,092
2105	Central Linn SD 552	Region C	40.33	0.67	2.00	43.00	13852	0.00	2.42	0.67	3.09	5,864	7.00	5,261	15.86%	8,456	31,559	20,819
2042	Central Point SD 6	Region F	216.67	1.33	10.00	228.00	73446	1.00	10.38	0.67	12.05	22,876	22.00	16,534	17.42%	9,286	119,491	151,720
2191	Central SD 13J	Region D	156.00	3.00	5.33	164.33	52937	1.67	9.24	0.67	11.58	21,978	17.67	13,278	46.00%	24,522	110,403	109,961
1945	Clatskanie SD 6J	Region A	35.33	0.67	2.00	38.00	12241	0.67	2.12	0.67	3.45	6,549	4.67	3,507	17.56%	9,358	31,073	25,552
1927	Colton SD 53	Region B	36.00	0.00	2.33	38.33	12348	1.33	1.43	0.00	2.76	5,248	4.00	3,006	1.49%	792	20,228	13,891
2006	Condon SD 25J	Region I	11.33	0.00	1.00	12.33	3973	0.67	1.00	0.00	1.66	3,158	1.00	752	10.40%	5,544	20,000	2,333
1965	Coos Bay SD 9	Region D	156.33	3.33	5.67	165.33	53259	0.00	10.61	2.00	12.61	23,929	22.00	16,534	11.85%	6,316	98,023	170,689
1964	Coquille SD 8	Region D	50.33	2.33	4.00	56.67	18254	0.00	3.86	1.33	5.19	9,852	6.67	5,010	22.70%	12,101	44,279	38,409
2186	Corbett SD 39	Region B	56.33	0.00	3.00	59.33	19113	0.00	4.30	0.00	4.30	8,168	9.67	7,265	13.61%	7,255	40,937	12,401
1901	Corvallis SD 509J	Region C	362.00	5.33	14.33	381.67	122947	3.33	18.88	2.67	24.88	47,233	47.00	35,324	20.01%	10,668	211,748	172,338
2216	Cove SD 15	Region J	19.33	0.00	1.67	21.00	6765	0.00	0.71	0.00	0.71	1,356	2.33	1,754	10.11%	5,388	20,000	7,562
2086	Creswell SD 40	Region C	59.67	1.00	3.00	63.67	20509	0.67	2.99	1.00	4.66	8,836	6.33	4,760	10.89%	5,805	39,325	41,543
1970	Crook County SD	Region H	156.00	5.00	6.00	167.00	53796	1.67	10.66	1.67	14.00	26,571	28.00	21,044	18.95%	10,102	109,007	113,965
2089	Crow-Applegate-Lorane SD 66	Region C	20.33	0.00	1.00	21.33	6872	0.67	1.60	0.00	2.27	4,309	2.00	1,503	17.33%	9,239	21,466	12,947
2050	Culver SD 4	Region H	40.00	0.00	2.67	42.67	13744	0.00	3.32	0.00	3.32	6,298	5.33	4,008	34.72%	18,509	42,215	24,822
2190	Dallas SD 2	Region D	163.67	2.67	8.00	174.33	56158	2.67	9.57	1.67	13.91	26,399	19.67	14,781	19.37%	10,325	105,443	111,067
2187	David Douglas SD 40	Region B	544.33	10.00	15.00	569.33	183400	3.67	23.97	2.33	29.97	56,890	89.67	67,390	52.19%	27,821	328,614	483,275
2253	Dayton SD 8	Region D	54.33	2.33	2.00	58.67	18898	0.00	4.38	1.33	5.71	10,843	7.33	5,511	34.42%	18,345	53,418	25,324
2011	Dayville SD 16J	Region G	6.00	0.00	1.00	7.00	2255	0.00	0.55	0.00	0.55	1,046	0.67	501	8.51%	4,537	20,000	2,644
2017	Diamond SD 7	Region G	2.00	0.00	0.00	2.00	644	0.00	0.07	0.00	0.07	127	0.00	0	0.00%	0	20,000	748
2021	Double O SD 28	Region G	1.00	0.00	0.00	1.00	322	0.00	0.00	0.00	0.00	6	0.00	0	0.00%	0	20,000	150
1993	Douglas County SD 15	Region E	13.33	0.00	0.00	13.33	4295	0.00	1.15	0.00	1.15	2,191	2.00	1,503	19.77%	10,538	20,000	4,038

ID	District	Region	Total Educator Allocation (50%)					New Educator to Profession Allocation (25%)					Teacher T/O Allocation (15%)		Diversity Gap Allocation (10%)		Total Formula Allocation w/Minimum Floor	Total Title IIA Annual Allocation
			Teachers	Asst Principals	Principals	Total	Allocation	Principals New	Teachers New	Asst Principal New	Total	Allocation	Teacher T/O	Allocation	Diversity Gap Teacher to Student	Allocation		
1991	Douglas County SD 4 (Rosebud)	Region E	306.67	6.00	12.33	325.00	104693	2.67	16.16	2.00	20.83	39,539	48.33	36,326	13.11%	6,988	183,703	250,227
2019	Drewsey SD 13	Region G	1.00	0.00	0.00	1.00	322	0.00	0.00	0.00	0.00	0	0.33	251	0.00%	0	20,000	616
2229	Dufur SD 29	Region I	18.67	0.00	1.00	19.67	6335	0.00	1.18	0.00	1.18	2,247	2.00	1,503	6.17%	3,288	20,000	8,519
2043	Eagle Point SD 9	Region F	186.33	3.00	8.00	197.33	63567	2.33	16.04	1.33	19.71	37,414	39.00	29,311	22.82%	12,163	139,643	178,859
2203	Echo SD 5	Region J	20.33	0.00	1.00	21.33	6872	0.33	1.82	0.00	2.15	4,080	2.67	2,004	12.63%	6,731	20,000	10,512
2217	Elgin SD 23	Region J	26.00	0.00	1.67	27.67	8912	1.00	2.64	0.00	3.64	6,906	5.00	3,758	1.16%	617	20,000	11,391
1998	Elkton SD 34	Region E	19.33	0.00	1.00	20.33	6550	0.33	1.64	0.00	1.98	3,754	8.00	6,013	7.66%	4,085	20,000	6,515
2221	Enterprise SD 21	Region G	25.67	0.00	2.00	27.67	8912	0.67	1.54	0.00	2.20	4,182	1.67	1,253	7.92%	4,222	20,000	14,101
1930	Estacada SD 108	Region B	100.33	1.33	6.00	107.67	34683	3.33	7.87	1.33	12.54	23,795	20.67	15,532	14.64%	7,806	80,522	65,312
2082	Eugene SD 4J	Region C	856.33	17.33	37.67	911.33	293569	11.33	41.78	7.33	60.45	114,736	85.67	64,384	17.08%	9,105	472,564	537,890
2193	Falls City SD 57	Region D	14.00	0.00	0.67	14.67	4725	0.67	1.52	0.00	2.19	4,149	2.00	1,503	7.16%	3,817	20,000	8,304
2084	Fern Ridge SD 28J	Region C	71.67	1.00	4.00	76.67	24697	1.33	2.26	0.00	3.60	6,825	7.67	5,762	5.95%	3,173	39,036	68,119
2241	Forest Grove SD 15	Region A	304.33	5.00	11.00	320.33	103189	1.67	15.57	1.00	18.24	34,625	33.33	25,052	33.63%	17,926	177,028	203,522
2248	Fossil SD 21J	Region I	19.33	0.00	2.33	21.67	6980	0.00	0.57	0.00	0.57	1,085	1.67	1,253	13.07%	6,968	20,000	5,079
2020	Frenchglen SD 16	Region G	10.67	0.00	0.67	11.33	3651	0.67	1.01	0.00	1.67	3,175	1.33	1,002	12.65%	6,742	20,000	4,73
2245	Gaston SD 511J	Region A	45.00	0.00	2.00	47.00	15140	1.00	4.49	0.00	5.49	10,421	17.67	13,278	15.61%	8,320	46,183	12,414
2137	Gervais SD 1	Region D	60.33	1.33	3.00	64.67	20831	1.00	2.71	1.33	5.04	9,576	9.67	7,265	57.69%	30,749	66,652	45,749
1931	Gladstone SD 115	Region B	107.33	3.00	3.00	113.33	36508	1.00	7.27	0.33	8.61	16,333	15.33	11,524	22.87%	12,191	75,067	40,956
2000	Glendale SD 77	Region E	16.33	0.00	1.00	17.33	5584	1.00	1.82	0.00	2.82	5,357	5.00	3,758	13.11%	6,987	21,234	16,243
1992	Glide SD 12	Region E	37.67	0.67	2.00	40.33	12993	0.67	1.81	0.67	3.14	5,968	4.67	3,507	11.29%	6,017	28,195	33,163
2054	Grants Pass SD 7	Region F	289.33	5.67	9.33	304.33	98035	2.33	14.30	1.33	17.97	34,110	19.00	14,280	16.25%	8,661	151,892	288,371
2100	Greater Albany Public SD 8J	Region C	490.00	9.00	19.33	518.33	166971	3.00	29.20	4.33	36.53	69,349	59.67	44,843	22.11%	11,787	287,091	331,259
2183	Gresham-Barlow SD 10J	Region B	567.67	11.67	22.00	601.33	193708	3.33	32.19	2.00	37.52	71,225	69.67	52,359	32.75%	17,456	327,988	396,849
2014	Harney County SD 3 (Burns)	Region G	56.67	0.67	4.33	61.67	19865	2.67	4.66	0.67	8.00	15,182	13.33	10,021	13.26%	7,069	51,106	33,013
2015	Harney County Union High SD	Region G	4.67	0.00	0.00	4.67	1503	0.00	0.38	0.00	0.38	719	0.67	501	0.00%	0	20,000	2,513
2023	Harney Cty SD 4 (Crane, Suntu)	Region G	6.33	0.00	0.00	6.33	2040	0.00	0.22	0.00	0.22	415	0.67	501	11.11%	5,923	20,000	2,160
2114	Harper SD 66	Region G	10.67	0.00	1.00	11.67	3758	0.00	0.52	0.00	0.52	985	0.67	501	7.42%	3,957	20,000	2,441
2099	Harrisburg SD 7J	Region C	81.00	0.00	3.00	84.00	27059	1.00	6.39	0.00	7.39	14,029	18.33	13,779	6.21%	3,310	57,528	33,138
2201	Helix SD 1	Region J	18.00	0.00	1.00	19.00	6120	0.00	1.81	0.00	1.81	3,437	1.67	1,253	9.88%	5,266	20,000	2,991
2206	Hermiston SD 8	Region J	284.33	4.00	8.00	296.33	95458	2.33	22.13	2.33	26.79	50,856	38.67	29,061	48.34%	25,768	197,032	203,437
2239	Hillsboro SD 1J	Region A	1,007.67	13.33	34.33	1055.33	339956	10.67	51.11	5.67	67.44	128,021	144.00	108,225	40.76%	21,725	585,530	592,286
2024	Hood River County SD	Region I	229.67	4.00	8.33	242.00	77956	2.67	7.22	0.67	10.56	20,041	26.00	19,541	42.76%	22,795	137,698	113,035
1895	Huntington SD 16J	Region G	8.67	0.00	0.33	9.00	2899	0.33	0.44	0.00	0.77	1,468	2.00	1,503	20.65%	11,009	20,000	2,985
2215	Imbler SD 11	Region J	21.00	0.00	1.33	22.33	7194	0.33	0.00	0.00	0.33	633	0.67	501	10.00%	5,330	20,000	4,565
3997	Ione SD R2	Region J	15.67	0.00	1.00	16.67	5369	0.33	1.00	0.00	1.34	2,536	2.33	1,754	28.19%	15,029	24,168	2,022
2053	Jefferson County SD 509J	Region H	164.00	5.00	7.00	176.00	56695	1.67	12.63	0.33	14.63	27,775	27.67	20,793	58.79%	31,337	133,805	141,218
2140	Jefferson SD 14J	Region D	49.33	0.67	3.33	53.33	17180	1.67	3.29	0.33	5.29	10,039	8.67	6,514	25.14%	13,398	46,196	41,328
1934	Jewell SD 8	Region A	15.67	0.00	1.00	16.67	5369	0.00	1.09	0.00	1.09	2,070	2.67	2,004	18.90%	10,076	20,000	6,318
2008	John Day SD 3	Region G	40.33	0.00	2.00	42.33	13637	0.67	2.71	0.00	3.38	6,418	5.33	4,008	6.44%	3,434	27,100	25,642
2107	Jordan Valley SD 3	Region G	7.00	0.00	1.00	8.00	2577	0.67	0.85	0.00	1.52	2,881	1.67	1,253	5.08%	2,710	20,000	2,267
2219	Joseph SD 6	Region G	20.33	0.00	1.00	21.33	6872	0.00	0.28	0.00	0.28	526	1.67	1,253	7.47%	3,984	20,000	7,718
2091	Junction City SD 69	Region C	87.00	1.67	4.00	92.67	29851	0.67	4.70	1.00	6.37	12,090	14.67	11,023	13.99%	7,455	59,213	64,948
2109	Juntura SD 12	Region G	1.00	0.00	0.33	1.33	430	0.33	0.21	0.00	0.55	1,037	0.00	0	0.00%	0	20,000	909
2057	Klamath County SD	Region F	341.00	13.00	18.00	372.00	119833	4.67	21.90	6.33	32.90	62,441	44.67	33,570	23.10%	12,312	223,398	230,932
2056	Klamath Falls Schools	Region F	169.33	2.33	9.00	180.67	58198	2.33	14.36	1.67	18.36	34,859	33.67	25,303	29.12%	15,523	131,083	190,273
2262	Knappa SD 4	Region A	31.33	0.00	2.33	33.67	10845	1.00	3.07	0.00	4.07	7,731	6.00	4,509	3.50%	1,864	23,307	13,622
2212	La Grande SD 1	Region J	118.00	2.00	5.00	125.00	40266	0.67	9.52	0.67	10.85	20,594	13.00	9,770	13.51%	7,199	76,345	92,080
2059	Lake County SD 7	Region G	49.00	0.67	2.00	51.67	16643	1.33	5.84	0.33	7.51	14,254	9.33	7,015	18.88%	10,063	47,523	111,698
1923	Lake Oswego SD 7J	Region B	366.67	6.67	10.00	383.33	123484	2.67	13.32	2.67	18.66	35,414	44.00	33,069	18.62%	9,925	197,633	26,294
2101	Lebanon Community SD 9	Region C	218.67	4.67	9.33	232.67	74949	1.67	16.62	2.67	20.95	39,764	42.00	31,566	14.08%	7,503	150,660	165,092
2097	Lincoln County SD	Region C	300.00	8.00	14.00	322.00	103726	3.67	29.70	5.67	39.03	74,092	59.33	44,593	27.76%	14,796	232,285	235,171
2012	Long Creek SD 17	Region G	5.00	0.00	0.00	5.00	1611	0.00	0.00	0.00	0.00	0	1.00	752	46.88%	24,986	26,765	1,214

ID	District	Region	Total Educator Allocation (50%)					New Educator to Profession Allocation (25%)					Teacher T/O Allocation (15%)		Diversity Gap Allocation (10%)		Total Formula Allocation w/Minimum Floor	Total Title IIA Annual Allocation
			Teachers	Asst Principals	Principals	Total	Allocation	Principals New	Teachers New	Asst Principal New	Total	Allocation	Teacher T/O	Allocation	Diversity Gap Teacher to Student	Allocation		
2092	Lowell SD 71	Region C	32.33	1.67	3.67	37.67	12134	1.67	3.34	1.00	6.00	11,398	5.33	4,008	7.28%	3,883	30,916	10,386
2112	Malheur County SD 51 (McDer)	Region G	0.00	0.00	0.00	0.00	0	0.00	0.00	0.00	0.00	0	0.00	0	0.00%	0	20,000	9,537
2085	Mapleton SD 32	Region C	13.33	0.00	2.00	15.33	4939	0.00	1.72	0.00	1.72	3,271	3.67	2,756	15.39%	8,205	20,000	7,436
2094	Marcola SD 79J	Region C	14.67	0.00	1.00	15.67	5047	0.00	1.16	0.00	1.16	2,208	1.00	752	15.88%	8,467	20,000	598
2090	McKenzie SD 68	Region C	16.33	0.00	1.00	17.33	5584	0.33	1.54	0.00	1.88	3,560	4.33	3,257	12.12%	6,462	20,248	10,452
2256	McMinnville SD 40	Region D	370.00	5.00	9.33	384.33	123806	3.00	15.79	1.33	20.12	38,192	38.00	28,559	30.46%	16,235	202,490	208,028
2048	Medford SD 549C	Region F	690.67	9.33	24.67	724.67	233438	6.00	47.79	5.33	59.12	112,221	89.00	66,889	30.41%	16,207	420,065	558,167
2205	Milton-Freewater Unified SD	Region J	97.67	2.33	4.67	104.67	33716	2.00	5.89	0.33	8.23	15,613	17.00	12,777	44.67%	23,811	84,267	109,719
2249	Mitchell SD 55	Region I	21.33	0.00	2.00	23.33	7516	1.67	0.69	0.00	2.35	4,464	6.67	5,010	27.25%	14,525	30,856	1,795
1925	Molalla River SD 35	Region B	141.67	1.67	8.00	151.33	48749	2.00	11.50	1.33	14.83	28,159	24.33	18,288	20.09%	10,707	103,794	73,416
1898	Monroe SD 1J	Region C	29.33	0.00	2.00	31.33	10093	0.33	2.14	0.00	2.48	4,700	9.67	7,265	19.80%	10,553	31,933	22,214
2010	Monument SD 8	Region G	4.33	0.00	1.00	5.33	1718	0.00	0.07	0.00	0.07	127	0.67	501	21.28%	11,341	20,000	2,136
2147	Morrow SD 1	Region J	129.00	3.00	7.33	139.33	44884	2.33	8.96	2.67	13.96	26,497	21.00	15,783	54.35%	28,973	113,930	75,202
2145	Mt Angel SD 91	Region D	45.67	0.00	3.00	48.67	15677	0.67	3.41	0.00	4.07	7,729	4.33	3,257	44.60%	23,773	49,596	17,146
1968	Myrtle Point SD 41	Region D	35.33	0.00	1.33	36.67	11811	0.67	3.06	0.00	3.73	7,082	6.33	4,760	22.93%	12,223	35,370	28,759
2198	Neah-Kah-Nie SD 56	Region A	48.33	0.00	4.00	52.33	16858	0.67	1.89	0.00	2.56	4,852	9.00	6,764	7.34%	3,911	30,325	34,078
2199	Nestucca Valley SD 101J	Region A	27.00	0.00	1.67	28.67	9234	0.33	2.36	0.00	2.69	5,115	7.33	5,511	26.30%	14,017	33,171	21,436
2254	Newberg SD 29J	Region D	276.33	6.00	9.00	291.33	93848	1.67	11.74	3.00	16.41	31,144	31.00	23,299	19.04%	10,152	154,399	138,704
1966	North Bend SD 13	Region D	176.33	2.00	9.33	187.67	60453	3.33	11.25	0.67	15.25	28,943	30.33	22,797	21.39%	11,401	121,123	80,557
1924	North Clackamas SD 12	Region B	844.33	13.67	28.00	886.00	285408	3.00	37.36	5.00	45.36	86,099	95.00	71,399	26.94%	14,363	447,837	418,825
1996	North Douglas SD 22	Region E	22.00	0.00	2.00	24.00	7731	0.00	1.43	0.00	1.43	2,706	1.67	1,253	11.84%	6,311	20,000	16,183
2061	North Lake SD 14	Region G	18.00	0.00	2.00	20.00	6443	0.00	1.21	0.00	1.21	2,302	3.00	2,253	19.81%	10,560	20,000	10,936
2141	North Marion SD 15	Region D	104.00	3.00	2.67	109.67	35327	1.00	6.22	1.67	8.89	16,866	15.00	11,273	51.48%	27,439	89,015	55,207
2214	North Powder SD 8J	Region J	23.33	0.00	1.00	24.33	7839	1.00	2.12	0.00	3.12	5,916	3.67	2,756	14.54%	7,750	23,755	8,663
2143	North Santiam SD 29J	Region D	127.33	3.00	5.00	135.33	43595	0.67	10.73	1.00	12.40	23,529	27.33	20,543	21.91%	11,682	97,327	74,656
4131	North Wasco County SD 21	Region I	169.33	3.00	6.00	178.33	57447	0.67	13.13	1.00	14.79	28,083	41.00	30,814	42.28%	22,535	136,009	129,478
2110	Nyssa SD 26	Region G	69.00	3.00	3.00	75.00	24160	0.33	4.80	1.67	6.80	12,911	7.33	5,511	53.77%	28,660	70,485	49,573
1990	Oakland SD 1	Region E	34.00	0.33	2.67	37.00	11919	0.33	3.03	0.00	3.36	6,377	5.67	4,259	12.97%	6,916	28,860	13,832
2093	Oakridge SD 76	Region C	34.33	0.00	2.00	36.33	11704	1.00	2.76	0.00	3.76	7,139	6.00	4,509	7.17%	3,823	25,731	31,984
2108	Ontario SD 8C	Region G	124.67	4.33	6.67	135.67	43702	3.00	9.42	3.67	16.09	30,541	25.33	19,040	54.56%	29,083	120,172	152,473
1928	Oregon City SD 62	Region B	420.33	8.00	13.33	441.67	142275	3.33	22.59	3.00	28.93	54,911	53.33	40,084	15.26%	8,136	240,204	186,643
1926	Oregon Trail SD 46	Region B	190.67	3.67	8.67	203.00	65393	1.33	11.27	1.67	14.27	27,078	29.00	21,795	18.67%	9,954	121,800	100,289
2060	Paisley SD 11	Region G	11.00	0.00	1.00	12.00	3866	0.00	1.53	0.00	1.53	2,900	1.33	1,002	11.49%	6,123	20,000	2,267
2181	Parkrose SD 3	Region B	158.33	3.67	6.33	168.33	54225	2.33	9.95	2.00	14.28	27,113	26.67	20,042	54.75%	29,183	127,935	150,614
2207	Pendleton SD 16	Region J	162.33	2.67	8.33	173.33	55836	1.33	8.48	1.33	11.14	21,155	18.00	13,528	31.66%	16,874	105,030	115,005
2192	Perrydale SD 21	Region D	18.33	0.00	1.00	19.33	6228	0.67	1.10	0.00	1.77	3,352	1.67	1,253	11.08%	5,904	20,000	4,828
1900	Philomath SD 17J	Region C	97.00	2.00	5.00	104.00	33502	1.67	5.35	1.33	8.35	15,844	13.33	10,021	10.02%	5,340	63,365	34,339
2039	Phoenix-Talent SD 4	Region F	132.00	3.33	6.33	141.67	45635	2.00	6.69	1.67	10.36	19,661	24.33	18,288	31.84%	16,973	98,192	125,900
2202	Pilot Rock SD 2	Region J	20.67	0.00	2.00	22.67	7302	0.00	2.13	0.00	2.13	4,045	5.00	3,758	5.51%	2,935	20,000	11,116
2016	Pine Creek SD 5	Region G	1.00	0.00	0.00	1.00	322	0.00	0.00	0.00	0.00	0	0.00	0	0.00%	0	20,000	1,119
1897	Pine Eagle SD 61	Region J	17.67	0.00	2.00	19.67	6335	0.67	1.07	0.00	1.74	3,296	2.33	1,754	11.88%	6,333	20,000	6,240
2047	Pinehurst SD 94	Region F	2.33	0.00	0.00	2.33	752	0.00	0.23	0.00	0.23	443	0.67	501	18.75%	9,995	20,000	694
2081	Pleasant Hill SD 1	Region C	49.67	0.00	3.00	52.67	16966	0.33	2.23	0.00	2.57	4,872	6.33	4,760	4.58%	2,443	28,442	31,894
2062	Plush SD 18	Region G	1.00	0.00	0.00	1.00	322	0.00	0.00	0.00	0.00	0	0.00	0	0.00%	0	20,000	311
1973	Port Orford-Langlois SD 2CJ	Region D	18.00	0.67	1.33	20.00	6443	0.00	0.57	0.67	1.24	2,350	3.67	2,756	14.98%	7,984	20,000	29,059
2180	Portland SD 1J	Region B	2,882.67	79.67	91.00	3053.33	983573	26.33	186.95	38.33	251.62	477,620	396.33	297,871	24.00%	12,793	1,735,588	1,326,900
1967	Powers SD 31	Region D	13.33	0.00	1.00	14.33	4617	0.00	1.30	0.00	1.30	2,468	1.67	1,253	38.21%	20,368	28,099	6,629
2009	Prairie City SD 4	Region G	12.00	0.00	1.00	13.00	4188	0.33	0.90	0.00	1.24	2,348	2.33	1,754	0.00%	0	20,000	5,402
2045	Prospect SD 59	Region F	17.67	0.00	1.00	18.67	6013	0.33	1.11	0.00	1.44	2,736	3.33	2,505	10.09%	5,377	20,000	5,325
1946	Rainier SD 13	Region A	51.33	0.00	3.67	55.00	17717	0.67	4.28	0.00	4.95	9,395	9.00	6,764	13.56%	7,226	40,270	31,295
1977	Redmond SD 2J	Region H	399.33	7.00	13.67	420.00	135295	4.33	23.90	4.00	32.23	61,181	56.33	42,338	16.82%	8,964	242,726	304,754
2001	Reedsport SD 105	Region D	33.33	0.00	2.00	35.33	11382	0.33	2.69	0.00	3.02	5,730	7.67	5,762	3.10%	1,653	24,022	29,818
2182	Reynolds SD 7	Region B	615.67	15.00	19.33	650.00	209385	7.33	35.01	6.33	48.68	92,400	86.33	64,885	59.88%	31,917	390,509	538,244

ID	District	Region	Total Educator Allocation (50%)					New Educator to Profession Allocation (25%)					Teacher T/O Allocation (15%)		Diversity Gap Allocation (10%)		Total Formula Allocation w/Minimum Floor	Total Title IIA Annual Allocation
			Teachers	Asst Principals	Principals	Total	Allocation	Principals New	Teachers New	Asst Principal New	Total	Allocation	Teacher T/O	Allocation	Diversity Gap Teacher to Student	Allocation		
1999	Riddle SD 70	Region E	28.33	0.00	2.00	30.33	9771	0.00	1.99	0.00	1.99	3,769	3.00	2,255	14.11%	7,520	22,898	17,344
2188	Riverdale SD 51J	Region B	38.67	0.00	2.00	40.67	13100	0.00	0.99	0.00	0.99	1,882	7.33	5,511	12.55%	6,692	26,620	6,437
2044	Rogue River SD 35	Region F	62.00	1.00	2.33	65.33	21046	2.00	18.00	1.00	21.00	39,862	15.33	11,524	11.90%	6,344	77,155	57,788
2142	Salem-Keizer SD 24J	Region D	2,113.00	42.33	65.33	2220.67	715346	13.33	265.33	18.00	296.67	563,127	260.67	195,908	40.57%	21,623	1,465,266	1,485,760
2104	Santiam Canyon SD 129J	Region C	182.00	4.33	3.33	189.67	61098	1.33	10.00	3.00	14.33	27,207	19.00	14,280	16.86%	8,988	109,526	19,425
1944	Scappoose SD 1J	Region A	124.67	2.00	6.67	133.33	42951	3.00	19.67	1.67	24.33	46,189	22.67	17,035	14.56%	7,759	111,654	47,572
2103	Scio SD 95	Region C	60.33	0.00	3.00	63.33	20402	1.67	7.00	0.00	8.67	16,451	43.67	32,818	10.09%	5,378	73,506	17,206
1935	Seaside SD 10	Region A	86.00	2.00	4.33	92.33	29743	2.33	3.67	1.67	7.67	14,553	7.00	5,261	30.18%	16,090	64,240	59,079
2257	Sheridan SD 48J	Region D	66.67	0.67	4.00	71.33	22979	1.33	17.33	0.67	19.33	36,698	13.00	9,770	22.58%	12,035	79,858	33,275
2195	Sherman County SD	Region I	29.00	0.00	1.00	30.00	9664	0.33	4.00	0.00	4.33	8,225	16.00	12,025	18.33%	9,769	38,861	7,760
2244	Sherwood SD 88J	Region A	252.67	4.33	8.00	265.00	85365	2.00	21.00	2.33	25.33	48,087	21.33	16,033	14.63%	7,800	154,267	93,200
2138	Silver Falls SD 4J	Region D	215.00	3.00	11.33	229.33	73875	3.33	30.67	1.00	35.00	66,436	36.33	27,307	15.14%	8,069	171,996	85,938
1978	Sisters SD 6	Region H	59.00	1.00	3.00	63.00	20294	0.67	1.67	0.33	2.67	5,062	6.33	4,760	13.43%	7,161	36,505	28,650
2096	Siuslaw SD 97J	Region C	74.33	2.00	3.00	79.33	25556	1.00	6.67	1.67	9.33	17,716	7.33	5,511	16.09%	8,579	56,241	85,651
2022	South Harney SD 33	Region G	2.00	0.00	0.00	2.00	644	0.00	0.00	0.00	0.00	0	0.33	251	14.29%	7,615	20,000	491
2087	South Lane SD 45J3	Region C	165.33	4.67	9.33	179.33	57769	3.33	31.67	3.33	38.33	72,764	19.67	14,781	7.53%	4,016	146,292	107,802
1994	South Umpqua SD 19	Region E	80.00	0.67	5.33	86.00	27703	1.67	14.67	0.33	16.67	31,636	16.67	12,526	17.33%	9,237	79,448	91,609
2225	South Wasco County SD 1	Region I	16.67	0.00	1.00	17.67	5691	0.67	0.33	0.00	1.00	1,898	1.00	752	24.90%	13,271	21,156	9,142
2247	Spray SD 1	Region I	7.67	0.00	1.00	8.67	2792	0.00	0.67	0.00	0.67	1,265	1.33	1,002	19.61%	10,452	20,000	1,621
2083	Springfield SD 19	Region C	538.33	8.67	23.33	570.33	183722	5.33	66.00	3.67	75.00	142,364	69.00	51,858	21.40%	11,408	381,384	458,128
1948	St Helens SD 502	Region A	160.33	3.67	5.33	169.33	54548	1.67	13.00	0.67	15.33	29,105	18.67	14,029	14.53%	7,744	103,038	99,664
2144	St Paul SD 45	Region D	21.67	0.00	2.00	23.67	7624	0.67	0.67	0.00	1.33	2,531	2.33	1,754	34.02%	18,136	29,411	6,503
2209	Stanfield SD 61	Region J	28.67	0.67	2.00	31.33	10093	0.33	5.67	0.67	6.67	12,655	5.00	3,758	41.25%	21,990	47,661	12,396
2018	Suntex SD 10	Region G	1.67	0.00	0.00	1.67	537	0.00	0.33	0.00	0.33	633	0.33	251	7.69%	4,100	20,000	461
2003	Sutherlin SD 130	Region E	76.33	1.00	4.00	81.33	26200	0.67	4.67	0.00	5.33	10,124	9.00	6,764	9.03%	4,813	45,134	56,860
2102	Sweet Home SD 55	Region C	124.33	2.67	7.33	134.33	43273	2.67	21.33	0.67	24.67	46,822	29.33	22,046	4.41%	2,353	112,485	85,534
2055	Three Rivers/Josephine Cty SD	Region F	230.33	7.33	15.00	252.67	81392	6.00	25.67	3.33	35.00	66,436	30.00	22,547	16.96%	9,038	175,740	304,268
2242	Tigard-Tualatin SD 23J	Region A	698.33	8.00	16.00	722.33	232686	3.67	62.00	3.67	69.33	131,607	92.33	69,395	31.09%	16,573	441,003	319,279
2197	Tillamook SD 9	Region A	115.00	1.00	7.00	123.00	39622	1.67	19.67	1.00	22.33	42,393	20.33	15,282	25.79%	13,750	108,422	72,863
2222	Troy SD 54	Region G	1.00	0.00	0.00	1.00	322	0.00	0.00	0.00	0.00	0	0.00	0	33.33%	17,768	20,000	12
2210	Ukiah SD 80R	Region J	5.67	0.00	1.00	6.67	2148	0.67	0.67	0.00	1.33	2,531	0.33	251	22.58%	12,036	20,000	1,837
2204	Umatilla SD 6R	Region J	75.33	1.33	3.00	79.67	25663	1.33	20.00	0.67	22.00	41,760	13.67	10,271	61.68%	32,879	108,570	49,196
2213	Union SD 5	Region J	20.67	0.00	1.33	22.00	7087	0.33	2.00	0.00	2.33	4,429	1.67	1,253	8.13%	4,335	20,000	11,762
2116	Vale SD 84	Region G	54.67	0.33	3.33	58.33	18791	1.33	4.00	0.33	5.67	10,756	5.00	3,758	24.66%	13,144	45,484	42,340
1947	Vernonia SD 47J	Region A	31.33	0.67	2.00	34.00	10952	0.00	3.33	0.67	4.00	7,593	6.33	4,760	1.17%	623	23,806	19,378
2220	Wallowa SD 12	Region G	19.00	0.00	1.00	20.00	6443	1.00	3.00	0.00	4.00	7,593	3.33	2,505	9.25%	4,930	21,026	11,385
1936	Warrenton-Hammond SD 30	Region A	60.33	2.67	2.33	65.33	21046	0.00	8.67	1.00	9.67	18,349	15.33	11,524	17.79%	9,483	59,168	33,449
1922	West Linn-Wilsonville SD 3J	Region B	508.33	9.00	16.33	533.67	171911	3.33	34.00	4.33	41.67	79,091	52.00	39,081	13.71%	7,311	291,293	137,284
2255	Willamina SD 30J	Region D	49.67	0.00	2.00	51.67	16643	0.67	15.33	0.00	16.00	30,371	8.00	6,013	33.48%	17,849	69,835	29,171
2002	Winston-Dillard SD 116	Region E	72.67	2.00	4.00	78.67	25341	2.00	10.67	0.67	13.33	25,309	13.33	10,021	9.73%	5,186	64,501	72,224
2146	Woodburn SD 103	Region D	296.67	5.33	13.00	315.00	101471	2.33	47.33	3.67	53.33	101,236	53.33	40,084	54.17%	28,875	266,225	319,622
2251	Yamhill Carlton SD 1	Region D	56.00	1.33	3.00	60.33	19435	1.33	9.33	0.67	11.33	21,513	11.33	8,518	6.62%	3,528	51,593	19,125
1997	Yoncalla SD 32	Region E	18.67	0.00	1.00	19.67	6335	0.33	2.00	0.00	2.33	4,429	4.67	3,507	27.97%	14,907	28,567	17,242
			30,518	587	1,180	32,285	#####	308	2,168	263	2,739	5,200,000	4,151	3,120,000	39	2,080,000	20,800,000	18,870,315

**Educator Advancement Council - Fiscal Model Work Group - DRAFT SCENARIO FOR DISCUSSION February 27, 2019**  
**Formula Funding: \$20,800,000**

District	Region	Total Formula Allocation w/Minimum Floor	Total Educators 2017-18	Formula Allocation Per Educator	Formula & Title II Allocation Per Educator
Astoria SD 1	Region A	61,438	109		
Banks SD 13	Region A	35,849	61		
Beaverton SD 48J	Region A	1,180,362	2,411		
Clatskanie SD 6J	Region A	31,073	39		
Forest Grove SD 15	Region A	177,028	329		
Gaston SD 51J	Region A	46,183	35		
Hillsboro SD 1J	Region A	585,530	1,072		
Jewell SD 8	Region A	20,000	18		
Knappa SD 4	Region A	23,307	36		
Neah-Kah-Nie SD 56	Region A	30,325	54		
Nestucca Valley SD 101J	Region A	33,171	25		
Rainier SD 13	Region A	40,270	57		
Scappoose SD 1J	Region A	111,654	136		
Seaside SD 10	Region A	64,240	97		
Sherwood SD 88J	Region A	154,267	271		
St Helens SD 502	Region A	103,038	168		
Tigard-Tualatin SD 23J	Region A	441,003	716		
Tillamook SD 9	Region A	108,422	125		
Vernonia SD 47J	Region A	23,806	35		
Warrenton-Hammond SD 30	Region A	59,168	68		
<b>TOTAL REGION A</b>		<b>3,330,134</b>	<b>5,862</b>	<b>568.09</b>	<b>1,035.51</b>
Canby SD 86	Region B	139,995	268		
Centennial SD 28J	Region B	186,924	333		
Colton SD 53	Region B	20,228	38		
Corbett SD 39	Region B	40,937	58		
David Douglas SD 40	Region B	328,614	562		
Estacada SD 108	Region B	80,522	112		
Gladstone SD 115	Region B	75,067	112		
Gresham-Barlow SD 10J	Region B	327,988	604		
Lake Oswego SD 7J	Region B	197,633	394		
Molalla River SD 35	Region B	103,794	153		

North Clackamas SD 12	Region B	447,837	899		
Oregon City SD 62	Region B	240,204	440		
Oregon Trail SD 46	Region B	121,800	203		
Parkrose SD 3	Region B	127,935	169		
Portland SD 1J	Region B	1,735,588	3,055		
Reynolds SD 7	Region B	390,509	627		
Riverdale SD 51J	Region B	26,620	48		
West Linn-Wilsonville SD 3J	Region B	291,293	556		
<b>TOTAL REGION B</b>		<b>4,883,488</b>	<b>8,631</b>	<b>565.81</b>	<b>1,078.99</b>
Alsea SD 7J	Region C	20,000	18		
Bethel SD 52	Region C	166,396	294		
Blachly SD 90	Region C	20,000	23		
Central Linn SD 552	Region C	31,559	43		
Corvallis SD 509J	Region C	211,748	392		
Creswell SD 40	Region C	39,325	65		
Crow-Applegate-Lorane SD 66	Region C	21,466	24		
Eugene SD 4J	Region C	472,564	922		
Fern Ridge SD 28J	Region C	39,036	77		
Greater Albany Public SD 8J	Region C	287,091	531		
Harrisburg SD 7J	Region C	57,528	89		
Junction City SD 69	Region C	59,213	92		
Lebanon Community SD 9	Region C	150,660	235		
Lincoln County SD	Region C	232,285	342		
Lowell SD 71	Region C	30,916	45		
Mapleton SD 32	Region C	20,000	16		
Marcola SD 79J	Region C	20,000	17		
McKenzie SD 68	Region C	20,248	17		
Monroe SD 1J	Region C	31,933	30		
Oakridge SD 76	Region C	25,731	37		
Philomath SD 17J	Region C	63,365	107		
Pleasant Hill SD 1	Region C	28,442	56		
Santiam Canyon SD 129J	Region C	109,526	199		
Scio SD 95	Region C	73,506	75		
Siuslaw SD 97J	Region C	56,241	80		
South Lane SD 45J3	Region C	146,292	186		
Springfield SD 19	Region C	381,384	578		
Sweet Home SD 55	Region C	112,485	134		
<b>TOTAL REGION C</b>		<b>2,928,941</b>	<b>4,724</b>	<b>620.01</b>	<b>1,222.77</b>
Amity SD 4J	Region D	39,488	57		
Bandon SD 54	Region D	41,142	43		

Brookings-Harbor SD 17C	Region D	71,054	92		
Cascade SD 5	Region D	78,945	135		
Central Curry SD 1	Region D	29,718	31		
Central SD 13J	Region D	110,403	166		
Coos Bay SD 9	Region D	98,023	177		
Coquille SD 8	Region D	44,279	61		
Dallas SD 2	Region D	105,443	177		
Dayton SD 8	Region D	53,418	59		
Falls City SD 57	Region D	20,000	17		
Gervais SD 1	Region D	66,652	72		
Jefferson SD 14J	Region D	46,196	52		
McMinnville SD 40	Region D	202,490	383		
Mt Angel SD 91	Region D	49,596	48		
Myrtle Point SD 41	Region D	35,370	37		
Newberg SD 29J	Region D	154,939	290		
North Bend SD 13	Region D	121,123	191		
North Marion SD 15	Region D	89,015	111		
North Santiam SD 29J	Region D	97,327	136		
Perrydale SD 21	Region D	20,000	20		
Port Orford-Langlois SD 2CJ	Region D	20,000	20		
Powers SD 31	Region D	28,099	15		
Reedsport SD 105	Region D	24,022	38		
Salem-Keizer SD 24J	Region D	1,465,266	2,207		
Sheridan SD 48J	Region D	79,858	71		
Silver Falls SD 4J	Region D	171,996	231		
St Paul SD 45	Region D	29,411	23		
Willamina SD 30J	Region D	69,835	55		
Woodburn SD 103	Region D	266,225	316		
Yamhill Carlton SD 1	Region D	51,593	61		
<b>TOTAL REGION D</b>		<b>3,780,926</b>	<b>5,392</b>	<b>701.21</b>	<b>1,331.32</b>
Camas Valley SD 21J	Region E	20,000	17		
Douglas County SD 15	Region E	20,000	13		
Douglas County SD 4 (Rosebu	Region E	183,703	330		
Elkton SD 34	Region E	20,000	18		
Glendale SD 77	Region E	21,234	23		
Glide SD 12	Region E	28,195	43		
North Douglas SD 22	Region E	20,000	25		
Oakland SD 1	Region E	28,860	39		
Riddle SD 70	Region E	22,898	29		
South Umpqua SD 19	Region E	79,448	84		

Sutherlin SD 130	Region E	45,134	82		
Winston-Dillard SD 116	Region E	64,501	77		
Yoncalla SD 32	Region E	28,567	20		
<b>TOTAL REGION E</b>		<b>582,540</b>	<b>800</b>	<b>728.18</b>	<b>1,482.06</b>
Ashland SD 5	Region F	111,732	175		
Butte Falls SD 91	Region F	20,000	15		
Central Point SD 6	Region F	119,491	239		
Eagle Point SD 9	Region F	139,643	199		
Grants Pass SD 7	Region F	151,892	311		
Klamath County SD	Region F	223,398	381		
Klamath Falls Schools	Region F	131,083	171		
Medford SD 549C	Region F	420,065	739		
Phoenix-Talent SD 4	Region F	98,192	132		
Pinehurst SD 94	Region F	20,000	2		
Prospect SD 59	Region F	20,000	20		
Rogue River SD 35	Region F	77,155	65		
Three Rivers/Josephine Cty SD	Region F	175,740	263		
<b>TOTAL REGION F</b>		<b>1,708,390</b>	<b>2,712</b>	<b>629.94</b>	<b>1,436.51</b>
Adel SD 21	Region G	20,000	2		
Adrian SD 61	Region G	20,897	22		
Annex SD 29	Region G	22,479	6		
Arock SD 81	Region G	20,000	2		
Dayville SD 16J	Region G	20,000	7		
Diamond SD 7	Region G	20,000	2		
Double O SD 28	Region G	20,000	1		
Drewsey SD 13	Region G	20,000	1		
Frenchglen SD 16	Region G	20,000	11		
Harney County SD 3 (Burns)	Region G	51,106	63		
Harney County Union High SD	Region G	20,000	6		
Harney Cty SD 4 (Crane, Sunter)	Region G	20,000	7		
Harper SD 66	Region G	20,000	12		
Huntington SD 16J	Region G	20,000	9		
John Day SD 3	Region G	27,100	42		
Jordan Valley SD 3	Region G	20,000	8		
Juntura SD 12	Region G	20,000	1		
Lake County SD 7	Region G	47,523	51		
Long Creek SD 17	Region G	26,765	5		
Malheur County SD 51 (McDer)	Region G	20,000	0		
Monument SD 8	Region G	20,000	7		
North Lake SD 14	Region G	20,000	20		

Nyssa SD 26	Region G	70,485	80		
Ontario SD 8C	Region G	120,172	139		
Paisley SD 11	Region G	20,000	13		
Pine Creek SD 5	Region G	20,000	1		
Plush SD 18	Region G	20,000	1		
Prairie City SD 4	Region G	20,000	13		
South Harney SD 33	Region G	20,000	2		
Suntex SD 10	Region G	20,000	2		
Vale SD 84	Region G	45,484	59		
Enterprise SD 21	Region G	20,000	28		
Joseph SD 6	Region G	20,000	22		
Troy SD 54	Region G	20,000	1		
Wallowa SD 12	Region G	21,026	19		
<b>TOTAL REGION G</b>		<b>953,036</b>	<b>665</b>	<b>1,433.14</b>	<b>2,200.62</b>
Ashwood SD 8	Region H	20,000	1		
Bend-LaPine Administrative SD	Region H	455,883	977		
Black Butte SD 41	Region H	20,000	3		
Crook County SD	Region H	109,007	173		
Culver SD 4	Region H	42,215	41		
Jefferson County SD 509J	Region H	133,805	184		
Redmond SD 2J	Region H	242,726	420		
Sisters SD 6	Region H	36,505	64		
<b>TOTAL REGION H</b>		<b>1,060,141</b>	<b>1,863</b>	<b>569.05</b>	<b>1,125.87</b>
Arlington SD 3	Region I	20,000	12		
Condon SD 25J	Region I	20,000	13		
Dufur SD 29	Region I	20,000	22		
Fossil SD 21J	Region I	20,000	22		
Hood River County SD	Region I	137,698	239		
Mitchell SD 55	Region I	30,856	24		
North Wasco County SD 21	Region I	136,009	175		
Sherman County SD	Region I	38,861	18		
South Wasco County SD 1	Region I	21,156	18		
Spray SD 1	Region I	20,000	9		
<b>TOTAL REGION I</b>		<b>464,580</b>	<b>552</b>	<b>841.63</b>	<b>1,355.57</b>
Athena-Weston SD 29RJ	Region J	29,230	40		
Baker SD 5J	Region J	97,836	188		
Burnt River SD 30J	Region J	20,000	7		
Cove SD 15	Region J	20,000	21		
Echo SD 5	Region J	20,000	21		
Elgin SD 23	Region J	20,000	29		

Helix SD 1	Region J	20,000	18		
Hermiston SD 8	Region J	197,032	299		
Imbler SD 11	Region J	20,000	23		
Ione SD R2	Region J	24,168	17		
La Grande SD 1	Region J	76,345	128		
Milton-Freewater Unified SD 7	Region J	84,267	107		
Morrow SD 1	Region J	113,930	140		
North Powder SD 8J	Region J	23,755	27		
Pendleton SD 16	Region J	105,030	168		
Pilot Rock SD 2	Region J	20,000	20		
Pine Eagle SD 61	Region J	20,000	20		
Stanfield SD 61	Region J	47,661	32		
Ukiah SD 80R	Region J	20,000	7		
Umatilla SD 6R	Region J	108,570	82		
Union SD 5	Region J	20,000	20		
<b>TOTAL REGION J</b>		<b>1,107,825</b>	<b>1,414</b>	<b>783.47</b>	<b>1,373.30</b>
<b>TOTAL FORMULA ALLOCATIONS</b>		<b>20,800,000</b>	<b>32,615</b>	<b>637.74</b>	<b>1,216.32</b>

**Educator Advancement Council - Fiscal Model Work Group - DRAFT SCENARIO FOR DISCUSSION February 27, 2019**  
**Teacher Counts by District**

DistrictID	DistrictName	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	3-Year Avg.	
2063	Adel SD 21	2	1	1	1	1	2	1.33	2
2113	Adrian SD 61	19	20	20	20	20	20	20.00	22
1899	Alsea SD 7J	13	12	15	15	14	16	15.00	18
2252	Amity SD 4J	56	56	57	58	52	53	54.33	57
2111	Annex SD 29	4	4	6	6	6	5	5.67	6
2005	Arlington SD 3	12	12	11	12	12	12	12.00	12
2115	Arock SD 81	2	2	2	2	2	2	2.00	2
2041	Ashland SD 5	144	164	158	167	162	164	164.33	175
2051	Ashwood SD 8	1	1	1	1	1	1	1.00	1
1933	Astoria SD 1	105	106	102	102	105	103	103.33	109
2208	Athena-Weston SD 29RJ	32	34	35	36	34	37	35.67	40
1894	Baker SD 5J	100	111	121	138	154	178	156.67	188
1969	Bandon SD 54	39	39	39	40	40	39	39.67	43
2240	Banks SD 13	52	52	53	56	56	57	56.33	61
2243	Beaverton SD 48J	1790	1904	2093	2251	2319	2303	2291.00	2411
1976	Bend-LaPine Administrative SD 1	794	805	829	863	900	917	893.33	977
2088	Bethel SD 52	261	244	266	291	274	275	280.00	294
2095	Blachly SD 90	17	20	20	21	21	21	21.00	23
2052	Black Butte SD 41	4	4	4	3	4	3	3.33	3
1974	Brookings-Harbor SD 17C	78	81	78	84	84	86	84.67	92
1896	Burnt River SD 30J	4	5	5	5	7	6	6.00	7
2046	Butte Falls SD 91	10	11	11	12	13	14	13.00	15
1995	Camas Valley SD 21J	16	17	20	20	19	17	18.67	17
1929	Canby SD 86	206	195	237	247	256	256	253.00	268
2139	Cascade SD 5	117	116	120	121	124	127	124.00	135
2185	Centennial SD 28J	291	299	309	317	316	317	316.67	333
1972	Central Curry SD 1	26	25	26	29	30	29	29.33	31
2105	Central Linn SD 552	41	52	43	42	39	40	40.33	43
2042	Central Point SD 6	189	191	196	211	212	227	216.67	239
2191	Central SD 13J	145	128	149	155	155	158	156.00	166
1945	Clatskanie SD 6J	39	41	34	34	36	36	35.33	39
1927	Colton SD 53	30	35	33	36	37	35	36.00	38
2006	Condon SD 25J	12	10	10	11	11	12	11.33	13
1965	Coos Bay SD 9	141	148	145	144	158	167	156.33	177
1964	Coquille SD 8	43	42	46	46	51	54	50.33	61

2186	Corbett SD 39	59	58	61	58	56	55	56.33	58
1901	Corvallis SD 509J	329	326	340	350	364	372	362.00	392
2216	Cove SD 15	18	18	18	19	19	20	19.33	21
2086	Creswell SD 40	56	58	61	59	59	61	59.67	65
1970	Crook County SD	162	163	164	150	157	161	156.00	173
2089	Crow-Applegate-Lorane SD 66	23	21	20	18	20	23	20.33	24
2050	Culver SD 4	38	40	39	41	40	39	40.00	41
2190	Dallas SD 2	145	144	147	166	161	164	163.67	177
2187	David Douglas SD 40	526	574	587	547	549	537	544.33	562
2253	Dayton SD 8	53	51	51	54	55	54	54.33	59
2011	Dayville SD 16J	6	6	5	6	6	6	6.00	7
2017	Diamond SD 7	3	3	2	2	2	2	2.00	2
2021	Double O SD 28	1	1	1	1	1	1	1.00	1
1993	Douglas County SD 15	16	15	14	13	14	13	13.33	13
1991	Douglas County SD 4	294	304	310	306	303	311	306.67	330
2019	Drewsey SD 13	3	2	1	1	1	1	1.00	1
2229	Dufur SD 29	16	16	16	17	18	21	18.67	22
2043	Eagle Point SD 9	167	169	177	184	187	188	186.33	199
2203	Echo SD 5	22	21	21	21	20	20	20.33	21
2217	Elgin SD 23	25	29	27	24	27	27	26.00	29
1998	Elkton SD 34	17	33	31	23	18	17	19.33	18
2221	Enterprise SD 21	25	25	24	26	25	26	25.67	28
1930	Estacada SD 108	111	99	98	98	99	104	100.33	112
2082	Eugene SD 4J	818	819	817	844	859	866	856.33	922
2193	Falls City SD 57	9	10	11	11	14	17	14.00	17
2084	Fern Ridge SD 28J	70	72	71	73	70	72	71.67	77
2241	Forest Grove SD 15	243	239	272	295	305	313	304.33	329
2248	Fossil SD 21J	13	13	14	18	19	21	19.33	22
2020	Frenchglen SD 16	2	5	6	9	12	11	10.67	11
2245	Gaston SD 511J	79	61	32	66	36	33	45.00	35
2137	Gervais SD 1	60	60	59	58	56	67	60.33	72
1931	Gladstone SD 115	88	91	101	105	111	106	107.33	112
2000	Glendale SD 77	16	15	14	13	15	21	16.33	23
1992	Glide SD 12	37	36	36	35	38	40	37.67	43
2054	Grants Pass SD 7	260	268	272	283	289	296	289.33	311
2100	Greater Albany Public SD 8J	428	429	456	468	501	501	490.00	531
2183	Gresham-Barlow SD 10J	587	559	556	563	570	570	567.67	604
2014	Harney County SD 3	59	55	51	53	59	58	56.67	63
2015	Harney County SD 4	6	5	5	4	4	6	4.67	6
2023	Harney County Union High SD 1J	9	8	7	6	6	7	6.33	7

2114	Harper SD 66	7	9	8	10	11	11	10.67	12
2099	Harrisburg SD 7J	50	73	76	80	77	86	81.00	89
2201	Helix SD 1	17	18	17	18	19	17	18.00	18
2206	Hermiston SD 8	242	273	268	279	287	287	284.33	299
2239	Hillsboro SD 1J	967	917	988	991	1008	1024	1007.67	1072
2024	Hood River County SD	231	227	221	226	237	226	229.67	239
1895	Huntington SD 16J	9	11	9	9	8	9	8.67	9
2215	Imbler SD 11	21	22	22	21	21	21	21.00	23
3997	lone SD R2	15	16	16	16	15	16	15.67	17
2053	Jefferson County SD 509J	163	155	157	156	164	172	164.00	184
2140	Jefferson SD 14J	50	49	48	49	51	48	49.33	52
1934	Jewell SD 8	17	14	15	15	15	17	15.67	18
2008	John Day SD 3	39	39	40	41	40	40	40.33	42
2107	Jordan Valley SD 3	9	8	7	7	7	7	7.00	8
2219	Joseph SD 6	21	22	22	20	20	21	20.33	22
2091	Junction City SD 69	82	86	88	86	88	87	87.00	92
2109	Juntura SD 12	1	1	1	1	1	1	1.00	1
2057	Klamath County SD	304	332	313	327	348	348	341.00	381
2056	KLAMATH FALLS CITY SCHOOLS	179	189	182	173	175	160	169.33	171
2262	Knappa SD 4	27	29	30	30	31	33	31.33	36
2212	La Grande SD 1	103	107	110	115	118	121	118.00	128
2059	Lake County SD 7	44	43	45	50	48	49	49.00	51
1923	Lake Oswego SD 7J	347	341	351	352	372	376	366.67	394
2101	Lebanon Community SD 9	216	197	210	217	218	221	218.67	235
2097	Lincoln County SD	266	280	283	283	298	319	300.00	342
2012	Long Creek SD 17	7	5	6	5	5	5	5.00	5
2092	Lowell SD 71	14	15	24	26	33	38	32.33	45
2112	Malheur County SD 51	0	0	0	0	0		0.00	0
2085	Mapleton SD 32	14	14	15	13	13	14	13.33	16
2094	Marcola SD 79J	13	12	13	15	13	16	14.67	17
2090	McKenzie SD 68	15	13	17	18	15	16	16.33	17
2256	McMinnville SD 40	330	324	359	366	375	369	370.00	383
2048	Medford SD 549C	592	632	633	684	684	704	690.67	739
2205	Milton-Freewater Unified SD 7	95	92	94	95	98	100	97.67	107
2249	Mitchell SD 55	7	9	6	20	23	21	21.33	24
1925	Molalla River SD 35	134	137	140	142	140	143	141.67	153
1898	Monroe SD 1J	25	25	37	29	31	28	29.33	30
2010	Monument SD 8	5	5	3	2	5	6	4.33	7
2147	Morrow SD 1	128	167	120	131	127	129	129.00	140
2145	Mt Angel SD 91	38	41	44	46	46	45	45.67	48

1968	Myrtle Point SD 41	37	39	39	36	35	35	35.33	37
2198	Neah-Kah-Nie SD 56	46	48	48	46	49	50	48.33	54
2199	Nestucca Valley SD 101J	26	24	29	27	29	25	27.00	25
2254	Newberg SD 29J	255	267	260	273	280	276	276.33	290
1966	North Bend SD 13	153	160	170	176	174	179	176.33	191
1924	North Clackamas SD 12	743	751	784	826	850	857	844.33	899
1996	North Douglas SD 22	25	23	22	22	21	23	22.00	25
2061	North Lake SD 14	18	18	18	18	18	18	18.00	20
2141	North Marion SD 15	95	95	97	103	105	104	104.00	111
2214	North Powder SD 8J	21	19	21	22	22	26	23.33	27
2143	North Santiam SD 29J	116	128	144	127	127	128	127.33	136
4131	North Wasco County SD 21	158	154	204	172	169	167	169.33	175
2110	Nyssa SD 26	64	66	66	66	67	74	69.00	80
1990	Oakland SD 1	29	32	33	33	33	36	34.00	39
2093	Oakridge SD 76	28	27	31	34	34	35	34.33	37
2108	Ontario SD 8C	129	129	128	123	124	127	124.67	139
1928	Oregon City SD 62	418	414	428	423	420	418	420.33	440
1926	Oregon Trail SD 46	174	174	174	188	193	191	190.67	203
2060	Paisley SD 11	11	11	10	10	11	12	11.00	13
2181	Parkrose SD 3	158	156	153	155	161	159	158.33	169
2207	Pendleton SD 16	156	155	158	166	163	158	162.33	168
2192	Perrydale SD 21	18	18	18	18	18	19	18.33	20
1900	Philomath SD 17J	91	92	91	92	98	101	97.00	107
2039	Phoenix-Talent SD 4	132	132	136	139	136	121	132.00	132
2202	Pilot Rock SD 2	20	20	19	22	22	18	20.67	20
2016	Pine Creek SD 5	1	1	1	1	1	1	1.00	1
1897	Pine Eagle SD 61	20	21	18	18	17	18	17.67	20
2047	Pinehurst SD 94	3	3	3	2	3	2	2.33	2
2081	Pleasant Hill SD 1	41	45	45	47	49	53	49.67	56
2062	Plush SD 18	1	1	1	1	1	1	1.00	1
1973	Port Orford-Langlois SD 2CJ	16	16	16	18	18	18	18.00	20
2180	Portland SD 1J	2572	2629	2828	2834	2935	2879	2882.67	3055
1967	Powers SD 31	13	12	13	13	13	14	13.33	15
2009	Prairie City SD 4	12	14	12	12	12	12	12.00	13
2045	Prospect SD 59	18	17	17	17	17	19	17.67	20
1946	Rainier SD 13	51	54	51	49	52	53	51.33	57
1977	Redmond SD 2J	325	371	375	397	402	399	399.33	420
2001	Reedsport SD 105	34	33	30	30	34	36	33.33	38
2182	Reynolds SD 7	578	587	620	639	614	594	615.67	627
1999	Riddle SD 70	22	24	27	29	29	27	28.33	29

2188	Riverdale SD 51J	37	38	43	42	28	46	38.67	48
2044	Rogue River SD 35	60	49	58	63	61	62	62.00	65
2142	Salem-Keizer SD 24J	1898	1885	1944	2080	2161	2098	2113.00	2207
2104	Santiam Canyon SD 129J	27	28	31	173	183	190	182.00	199
1944	Scappoose SD 1J	113	119	117	121	127	126	124.67	136
2103	Scio SD 95	139	144	148	45	64	72	60.33	75
1935	Seaside SD 10	84	75	79	83	85	90	86.00	97
2257	Sheridan SD 48J	60	61	59	65	68	67	66.67	71
2195	Sherman County SD	64	53	19	51	19	17	29.00	18
2244	Sherwood SD 88J	223	228	237	249	251	258	252.67	271
2138	Silver Falls SD 4J	209	210	211	215	213	217	215.00	231
1978	Sisters SD 6	57	62	60	58	58	61	59.00	64
2096	Siuslaw SD 97J	68	71	71	74	74	75	74.33	80
2022	South Harney SD 33	2	2	2	2	2	2	2.00	2
2087	South Lane SD 45J3	139	146	154	164	162	170	165.33	186
1994	South Umpqua SD 19	76	74	78	80	82	78	80.00	84
2225	South Wasco County SD 1	17	16	16	16	17	17	16.67	18
2247	Spray SD 1	7	7	7	7	8	8	7.67	9
2083	Springfield SD 19	499	530	506	533	537	545	538.33	578
1948	St Helens SD 502	155	160	157	161	161	159	160.33	168
2144	St Paul SD 45	22	22	22	23	21	21	21.67	23
2209	Stanfield SD 61	28	26	29	29	28	29	28.67	32
2018	Suntex SD 10	2	2	2	2	1	2	1.67	2
2003	Sutherlin SD 130	71	73	75	76	76	77	76.33	82
2102	Sweet Home SD 55	115	119	134	125	124	124	124.33	134
2055	Three Rivers/Josephine County SD	202	206	211	224	227	240	230.33	263
2242	Tigard-Tualatin SD 23J	606	616	666	700	704	691	698.33	716
2197	Tillamook SD 9	105	110	110	111	117	117	115.00	125
2222	Troy SD 54	1	1	0	1	1	1	1.00	1
2210	Ukiah SD 80R	6	6	6	6	5	6	5.67	7
2204	Umatilla SD 6R	70	72	70	71	77	78	75.33	82
2213	Union SD 5	20	25	21	21	22	19	20.67	20
2116	Vale SD 84	48	50	53	54	55	55	54.67	59
1947	Vernonia SD 47J	34	31	31	32	31	31	31.33	35
2220	Wallowa SD 12	19	18	17	20	19	18	19.00	19
1936	Warrenton-Hammond SD 30	51	53	55	59	60	62	60.33	68
1922	West Linn-Wilsonville SD 3J	423	454	476	490	507	528	508.33	556
2255	Willamina SD 30J	41	43	43	46	50	53	49.67	55
2002	Winston-Dillard SD 116	67	67	68	74	73	71	72.67	77
2146	Woodburn SD 103	297	284	287	293	300	297	296.67	316

2251	Yamhill Carlton SD 1	56	58	59	56	56	56	56.00	61
1997	Yoncalla SD 32	19	20	19	18	19	19	18.67	20
		27643	28151	29117	30086	30665	30804	30518.33	32615.00

**Educator Advancement Council - Fiscal Model Work Group - DRAFT SCENARIO FOR DISCUSSION February 27, 2019**  
**Assistant Principal Counts by District**

DistrictID	DistrictName	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	3 Year Avg
2063	Adel SD 21	0	0	0	0	0	0	0.00
2113	Adrian SD 61	0	0	0	0	0	0	0.00
1899	Alsea SD 7J	0	0	0	0	0	0	0.00
2252	Amity SD 4J	0	1	0	0	0	0	0.00
2111	Annex SD 29	0	0	0	0	0	0	0.00
2005	Arlington SD 3	0	0	0	0	0	0	0.00
2115	Arock SD 81	0	0	0	0	0	0	0.00
2041	Ashland SD 5	3	3	3	3	3	4	3.33
2051	Ashwood SD 8	0	0	0	0	0	0	0.00
1933	Astoria SD 1	1	1	2	2	2	2	2.00
2208	Athena-Weston SD 29RJ	0	0	0	0	0	0	0.00
1894	Baker SD 5J	1	1	2	4	5	3	4.00
1969	Bandon SD 54	0	1	0	0	0	0	0.00
2240	Banks SD 13	0	1	1	1	1	1	1.00
2243	Beaverton SD 48J	29	30	41	49	51	52	50.67
1976	Bend-LaPine Administrative SD 1	11	15	21	22	22	27	23.67
2088	Bethel SD 52	5	7	7	7	7	7	7.00
2095	Blachly SD 90	0	1	0	0	0	1	0.33
2052	Black Butte SD 41	0	0	0	0	0	0	0.00
1974	Brookings-Harbor SD 17C	0	0	4	3	3	3	3.00
1896	Burnt River SD 30J	0	0	0	0	0	0	0.00
2046	Butte Falls SD 91	0	0	0	0	0	0	0.00
1995	Camas Valley SD 21J	1	0	0	0	1	0	0.33
1929	Canby SD 86	5	5	4	4	4	4	4.00
2139	Cascade SD 5	3	3	3	3	3	3	3.00
2185	Centennial SD 28J	4	4	4	4	4	6	4.67
1972	Central Curry SD 1	0	0	0	0	0	0	0.00
2105	Central Linn SD 552	0	0	0	0	1	1	0.67
2042	Central Point SD 6	1	1	1	1	1	2	1.33
2191	Central SD 13J	3	3	3	3	3	3	3.00
1945	Clatskanie SD 6J	1	0	0	0	1	1	0.67
1927	Colton SD 53	0	0	0	0	0	0	0.00
2006	Condon SD 25J	0	0	0	0	0	0	0.00
1965	Coos Bay SD 9	1	1	3	3	3	4	3.33
1964	Coquille SD 8	1	0	1	2	2	3	2.33
2186	Corbett SD 39	0	0	0	0	0	0	0.00

1901	Corvallis SD 509J	6	5	6	5	6	5	<b>5.33</b>
2216	Cove SD 15	0	0	0	0	0	0	<b>0.00</b>
2086	Creswell SD 40	0	0	0	1	1	1	<b>1.00</b>
1970	Crook County SD	3	3	4	3	6	6	<b>5.00</b>
2089	Crow-Applegate-Lorane SD 66	0	0	0	0	0	0	<b>0.00</b>
2050	Culver SD 4	0	0	0	0	0	0	<b>0.00</b>
2190	Dallas SD 2	3	2	3	3	2	3	<b>2.67</b>
2187	David Douglas SD 40	7	7	9	10	10	10	<b>10.00</b>
2253	Dayton SD 8	1	1	1	1	3	3	<b>2.33</b>
2011	Dayville SD 16J	0	0	0	0	0	0	<b>0.00</b>
2017	Diamond SD 7	0	0	0	0	0	0	<b>0.00</b>
2021	Double O SD 28	0	0	0	0	0	0	<b>0.00</b>
1993	Douglas County SD 15	1	0	0	0	0	0	<b>0.00</b>
1991	Douglas County SD 4	7	6	6	6	6	6	<b>6.00</b>
2019	Drewsey SD 13	0	0	0	0	0	0	<b>0.00</b>
2229	Dufur SD 29	0	0	0	0	0	0	<b>0.00</b>
2043	Eagle Point SD 9	2	3	3	3	3	3	<b>3.00</b>
2203	Echo SD 5	1	0	0	0	0	0	<b>0.00</b>
2217	Elgin SD 23	0	0	0	0	0	0	<b>0.00</b>
1998	Elkton SD 34	0	0	0	0	0	0	<b>0.00</b>
2221	Enterprise SD 21	0	0	0	0	0	0	<b>0.00</b>
1930	Estacada SD 108	2	1	2	1	1	2	<b>1.33</b>
2082	Eugene SD 4J	15	15	18	17	17	18	<b>17.33</b>
2193	Falls City SD 57	1	1	1	0	0	0	<b>0.00</b>
2084	Fern Ridge SD 28J	0	2	1	1	1	1	<b>1.00</b>
2241	Forest Grove SD 15	5	5	5	5	5	5	<b>5.00</b>
2248	Fossil SD 21J	0	0	0	0	0	0	<b>0.00</b>
2020	Frenchglen SD 16	0	0	0	0	0	0	<b>0.00</b>
2245	Gaston SD 511J	0	0	0	0	0	0	<b>0.00</b>
2137	Gervais SD 1	0	1	1	1	1	2	<b>1.33</b>
1931	Gladstone SD 115	1	3	3	3	3	3	<b>3.00</b>
2000	Glendale SD 77	0	0	0	0	0	0	<b>0.00</b>
1992	Glide SD 12	0	0	0	0	1	1	<b>0.67</b>
2054	Grants Pass SD 7	6	6	6	6	6	5	<b>5.67</b>
2100	Greater Albany Public SD 8J	9	8	8	8	9	10	<b>9.00</b>
2183	Gresham-Barlow SD 10J	10	11	12	11	12	12	<b>11.67</b>
2014	Harney County SD 3	0	0	0	0	1	1	<b>0.67</b>
2015	Harney County SD 4	0	0	0	0	0	0	<b>0.00</b>
2023	Harney County Union High SD 1J	0	0	0	0	0	0	<b>0.00</b>
2114	Harper SD 66	0	0	0	0	0	0	<b>0.00</b>
2099	Harrisburg SD 7J	0	0	0	0	0	0	<b>0.00</b>

2201	Helix SD 1	0	0	0	0	0	0	0.00
2206	Hermiston SD 8	2	4	4	4	4	4	4.00
2239	Hillsboro SD 1J	12	11	12	12	14	14	13.33
2024	Hood River County SD	4	4	4	4	4	4	4.00
1895	Huntington SD 16J	0	0	0	0	0	0	0.00
2215	Imbler SD 11	0	0	0	0	0	0	0.00
3997	lone SD R2	0	0	0	0	0	0	0.00
2053	Jefferson County SD 509J	4	4	5	5	5	5	5.00
2140	Jefferson SD 14J	0	1	1	1	1	0	0.67
1934	Jewell SD 8	0	0	0	0	0	0	0.00
2008	John Day SD 3	0	0	0	0	0	0	0.00
2107	Jordan Valley SD 3	0	0	0	0	0	0	0.00
2219	Joseph SD 6	0	0	0	0	0	0	0.00
2091	Junction City SD 69	1	1	1	2	2	1	1.67
2109	Juntura SD 12	0	0	0	0	0	0	0.00
2057	Klamath County SD	8	8	9	12	13	14	13.00
2056	KLAMATH FALLS CITY SCHOOLS	2	2	3	3	3	1	2.33
2262	Knappa SD 4	0	0	0	0	0	0	0.00
2212	La Grande SD 1	2	2	2	2	2	2	2.00
2059	Lake County SD 7	1	1	1	1	1	0	0.67
1923	Lake Oswego SD 7J	6	6	6	6	6	8	6.67
2101	Lebanon Community SD 9	2	3	5	6	4	4	4.67
2097	Lincoln County SD	5	5	5	6	9	9	8.00
2012	Long Creek SD 17	0	0	0	0	0	0	0.00
2092	Lowell SD 71	0	0	1	2	1	2	1.67
2112	Malheur County SD 51	0	0	0	0	0	0	0.00
2085	Mapleton SD 32	0	0	0	0	0	0	0.00
2094	Marcola SD 79J	0	0	0	0	0	0	0.00
2090	McKenzie SD 68	0	1	0	0	0	0	0.00
2256	McMinnville SD 40	5	5	5	5	5	5	5.00
2048	Medford SD 549C	8	8	9	9	9	10	9.33
2205	Milton-Freewater Unified SD 7	4	4	5	3	2	2	2.33
2249	Mitchell SD 55	0	0	0	0	0	0	0.00
1925	Molalla River SD 35	1	1	1	1	2	2	1.67
1898	Monroe SD 1J	0	0	0	0	0	0	0.00
2010	Monument SD 8	0	0	0	0	0	0	0.00
2147	Morrow SD 1	2	2	3	3	3	3	3.00
2145	Mt Angel SD 91	0	0	0	0	0	0	0.00
1968	Myrtle Point SD 41	0	0	0	0	0	0	0.00
2198	Neah-Kah-Nie SD 56	0	0	0	0	0	0	0.00
2199	Nestucca Valley SD 101J	0	0	0	0	0	0	0.00

2254	Newberg SD 29J	2	2	5	6	7	5	<b>6.00</b>
1966	North Bend SD 13	2	2	2	1	2	3	<b>2.00</b>
1924	North Clackamas SD 12	15	12	12	13	14	14	<b>13.67</b>
1996	North Douglas SD 22	0	0	0	0	0	0	<b>0.00</b>
2061	North Lake SD 14	0	0	0	0	0	0	<b>0.00</b>
2141	North Marion SD 15	2	3	3	3	3	3	<b>3.00</b>
2214	North Powder SD 8J	0	1	0	0	0	0	<b>0.00</b>
2143	North Santiam SD 29J	3	3	3	3	3	3	<b>3.00</b>
4131	North Wasco County SD 21	3	4	4	4	3	2	<b>3.00</b>
2110	Nyssa SD 26	3	3	3	3	3	3	<b>3.00</b>
1990	Oakland SD 1	0	1	1	1	0	0	<b>0.33</b>
2093	Oakridge SD 76	0	0	0	0	0	0	<b>0.00</b>
2108	Ontario SD 8C	3	3	3	3	5	5	<b>4.33</b>
1928	Oregon City SD 62	6	8	8	8	8	8	<b>8.00</b>
1926	Oregon Trail SD 46	3	1	1	4	4	3	<b>3.67</b>
2060	Paisley SD 11	0	0	0	0	0	0	<b>0.00</b>
2181	Parkrose SD 3	3	3	3	4	4	3	<b>3.67</b>
2207	Pendleton SD 16	3	3	3	2	3	3	<b>2.67</b>
2192	Perrydale SD 21	0	0	0	0	0	0	<b>0.00</b>
1900	Philomath SD 17J	2	3	3	4	1	1	<b>2.00</b>
2039	Phoenix-Talent SD 4	3	3	3	3	4	3	<b>3.33</b>
2202	Pilot Rock SD 2	0	0	0	0	0	0	<b>0.00</b>
2016	Pine Creek SD 5	0	0	0	0	0	0	<b>0.00</b>
1897	Pine Eagle SD 61	0	0	0	0	0	0	<b>0.00</b>
2047	Pinehurst SD 94	0	0	0	0	0	0	<b>0.00</b>
2081	Pleasant Hill SD 1	0	0	0	0	0	0	<b>0.00</b>
2062	Plush SD 18	0	0	0	0	0	0	<b>0.00</b>
1973	Port Orford-Langlois SD 2CJ	0	0	0	0	1	1	<b>0.67</b>
2180	Portland SD 1J	66	69	76	74	85	80	<b>79.67</b>
1967	Powers SD 31	0	0	0	0	0	0	<b>0.00</b>
2009	Prairie City SD 4	0	0	0	0	0	0	<b>0.00</b>
2045	Prospect SD 59	0	0	0	0	0	0	<b>0.00</b>
1946	Rainier SD 13	1	1	0	0	0	0	<b>0.00</b>
1977	Redmond SD 2J	7	8	7	8	7	6	<b>7.00</b>
2001	Reedsport SD 105	0	0	0	0	0	0	<b>0.00</b>
2182	Reynolds SD 7	15	11	15	16	15	14	<b>15.00</b>
1999	Riddle SD 70	0	0	0	0	0	0	<b>0.00</b>
2188	Riverdale SD 51J	0	0	0	0	0	0	<b>0.00</b>
2044	Rogue River SD 35	1	1	0	1	1	1	<b>1.00</b>
2142	Salem-Keizer SD 24J	37	35	35	39	45	43	<b>42.33</b>
2104	Santiam Canyon SD 129J	0	0	1	2	6	5	<b>4.33</b>



**Educator Advancement Council - Fiscal Model Work Group - DRAFT SCENARIO FOR DISCUSSION February 27, 2019**  
**Principal Counts by District**

DistrictID	DistrictName	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	3 Yr Avg
2063	Adel SD 21	0	0	0	0	0	0	0.00
2113	Adrian SD 61	2	2	2	2	2	2	2.00
1899	Alsea SD 7J	1	1	1	1	1	2	1.33
2252	Amity SD 4J	4	4	4	4	4	4	4.00
2111	Annex SD 29	1	0	1	1	1	1	1.00
2005	Arlington SD 3	1	1	0	0	0	0	0.00
2115	Arock SD 81	0	0	0	0	0	0	0.00
2041	Ashland SD 5	7	7	7	7	7	7	7.00
2051	Ashwood SD 8	0	0	0	0	0	0	0.00
1933	Astoria SD 1	4	4	4	4	4	4	4.00
2208	Athena-Weston SD 29RJ	3	3	3	3	3	3	3.00
1894	Baker SD 5J	8	8	8	8	9	7	8.00
1969	Bandon SD 54	3	3	3	3	3	4	3.33
2240	Banks SD 13	3	3	3	3	3	3	3.00
2243	Beaverton SD 48J	55	54	55	57	57	56	56.67
1976	Bend-LaPine Administrative SD 1	28	28	29	32	32	33	32.33
2088	Bethel SD 52	12	11	11	11	11	12	11.33
2095	Blachly SD 90	1	1	1	1	1	1	1.00
2052	Black Butte SD 41	0	0	0	0	0	0	0.00
1974	Brookings-Harbor SD 17C	3	3	3	3	3	3	3.00
1896	Burnt River SD 30J	1	1	1	1	1	1	1.00
2046	Butte Falls SD 91	1	1	1	1	1	1	1.00
1995	Camas Valley SD 21J	1	0	0	0	0	0	0.00
1929	Canby SD 86	8	8	9	9	8	8	8.33
2139	Cascade SD 5	5	5	5	5	5	5	5.00
2185	Centennial SD 28J	10	10	10	10	10	10	10.00
1972	Central Curry SD 1	2	2	2	2	2	2	2.00
2105	Central Linn SD 552	2	2	2	2	2	2	2.00
2042	Central Point SD 6	9	9	10	10	10	10	10.00
2191	Central SD 13J	6	5	5	5	6	5	5.33
1945	Clatskanie SD 6J	2	2	1	2	2	2	2.00
1927	Colton SD 53	2	2	2	2	2	3	2.33
2006	Condon SD 25J	1	1	0	1	1	1	1.00
1965	Coos Bay SD 9	6	7	5	5	6	6	5.67

1964	Coquille SD 8	4	4	4	4	4	4	4.00
2186	Corbett SD 39	4	4	5	3	3	3	3.00
1901	Corvallis SD 509J	13	14	13	14	14	15	14.33
2216	Cove SD 15	1	1	1	2	2	1	1.67
2086	Creswell SD 40	3	2	3	3	3	3	3.00
1970	Crook County SD	6	6	7	6	6	6	6.00
2089	Crow-Applegate-Lorane SD 66	1	1	1	1	1	1	1.00
2050	Culver SD 4	3	3	3	3	3	2	2.67
2190	Dallas SD 2	6	6	6	7	7	10	8.00
2187	David Douglas SD 40	15	14	15	15	15	15	15.00
2253	Dayton SD 8	2	2	2	2	2	2	2.00
2011	Dayville SD 16J	1	1	1	1	1	1	1.00
2017	Diamond SD 7	0	0	0	0	0	0	0.00
2021	Double O SD 28	0	0	0	0	0	0	0.00
1993	Douglas County SD 15	0	0	0	0	0	0	0.00
1991	Douglas County SD 4	13	12	12	12	12	13	12.33
2019	Drewsey SD 13	0	0	0	0	0	0	0.00
2229	Dufur SD 29	0	1	1	1	1	1	1.00
2043	Eagle Point SD 9	10	8	8	8	8	8	8.00
2203	Echo SD 5	0	1	1	1	1	1	1.00
2217	Elgin SD 23	1	1	2	1	2	2	1.67
1998	Elkton SD 34	1	1	1	1	1	1	1.00
2221	Enterprise SD 21	2	2	2	2	2	2	2.00
1930	Estacada SD 108	6	6	5	6	6	6	6.00
2082	Eugene SD 4J	33	33	34	35	40	38	37.67
2193	Falls City SD 57	1	0	0	1	1	0	0.67
2084	Fern Ridge SD 28J	4	4	4	4	4	4	4.00
2241	Forest Grove SD 15	11	11	11	11	11	11	11.00
2248	Fossil SD 21J	2	1	2	3	3	1	2.33
2020	Frenchglen SD 16	0	1	1	1	1	0	0.67
2245	Gaston SD 511J	2	3	2	2	2	2	2.00
2137	Gervais SD 1	3	3	3	3	3	3	3.00
1931	Gladstone SD 115	3	3	3	3	3	3	3.00
2000	Glendale SD 77	2	2	2	0	1	2	1.00
1992	Glide SD 12	2	3	2	2	2	2	2.00
2054	Grants Pass SD 7	9	9	9	9	9	10	9.33
2100	Greater Albany Public SD 8J	18	20	19	19	19	20	19.33
2183	Gresham-Barlow SD 10J	22	22	22	22	22	22	22.00
2014	Harney County SD 3	4	3	4	4	5	4	4.33
2015	Harney County SD 4	1	0	0	0	0	0	0.00

2023	Harney County Union High SD 1J	1	0	0	0	0	0	0.00
2114	Harper SD 66	1	1	1	1	1	1	1.00
2099	Harrisburg SD 7J	3	3	3	3	3	3	3.00
2201	Helix SD 1	1	0	0	1	1	1	1.00
2206	Hermiston SD 8	9	9	8	8	8	8	8.00
2239	Hillsboro SD 1J	36	36	35	34	35	34	34.33
2024	Hood River County SD	8	8	8	8	8	9	8.33
1895	Huntington SD 16J	0	0	0	1	0	0	0.33
2215	Imbler SD 11	1	1	1	1	1	2	1.33
3997	Ione SD R2	1	1	1	1	1	1	1.00
2053	Jefferson County SD 509J	6	7	6	7	7	7	7.00
2140	Jefferson SD 14J	3	3	3	3	3	4	3.33
1934	Jewell SD 8	1	1	1	1	1	1	1.00
2008	John Day SD 3	2	2	2	2	2	2	2.00
2107	Jordan Valley SD 3	1	1	1	1	1	1	1.00
2219	Joseph SD 6	2	2	2	1	1	1	1.00
2091	Junction City SD 69	4	4	4	4	4	4	4.00
2109	Juntura SD 12	0	0	0	1	0	0	0.33
2057	Klamath County SD	17	17	17	17	18	19	18.00
2056	KLAMATH FALLS CITY SCHOOLS	8	7	6	8	9	10	9.00
2262	Knappa SD 4	2	2	1	2	2	3	2.33
2212	La Grande SD 1	6	6	5	5	5	5	5.00
2059	Lake County SD 7	2	2	2	2	2	2	2.00
1923	Lake Oswego SD 7J	10	9	10	10	10	10	10.00
2101	Lebanon Community SD 9	10	8	8	8	10	10	9.33
2097	Lincoln County SD	14	14	12	14	14	14	14.00
2012	Long Creek SD 17	1	1	0	0	0	0	0.00
2092	Lowell SD 71	1	1	2	2	4	5	3.67
2112	Malheur County SD 51	0	0	0	0	0	0	0.00
2085	Mapleton SD 32	2	2	2	2	2	2	2.00
2094	Marcola SD 79J	1	1	1	1	1	1	1.00
2090	McKenzie SD 68	1	1	1	1	1	1	1.00
2256	McMinnville SD 40	9	9	9	10	9	9	9.33
2048	Medford SD 549C	21	23	23	24	25	25	24.67
2205	Milton-Freewater Unified SD 7	2	2	2	4	5	5	4.67
2249	Mitchell SD 55	1	0	1	1	2	3	2.00
1925	Molalla River SD 35	6	7	7	8	8	8	8.00
1898	Monroe SD 1J	2	2	2	2	2	2	2.00
2010	Monument SD 8	1	1	1	1	1	1	1.00

2147	Morrow SD 1	7	7	7	7	7	8	7.33
2145	Mt Angel SD 91	3	3	3	3	3	3	3.00
1968	Myrtle Point SD 41	2	2	2	1	1	2	1.33
2198	Neah-Kah-Nie SD 56	4	4	4	4	4	4	4.00
2199	Nestucca Valley SD 101J	2	2	2	2	3	0	1.67
2254	Newberg SD 29J	11	12	9	9	9	9	9.00
1966	North Bend SD 13	8	9	10	11	8	9	9.33
1924	North Clackamas SD 12	29	28	28	28	28	28	28.00
1996	North Douglas SD 22	2	2	2	2	2	2	2.00
2061	North Lake SD 14	2	2	2	2	2	2	2.00
2141	North Marion SD 15	4	4	2	2	2	4	2.67
2214	North Powder SD 8J	1	0	1	1	1	1	1.00
2143	North Santiam SD 29J	5	5	5	5	5	5	5.00
4131	North Wasco County SD 21	6	6	6	6	6	6	6.00
2110	Nyssa SD 26	3	3	3	3	3	3	3.00
1990	Oakland SD 1	3	2	2	2	3	3	2.67
2093	Oakridge SD 76	2	2	2	2	2	2	2.00
2108	Ontario SD 8C	6	6	6	6	7	7	6.67
1928	Oregon City SD 62	13	12	13	13	13	14	13.33
1926	Oregon Trail SD 46	9	9	10	9	8	9	8.67
2060	Paisley SD 11	1	1	1	1	1	1	1.00
2181	Parkrose SD 3	6	6	6	6	6	7	6.33
2207	Pendleton SD 16	8	8	8	10	8	7	8.33
2192	Perrydale SD 21	1	2	2	1	1	1	1.00
1900	Philomath SD 17J	5	5	5	5	5	5	5.00
2039	Phoenix-Talent SD 4	5	5	5	5	6	8	6.33
2202	Pilot Rock SD 2	2	2	2	2	2	2	2.00
2016	Pine Creek SD 5	0	0	0	0	0	0	0.00
1897	Pine Eagle SD 61	1	1	1	2	2	2	2.00
2047	Pinehurst SD 94	0	0	0	0	0	0	0.00
2081	Pleasant Hill SD 1	2	3	3	3	3	3	3.00
2062	Plush SD 18	0	0	0	0	0	0	0.00
1973	Port Orford-Langlois SD 2CJ	2	2	2	2	1	1	1.33
2180	Portland SD 1J	87	117	91	86	91	96	91.00
1967	Powers SD 31	1	1	1	1	1	1	1.00
2009	Prairie City SD 4	1	0	1	1	1	1	1.00
2045	Prospect SD 59	1	1	1	1	1	1	1.00
1946	Rainier SD 13	2	2	3	3	4	4	3.67
1977	Redmond SD 2J	12	12	12	13	13	15	13.67
2001	Reedsport SD 105	1	2	2	2	2	2	2.00

2182	Reynolds SD 7	19	20	20	20	19	19	19.33
1999	Riddle SD 70	2	2	2	2	2	2	2.00
2188	Riverdale SD 51J	2	2	2	2	2	2	2.00
2044	Rogue River SD 35	2	2	2	2	3	2	2.33
2142	Salem-Keizer SD 24J	64	63	63	65	65	66	65.33
2104	Santiam Canyon SD 129J	2	2	2	3	3	4	3.33
1944	Scappoose SD 1J	7	6	7	7	6	7	6.67
2103	Scio SD 95	6	6	5	3	3	3	3.00
1935	Seaside SD 10	5	3	4	4	4	5	4.33
2257	Sheridan SD 48J	3	4	4	4	4	4	4.00
2195	Sherman County SD	2	2	1	1	1	1	1.00
2244	Sherwood SD 88J	8	8	8	8	8	8	8.00
2138	Silver Falls SD 4J	12	12	12	12	11	11	11.33
1978	Sisters SD 6	3	3	3	3	3	3	3.00
2096	Siuslaw SD 97J	3	3	3	3	3	3	3.00
2022	South Harney SD 33	0	0	0	0	0	0	0.00
2087	South Lane SD 45J3	9	9	9	9	9	10	9.33
1994	South Umpqua SD 19	5	5	5	5	5	6	5.33
2225	South Wasco County SD 1	1	1	1	1	1	1	1.00
2247	Spray SD 1	1	1	1	1	1	1	1.00
2083	Springfield SD 19	23	22	22	21	25	24	23.33
1948	St Helens SD 502	5	5	5	5	5	6	5.33
2144	St Paul SD 45	2	2	2	2	2	2	2.00
2209	Stanfield SD 61	2	2	2	2	2	2	2.00
2018	Suntex SD 10	0	0	0	0	0	0	0.00
2003	Sutherlin SD 130	4	4	4	4	4	4	4.00
2102	Sweet Home SD 55	7	7	7	7	7	8	7.33
2055	Three Rivers/Josephine County SD	14	15	15	15	15	15	15.00
2242	Tigard-Tualatin SD 23J	16	16	16	16	16	16	16.00
2197	Tillamook SD 9	6	7	7	7	7	7	7.00
2222	Troy SD 54	0	0	0	0	0	0	0.00
2210	Ukiah SD 80R	0	0	0	1	1	1	1.00
2204	Umatilla SD 6R	3	3	3	3	3	3	3.00
2213	Union SD 5	2	2	1	1	2	1	1.33
2116	Vale SD 84	3	3	3	3	3	4	3.33
1947	Vernonia SD 47J	2	2	2	2	2	2	2.00
2220	Wallowa SD 12	0	0	1	1	1	1	1.00
1936	Warrenton-Hammond SD 30	2	3	3	3	2	2	2.33
1922	West Linn-Wilsonville SD 3J	16	16	16	16	16	17	16.33



**Educator Advancement Council - Fiscal Model Work Group - DRAFT SCENARIO FOR DISCUSSION February 27, 2019**  
**First and Second-Year Principals by District and Year**

DistrictID	DistrictName	2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		Average (7 Years)		Average (5 Years)		Average (3 Years)	
		First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year												
2063	Adel SD 21															0.00	0.00	0.00	0.00	0.00	0.00
2113	Adrian SD 61															0.00	0.00	0.00	0.00	0.00	0.00
1899	Alsea SD 7J															0.00	0.00	0.00	0.00	0.00	0.00
2252	Amity SD 4J	1		1	1	1		1						1		0.57	0.29	0.40	0.20	0.33	0.00
2111	Annex SD 29															0.00	0.00	0.00	0.00	0.00	0.00
2005	Arlington SD 3	1		1		1										0.14	0.29	0.00	0.20	0.00	0.00
2115	Arock SD 81															0.00	0.00	0.00	0.00	0.00	0.00
2041	Ashland SD 5		1	2		1	1			2	2	1	2		1	0.86	1.00	0.80	1.20	1.00	1.67
2051	Ashwood SD 8															0.00	0.00	0.00	0.00	0.00	0.00
1933	Astoria SD 1			1		1	2			2						0.43	0.43	0.40	0.60	0.00	0.67
2208	Athena-Weston SD 29RJ		1	1		1				1		1	1		1	0.43	0.57	0.40	0.60	0.67	0.67
1894	Baker SD 5J		3		1	3				3	3		1	3		1.00	1.57	1.40	1.40	1.33	1.33
1969	Bandon SD 54					1		2	1	1	1		1	1		0.71	0.43	1.00	0.60	0.67	0.67
2240	Banks SD 13			2			2							2		0.57	0.29	0.40	0.40	0.67	0.00
2243	Beaverton SD 48J	7	8	3	6	3	3	6	4	9	5	8	8	5	7	5.86	5.86	6.20	5.40	7.33	6.67
1976	Bend-LaPine Administrative SD 1	4	1	5	3	2	5	4	1	7	6	3	7	3	3	4.00	3.71	3.80	4.40	4.33	5.33
2088	Bethel SD 52	2	3	1	2	3	1		3	2		1	2		1	1.29	1.71	1.20	1.40	1.00	1.00
2095	Blachly SD 90	1			1		1									0.14	0.29	0.00	0.20	0.00	0.00
2052	Black Butte SD 41															0.00	0.00	0.00	0.00	0.00	0.00
1974	Brookings-Harbor SD 17C		1					1			1					0.14	0.29	0.20	0.20	0.00	0.33
1896	Burnt River SD 30J															0.00	0.00	0.00	0.00	0.00	0.00
2046	Butte Falls SD 91			1			1									0.14	0.14	0.00	0.20	0.00	0.00
1995	Camas Valley SD 21J															0.00	0.00	0.00	0.00	0.00	0.00
1929	Canby SD 86		2			1				2	1			1		0.29	0.71	0.40	0.60	0.33	0.33
2139	Cascade SD 5	1			1			1			1			1		0.43	0.29	0.40	0.20	0.33	0.33
2185	Centennial SD 28J		2	1		4	1			4	3		2	3		1.43	1.71	1.80	2.00	1.67	1.67
1972	Central Curry SD 1		1			1				1						0.14	0.29	0.20	0.20	0.00	0.00
2105	Central Linn SD 552	1		1			1									0.29	0.14	0.00	0.20	0.00	0.00
2042	Central Point SD 6	1	2		1	1		1	1		1				1	0.57	0.86	0.60	0.60	0.33	0.67
2191	Central SD 13J		1			1				1	1		1	1	1	0.57	0.57	0.80	0.60	1.00	0.67
1945	Clatskanie SD 6J					1				1	1			1		0.29	0.29	0.40	0.40	0.33	0.33
1927	Colton SD 53		1										1	2	1	0.43	0.29	0.60	0.20	1.00	0.33
2006	Condon SD 25J					1				1				1		0.29	0.14	0.40	0.20	0.33	0.33
1965	Coos Bay SD 9		1	1		1	1			1						0.29	0.43	0.20	0.40	0.00	0.00
1964	Coquille SD 8		1			1				1						0.14	0.29	0.20	0.20	0.00	0.00
2186	Corbett SD 39	1	1	2	1		2	1								0.57	0.57	0.20	0.40	0.00	0.00
1901	Corvallis SD 509J	3	1		3	5		1	4	2	2	2	2	1	1	2.00	1.86	2.20	1.80	1.67	1.67
2216	Cove SD 15	1			1											0.14	0.14	0.00	0.00	0.00	0.00
2086	Creswell SD 40							1		1				1		0.29	0.14	0.40	0.20	0.33	0.33
1970	Crook County SD		1	2		2	2	1	2	1	1	1	1		1	1.00	1.14	1.00	1.40	0.67	1.00
2089	Crow-Applegate-Lorane SD 66					1				1			1			0.29	0.29	0.40	0.40	0.33	0.33
2050	Culver SD 4	1			1											0.14	0.14	0.00	0.00	0.00	0.00
2190	Dallas SD 2									1		3		2	2	0.86	0.29	1.20	0.40	2.00	0.67
2187	David Douglas SD 40	4	2		4			4		2	3		2	4		2.00	1.57	2.00	1.00	2.00	1.67
2253	Dayton SD 8	1			1											0.14	0.14	0.00	0.00	0.00	0.00
2011	Dayville SD 16J			1		1				1						0.29	0.14	0.20	0.20	0.00	0.00
2017	Diamond SD 7															0.00	0.00	0.00	0.00	0.00	0.00
2021	Double O SD 28															0.00	0.00	0.00	0.00	0.00	0.00

DistrictID	DistrictName	2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		Average (7 Years)		Average (5 Years)		Average (3 Years)		
		First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year													
1993	Douglas County SD 15	1														0.14	0.00	0.00	0.00	0.00	0.00	
1991	Douglas County SD 4		1	2	1	1	2	1	1	2		2	2		2	1.14	1.29	1.20	1.40	1.33	1.33	
2019	Drewsey SD 13															0.00	0.00	0.00	0.00	0.00	0.00	
2229	Dufur SD 29						1			1						0.14	0.14	0.20	0.20	0.00	0.00	
2043	Eagle Point SD 9		1	2			3	1	1	2	2	1		2	1	1	1.29	1.14	1.40	1.40	1.00	1.33
2203	Echo SD 5						1			1						0.29	0.14	0.40	0.20	0.00	0.33	
2217	Elgin SD 23		1								1			1		0.29	0.29	0.40	0.20	0.67	0.33	
1998	Elkton SD 34								1							0.14	0.14	0.20	0.20	0.00	0.33	
2221	Enterprise SD 21															0.14	0.14	0.20	0.20	0.33	0.33	
1930	Estacada SD 108		1								3	1	1	3	1	1	0.71	0.86	1.00	1.00	1.67	1.67
2082	Eugene SD 4J	2	6	6			8	6	6	8	4	4	11	3	3	9	5.71	5.14	6.40	6.00	6.00	5.33
2193	Falls City SD 57	1			1							1				1	0.29	0.29	0.20	0.20	0.33	0.33
2084	Fern Ridge SD 28J		1						1								0.43	0.43	0.60	0.40	0.67	0.67
2241	Forest Grove SD 15		1	1			1	1	2	1	1	2		1	1		0.86	0.86	1.00	1.00	0.67	1.00
2248	Fossil SD 21J	1			1												0.14	0.14	0.00	0.00	0.00	0.00
2020	Frenchglen SD 16										1					1	0.29	0.00	0.40	0.00	0.67	0.00
2245	Gaston SD 511J		1				2			1						1	0.57	0.43	0.80	0.40	0.33	0.67
2137	Gervais SD 1		2						1							1	0.43	0.43	0.60	0.20	0.67	0.33
1931	Gladstone SD 115		1									1					0.29	0.29	0.40	0.20	0.67	0.33
2000	Glendale SD 77						1						1				0.43	0.29	0.60	0.40	0.67	0.33
1992	Glide SD 12						1									1	0.29	0.14	0.40	0.20	0.33	0.33
2054	Grants Pass SD 7				1			1						3		1	0.71	0.57	0.80	0.80	1.33	1.00
2100	Greater Albany Public SD 8J	2	1	6	1	2	6	3	2	1	3			1	4		2.57	2.00	2.00	2.40	1.67	1.33
2183	Gresham-Barlow SD 10J	2	3	6	1	2	6	1	1	2	1	1	2	2		3	2.14	2.43	1.40	2.60	1.33	2.00
2014	Harney County SD 3	2			2	1		2	1	1	2	3				1	1.43	0.86	1.60	0.80	1.67	1.00
2015	Harney County SD 4																0.00	0.00	0.00	0.00	0.00	0.00
2023	Harney County Union High SD 1J																0.00	0.00	0.00	0.00	0.00	0.00
2114	Harper SD 66																0.00	0.00	0.00	0.00	0.00	0.00
2099	Harrisburg SD 7J				1			1					1		1	1	0.43	0.29	0.40	0.40	0.67	0.33
2201	Helix SD 1																0.00	0.00	0.00	0.00	0.00	0.00
2206	Hermiston SD 8	1	1	3	1	2	2	1	2	2	1			3	1		1.43	1.43	1.20	1.60	1.00	1.33
2239	Hillsboro SD 1J	7	6	7	6	7	6	6	7	4	6	8	3	4	7		6.14	5.86	5.80	5.80	5.33	5.33
2024	Hood River County SD						1		1	1	3	1		3	1		0.86	0.71	1.20	1.00	1.33	1.33
1895	Huntington SD 16J	1										1					0.14	0.14	0.00	0.20	0.00	0.33
2215	Imbler SD 11														1		0.14	0.00	0.20	0.00	0.33	0.00
3997	Ione SD R2						1			1							0.14	0.29	0.20	0.40	0.00	0.33
2053	Jefferson County SD 509J	1	2		1	1				1	2		1	2			0.71	0.86	0.80	0.60	1.00	0.67
2140	Jefferson SD 14J										1			2			0.43	0.29	0.60	0.40	1.00	0.67
1934	Jewell SD 8																0.00	0.00	0.00	0.00	0.00	0.00
2008	John Day SD 3		1								1			1			0.14	0.29	0.20	0.20	0.33	0.33
2107	Jordan Valley SD 3										1			1			0.14	0.14	0.20	0.20	0.33	0.33
2219	Joseph SD 6																0.00	0.00	0.00	0.00	0.00	0.00
2091	Junction City SD 69		2	2			2	1				1			1		0.57	0.71	0.40	0.60	0.33	0.33
2109	Juntura SD 12										1						0.14	0.00	0.20	0.00	0.33	0.00
2057	Klamath County SD	3	2	4	3	3	4	3	3	2	3	2	2	3	2		2.86	2.71	2.60	2.80	2.33	2.33
2056	KLAMATH FALLS CITY SCHOOLS	3			2	1				1	2			3	2		1.14	0.86	1.00	0.80	1.33	1.00
2262	Knappa SD 4		2											1		1	0.29	0.43	0.40	0.20	0.67	0.33
2212	La Grande SD 1	2	1		2	2				1	1				1		0.71	0.71	0.60	0.40	0.33	0.33
2059	Lake County SD 7						1			1	1			1	1	1	0.57	0.29	0.80	0.40	1.00	0.33
1923	Lake Oswego SD 7J				1		2	1	2	2		2	3			3	1.14	1.14	1.40	1.60	1.00	1.67
2101	Lebanon Community SD 9	2	1	4	2	1	3	1	1			1	1		2	1	1.57	1.29	1.00	1.20	1.00	0.67
2097	Lincoln County SD	3	2	5	2	3	4	3	3	2	3	1	2	2	1		2.71	2.43	2.20	2.60	1.67	2.00

DistrictID	DistrictName	2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		Average (7 Years)		Average (5 Years)		Average (3 Years)	
		First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year												
2012	Long Creek SD 17		1													0.00	0.14	0.00	0.00	0.00	0.00
2092	Lowell SD 71							1			1	2			2	0.43	0.43	0.60	0.60	0.67	1.00
2112	Malheur County SD 51															0.00	0.00	0.00	0.00	0.00	0.00
2085	Mapleton SD 32			1			1									0.14	0.14	0.00	0.20	0.00	0.00
2094	Marcola SD 79J															0.00	0.00	0.00	0.00	0.00	0.00
2090	McKenzie SD 68							1			1					0.14	0.14	0.20	0.20	0.00	0.33
2256	McMinnville SD 40		1			1		1	1	1	1	3	1		3	0.86	1.00	1.20	1.20	1.33	1.67
2048	Medford SD 549C	6	2	1	6	2	1	2	2	2	3	4	1	5	3	3.14	2.57	3.00	2.00	3.67	2.33
2205	Milton-Freewater Unified SD 7	1								2		1	2	1		0.71	0.29	0.80	0.40	1.33	0.67
2249	Mitchell SD 55											2		1	2	0.43	0.29	0.60	0.40	1.00	0.67
1925	Molalla River SD 35	1	3	1		2	1			2		2	2			1.00	1.00	1.00	0.80	1.33	0.67
1898	Monroe SD 1J													1		0.14	0.00	0.20	0.00	0.33	0.00
2100	Monument SD 8		1													0.00	0.14	0.00	0.00	0.00	0.00
2147	Morrow SD 1	1		1	1	2	1		2	2	1		2	2		1.14	1.00	1.20	1.20	1.33	1.00
2145	Mt Angel SD 91	1		1			1	1				1			1	0.57	0.29	0.40	0.40	0.33	0.33
1968	Myrtle Point SD 41			1			1							2		0.43	0.14	0.40	0.20	0.67	0.00
2198	Neah-Kah-Nie SD 56			1			1			1			1			0.29	0.29	0.20	0.40	0.33	0.33
2199	Nestucca Valley SD 101J			1			1					1				0.29	0.14	0.20	0.20	0.33	0.00
2254	Newberg SD 29J	1		1	1	1	1	2	2	1		1	1			1.00	0.86	1.00	1.00	1.00	0.67
1966	North Bend SD 13	1	1	1	1	2	2	2	2	1	3	2	1	2	1	1.57	1.57	1.80	1.80	1.67	1.67
1924	North Clackamas SD 12	2	5	4	1	2	3	2	2	2	2	1	2	1	1	2.00	2.29	1.60	2.00	1.33	1.67
1996	North Douglas SD 22															0.00	0.00	0.00	0.00	0.00	0.00
2061	North Lake SD 14					1			1							0.14	0.14	0.20	0.20	0.00	0.00
2141	North Marion SD 15					1		1			1			2		0.57	0.14	0.80	0.20	0.67	0.33
2214	North Powder SD 8J	1		1			1			1		1	1			0.57	0.29	0.60	0.20	0.67	0.33
2143	North Santiam SD 29J	1	3	1	1	1	2	1			2					0.57	1.00	0.60	0.60	0.00	0.67
4131	North Wasco County SD 21		1	3		1	2	2	2		2					0.86	0.71	0.60	0.80	0.00	0.67
2110	Nyssa SD 26						1				1					0.14	0.14	0.20	0.20	0.00	0.33
1990	Oakland SD 1			1		1								1		0.29	0.14	0.20	0.20	0.33	0.00
2093	Oakridge SD 76						1			1	1				1	0.29	0.29	0.40	0.40	0.33	0.67
2108	Ontario SD 8C			2		1	1	1	1	1	1	3	1		3	1.14	1.00	1.20	1.40	1.33	1.67
1928	Oregon City SD 62	2	2	2	1	2	2	2	2	2		2	2	2	2	1.71	1.57	1.60	1.60	2.00	1.33
1926	Oregon Trail SD 46	4	1	3	3		3	1			1			2	1	1.43	1.29	0.60	1.00	0.67	0.67
2060	Paisley SD 11	1			1											0.14	0.14	0.00	0.00	0.00	0.00
2181	Parkrose SD 3			3		2	3	2		2	1		2	2		1.57	0.86	1.60	1.20	1.33	1.00
2207	Pendleton SD 16			2			1	1			1	2				0.57	0.57	0.40	0.80	0.33	1.00
2192	Perrydale SD 21										1			1		0.14	0.14	0.20	0.20	0.33	0.33
1900	Philomath SD 17J			1			1				2			2	1	0.57	0.43	0.60	0.60	1.00	0.67
2039	Phoenix-Talent SD 4		1									3		1	2	0.57	0.43	0.80	0.40	1.33	0.67
2202	Pilot Rock SD 2	1	1		2											0.14	0.43	0.00	0.00	0.00	0.00
2016	Pine Creek SD 5															0.00	0.00	0.00	0.00	0.00	0.00
1897	Pine Eagle SD 61		1							1			1			0.14	0.29	0.20	0.20	0.33	0.33
2047	Pinehurst SD 94															0.00	0.00	0.00	0.00	0.00	0.00
2081	Pleasant Hill SD 1		1			1			1					1		0.29	0.29	0.40	0.20	0.33	0.00
2062	Plush SD 18															0.00	0.00	0.00	0.00	0.00	0.00
1973	Port Orford-Langlois SD 2CJ	2		2	1			1								0.43	0.43	0.20	0.20	0.00	0.00
2180	Portland SD 1J	13	12	6	11	21	11	15	9	14	14	12	14	12	13	13.29	12.00	14.80	12.20	12.67	13.67
1967	Powers SD 31															0.00	0.00	0.00	0.00	0.00	0.00
2009	Prairie City SD 4			1					1		1					0.14	0.29	0.00	0.40	0.00	0.33
2045	Prospect SD 59	1			1	1				1				1		0.43	0.29	0.40	0.20	0.33	0.00
1946	Rainier SD 13		1						1			1		1		0.29	0.29	0.40	0.20	0.67	0.00
1977	Redmond SD 2J	2	3	3	2		3	4		2	4	1	2	3	1	2.14	2.14	2.00	2.00	2.00	2.33
2001	Reedsport SD 105						1	1			1					0.14	0.29	0.20	0.40	0.00	0.33

DistrictID	DistrictName	2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		Average (7 Years)		Average (5 Years)		Average (3 Years)				
		First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year															
2182	Reynolds SD 7	7	2		4	5		7	4		6	5		4	3		2	4	4.86	4.00	4.60	4.20	3.33	4.00
1999	Riddle SD 70		1																0.00	0.14	0.00	0.00	0.00	0.00
2188	Riverdale SD 51J		1	1															0.14	0.14	0.00	0.00	0.00	0.00
2044	Rogue River SD 35								1			1	3			2			0.57	0.43	0.80	0.60	1.00	1.00
2142	Salem-Keizer SD 24J	6	5	10	6	6	7	9	6	9	8	3	8	9	3				7.43	6.14	7.20	6.40	7.00	6.33
2104	Santiam Canyon SD 129J		1							2				2					0.29	0.43	0.40	0.40	0.67	0.67
1944	Scappoose SD 1J	1	1	1	1		1	3		1	2	2	1		3				1.14	1.29	1.20	1.40	1.00	2.00
2103	Scio SD 95	2	1	2	2	1	2			2			2	1					1.14	1.00	0.80	0.80	1.00	0.67
1935	Seaside SD 10			1		1		2		2		2		1	2				1.00	0.57	1.20	0.80	1.00	1.33
2257	Sheridan SD 48J		1	1		1	1	1		1	1			1	1				0.71	0.57	0.80	0.60	0.67	0.67
2195	Sherman County SD			2		2			1							1			0.57	0.29	0.40	0.40	0.00	0.33
2244	Sherwood SD 88J	2	1	1	2	1	1		1	2		1	2		1				1.00	1.14	0.80	1.00	1.00	1.00
2138	Silver Falls SD 4J	2		1	2	2	1	2	1	1	2	2	1	2	2				1.71	1.29	1.80	1.40	1.67	1.67
1978	Sisters SD 6	1	1		1	1		1	1		1			1					0.57	0.57	0.60	0.40	0.33	0.33
2096	Siuslaw SD 97J		2			1		1	1		1	1		1					0.57	0.57	0.80	0.40	0.67	0.33
2022	South Harney SD 33																		0.00	0.00	0.00	0.00	0.00	0.00
2087	South Lane SD 45J3			1	1	1	1	2	1	1	2	2	1	2	2				1.29	1.14	1.60	1.40	1.67	1.67
1994	South Umpqua SD 19					1		1	1	1	1		1	2					0.71	0.43	1.00	0.60	1.00	0.67
2225	South Wasco County SD 1									1			1						0.14	0.14	0.20	0.20	0.33	0.33
2247	Spray SD 1																		0.00	0.00	0.00	0.00	0.00	0.00
2083	Springfield SD 19	5	2	2	4	4	2	3	4		3	7		2	4				3.29	2.71	3.20	2.60	3.00	2.33
1948	St Helens SD 502	1	1		1	2			2				1		3	1			1.00	0.71	1.20	0.60	1.33	0.33
2144	St Paul SD 45		2			1			1	1				1					0.29	0.57	0.40	0.40	0.33	0.33
2209	Stanfield SD 61			1		1	1						1						0.29	0.29	0.20	0.40	0.00	0.33
2018	Suntex SD 10																		0.00	0.00	0.00	0.00	0.00	0.00
2003	Sutherlin SD 130	2			2								1	1					0.43	0.43	0.20	0.20	0.33	0.33
2102	Sweet Home SD 55			2		2	2	2		2	1	1	2	1	1				1.14	0.86	1.20	1.20	1.33	1.33
2055	Three Rivers/Josephine County SD	1	2	4	1	2	4	6	2	2	5	3	2	4	2				3.14	2.57	3.40	3.00	3.00	3.00
2242	Tigard-Tualatin SD 23J	2	4	2	2	3	2	2	3	2	1	3	2		3				2.00	2.43	2.00	2.20	1.67	2.00
2197	Tillamook SD 9		3			1		2	1		2	1		1	1				0.71	1.00	1.00	0.80	0.67	1.00
2222	Troy SD 54																		0.00	0.00	0.00	0.00	0.00	0.00
2210	Ukiah SD 80R											1			1				0.14	0.14	0.20	0.20	0.33	0.33
2204	Umatilla SD 6R							1		1	1	1							0.43	0.29	0.60	0.40	0.67	0.67
2213	Union SD 5					1			1					1					0.29	0.14	0.40	0.20	0.33	0.00
2116	Vale SD 84	1			1					1			1	1	1				0.43	0.43	0.40	0.40	0.67	0.67
1947	Vernonia SD 47J																		0.00	0.00	0.00	0.00	0.00	0.00
2220	Wallowa SD 12							1			1	1			1				0.29	0.29	0.40	0.40	0.33	0.67
1936	Warrenton-Hammond SD 30					2			2										0.29	0.29	0.40	0.40	0.00	0.00
1922	West Linn-Wilsonville SD 3J	3		1	3		1			1	1	2	2	2	2				1.29	1.29	1.00	1.20	1.67	1.67
2255	Willamina SD 30J									1			1						0.14	0.14	0.20	0.20	0.33	0.33
2002	Winston-Dillard SD 116	1			1					1		2		1	2				0.71	0.43	0.80	0.40	1.33	0.67
2146	Woodburn SD 103		1	1		3	1			3	1		1	1	3	1			1.29	1.00	1.60	1.20	1.67	0.67
2251	Yamhill Carlton SD 1							2		1	2			1					0.43	0.43	0.60	0.60	0.33	1.00
1997	Yoncalla SD 32													1					0.14	0.00	0.20	0.00	0.33	0.00
<b>Total</b>		<b>143</b>	<b>147</b>	<b>155</b>	<b>124</b>	<b>171</b>	<b>145</b>	<b>158</b>	<b>142</b>	<b>163</b>	<b>153</b>	<b>161</b>	<b>152</b>	<b>151</b>	<b>145</b>				<b>157.43</b>	<b>144.00</b>	<b>160.80</b>	<b>147.40</b>	<b>158.33</b>	<b>150.00</b>

Educator Advancement Council - Fiscal Model Work Group - **DRAFT SCENARIO FOR DISCUSSION** February 27, 2019  
 First and Second-Year Teachers by District and Year\*

DistrictID	DistrictName	2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		Average (7 Years)		Average (5 Years)		Average (3 Years)	
		First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year												
2063	Adel SD 21	1		1										1		0.43	0.00	0.06	0.29	0.01	0.10
2113	Adrian SD 61		1							2		2	2			0.57	0.43	0.08	0.63	0.30	0.17
1899	Alsea SD 7J	3			3			3			5					0.86	1.14	0.12	0.59	1.16	0.21
2252	Amity SD 4J	3	5	2	2	4	5	2	4	3	5	1	4	4	1	2.71	3.71	0.39	2.82	3.06	0.79
2111	Annex SD 29	1	1		1					1			1			0.29	0.43	0.04	0.20	0.29	0.07
2005	Arlington SD 3	1	1	3	1		3	1			1					0.71	0.86	0.10	0.69	0.73	0.20
2115	Arock SD 81															0.00	0.00	0.00	0.00	0.00	0.00
2041	Ashland SD 5	13	6	13	7	7	12	5	14	15	7	2	13	7	1	8.86	8.57	1.27	8.22	7.90	2.44
2051	Ashwood SD 8															0.00	0.00	0.00	0.00	0.00	0.00
1933	Astoria SD 1	4	6	2	4	12	1	3	8	2	2		2	3		3.71	3.29	0.53	3.61	2.50	1.05
2208	Athens-Weston SD 29RJ		1		1	2		2	1	2	2	2	2		2	1.14	1.29	0.16	1.33	1.17	0.35
1894	Baker SD 5J	2	4	6	4	7	3	7	6	8	8	11	11	17	10	8.29	6.57	1.18	8.94	6.17	2.46
1969	Bandon SD 54	2	1		4	2	1	5	4	4	2	3	4	3	1	2.71	2.43	0.39	2.78	2.34	0.78
2240	Banks SD 13		3	2	3	2	3	2	2	2	2		2	4		1.71	2.14	0.24	2.02	1.75	0.53
2243	Beaverton SD 48J	41	77	7	5	83	29	132	86	122	146	112	111	90	86	83.86	77.14	11.98	89.02	67.85	24.70
1976	Bend-LaPine Administrative SD 1	31	23	26	27	23	28	24	21	23	22	24	29	26	22	25.29	24.57	3.61	24.37	21.80	7.09
2088	Bethel SD 52	22	9	16	4	15	11	20	11	24	24	8	17	15	8	17.14	12.00	2.45	15.71	11.06	4.69
2095	Blachly SD 90	3		2	1	4		4	1	3	2	3		3		3.14	0.57	0.45	2.80	0.64	0.85
2052	Black Butte SD 41															0.00	0.00	0.00	0.00	0.00	0.00
1974	Brookings-Harbor SD 17C	6	4	8	3	7	5	7	6	5	5	3	6	7	3	6.14	4.57	0.88	5.94	4.13	1.73
1896	Burnt River SD 30J					1			1			1			1	0.29	0.29	0.04	0.33	0.29	0.09
2046	Butte Falls SD 91		1			1			1	2		2	1	1		0.86	0.43	0.12	0.92	0.30	0.25
1995	Camas Valley SD 21J	1	4		2	2	1	3		2	3		3			1.14	1.86	0.16	1.27	1.31	0.34
1929	Canby SD 86	3	5	1	3	8	3	8	7	16	7	7	13	12	6	7.86	6.29	1.12	8.33	5.73	2.31
2139	Cascade SD 5	7	7	2	5	2	3	8	6	7	7	8	6	9	8	6.14	6.00	0.88	6.00	5.13	1.73
2185	Centennial SD 28J	2	2	6	6	7	7	14	12	17	17	9	17	8	12	9.00	10.43	1.29	10.20	10.33	2.74
1972	Central Curry SD 1	1		1		1	1	2	2	3	2		4	2		1.43	1.29	0.20	1.47	1.31	0.41
2105	Central Linn SD 552	4	4	2	2	1	1	3	4	3	3	2	2	2	2	2.43	2.29	0.35	2.18	1.76	0.66
2042	Central Point SD 6		2	10	2	9	10	10	10	13	9	10	9	12	12	9.14	7.71	1.31	10.24	7.62	2.77
2191	Central SD 13J	1	3	5	3	4	3	10	12	13	13	6	13	6	6	6.43	7.57	0.92	7.37	7.27	1.97
1945	Clatskanie SD 6J	1	8	1	2	2	1	2		5	2	2	3	2	2	2.14	2.57	0.31	2.37	1.47	0.64
1927	Colton SD 53		1		1	2		3	1		3		1	1	2	0.86	1.29	0.12	1.04	1.16	0.27
2006	Condon SD 25J		2			1	1		2	2		1	1	2	1	0.86	1.00	0.12	1.00	0.73	0.27
1965	Coos Bay SD 9	3	4	15	2	14	11	5	12	5	7	13	8	12	13	9.57	8.14	1.37	10.31	7.77	2.84
1964	Coquille SD 8	1			2	2	2	7	2	1	8	5	1	6	5	3.14	2.86	0.45	3.41	2.92	0.94
2186	Corbett SD 39	4	4	5	5	2	6	2	5	5	4	1	4	1		2.86	4.00	0.41	2.86	3.49	0.82
1901	Corvallis SD 509J	18	23	12	18	12	16	21	13	16	18	29	11	14	19	17.43	16.86	2.49	17.27	13.93	4.96
2216	Cove SD 15							1		1	1	1	2		1	0.43	0.57	0.06	0.51	0.58	0.13
2086	Creswell SD 40			1		4	1	4	7	2	5	2	1	2	2	2.14	2.29	0.31	2.47	2.33	0.66
1970	Crook County SD	8	4	16	6	12	4	6	11	15	6	6	17	11	8	10.57	8.00	1.51	10.57	7.64	3.02
2089	Crow-Applegate-Lorane SD 66				2				2		2		3		2	0.00	1.57	0.00	0.22	1.57	0.03
2050	Culver SD 4	4	1	3	2	2	5	2	1	7	2	2	5	1	2	3.00	2.57	0.43	2.80	2.49	0.83
2190	Dallas SD 2	5	4	8	4	7	7	12	6	11	12	8	8	10	11	8.71	7.43	1.24	9.06	7.03	2.54
2187	David Douglas SD 40	2	1	1	3	29	3	35	30	42	24	26	32	24	25	22.71	16.86	3.24	24.84	17.18	6.79
2253	Dayton SD 8	4			5	3		3	2	6	4	5	8	1	5	3.14	3.43	0.45	3.06	3.49	0.89
2011	Dayville SD 16J	1	1			1					1	1			1	0.43	0.57	0.06	0.37	0.44	0.11
2017	Diamond SD 7	1		1												0.29	0.00	0.04	0.14	0.01	0.06
2021	Double O SD 28		1													0.00	0.14	0.00	0.02	0.00	0.00
1993	Douglas County SD 15	2		6		4		1	3		1			1		2.00	0.57	0.29	1.80	0.61	0.54
1991	Douglas County SD 4	8	5	17	4	12	12	21	17	17	20	17	14	21	11	16.14	11.86	2.31	16.69	11.47	4.69
2019	Drewsey SD 13															0.00	0.00	0.00	0.00	0.00	0.00
2229	Dufur SD 29		1		1	2			3	1		1	1	3	1	1.00	1.00	0.14	1.14	0.88	0.31
2043	Eagle Point SD 9	3	4	16	3	15	12	20	19	20	15	16	16	18	13	15.43	11.71	2.20	16.67	11.46	4.59
2203	Echo SD 5	1		1	1	4	1	2	4	3		1	3			1.71	1.29	0.24	1.76	1.32	0.50
2217	Elgin SD 23	1	2		3	1	7		2		3		2	2		0.57	2.71	0.08	0.82	2.44	0.20
1998	Elkton SD 34	2	3	1	3	2	1	2	1	2	2	4		2		2.14	1.43	0.31	2.06	1.04	0.60
2221	Enterprise SD 21		2			2	3			5	1		1	2		0.71	1.57	0.10	0.94	1.30	0.24

DistrictID	DistrictName	2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		Average (7 Years)		Average (5 Years)		Average (3 Years)	
		First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year												
1930	Estacada SD 108	4	2	3	3	3	4	5	5	11	7	9	13	10	9	6.43	6.14	0.92	6.73	5.99	1.88
2082	Eugene SD 4J	34	13	40	15	51	28	55	32	52	33	68	36	67	37	52.43	27.71	7.49	51.53	26.93	14.85
2193	Falls City SD 57		1	1		1	1	2	1	1	1	1	4	3	1	1.14	1.29	0.16	1.33	1.17	0.35
2084	Fern Ridge SD 28J	2		1	1	4	1	2	3	1	4	2		4	2	2.29	1.57	0.33	2.22	1.62	0.64
2241	Forest Grove SD 15	8	3	7	5	9	5	39	7	39	4	15	32	16	15	19.00	10.14	2.71	19.31	10.10	5.47
2248	Fossil SD 21J		1					1		1		1		1	2	0.43	0.57	0.06	0.51	0.44	0.13
2020	Frenchglen SD 16					1				3	1		4			0.43	0.86	0.06	0.55	0.87	0.14
2245	Gaston SD 511J	1	2	12	5	4	5	3	5	2	5	1	3		1	3.29	3.71	0.47	3.67	3.50	0.99
2137	Gervais SD 1	3	1	1	2			2	1	1	1	4	2	9	5	2.86	2.00	0.41	2.71	1.92	0.80
1931	Gladstone SD 115	1	2	6		5	10	2	9	10	6	3	12	3	4	4.29	6.14	0.61	5.02	5.94	1.33
2000	Glendale SD 77					2		1		7		1	5	6	1	2.14	1.14	0.31	2.31	1.19	0.64
1992	Glide SD 12		1	1		2		2	1	5	1	2	1	6	4	2.57	1.14	0.37	2.73	1.05	0.76
2054	Grants Pass SD 7	12	5	12	10	14	13	10	15	12	14	10	14	9	10	11.29	11.57	1.61	11.22	11.09	3.22
2100	Greater Albany Public SD 8J	6	18	34		23	26	27	32	30	27	37	32	19	31	25.14	23.71	3.59	27.67	21.66	7.55
2183	Gresham-Barlow SD 10J	23	17	46	11	39	19	46	29	43	33	37	27	45	21	39.86	22.43	5.69	39.78	20.81	11.38
2014	Harney County SD 3			2		4		6	2	6	4	12	8	10	6	5.71	2.86	0.82	6.12	2.97	1.69
2015	Harney County SD 4					2			2							0.29	0.29	0.04	0.33	0.29	0.09
2023	Harney County Union High SD 1J	1	2	1		1										0.29	0.43	0.04	0.20	0.15	0.07
2114	Harper SD 66	1				1				3		2	1	2		1.29	0.14	0.18	1.16	0.17	0.35
2099	Harrisburg SD 7J	3	3	4	3	23	5	2	7	5	1	9	2	18	7	9.14	4.00	1.31	9.29	3.76	2.63
2201	Helix SD 1	2		3	2	2	4	1	2		2			1		1.29	1.43	0.18	1.20	1.45	0.36
2206	Hermiston SD 8	18	10	8	18	23	10	28	23	24	25	20	20	16	17	19.57	17.57	2.80	19.51	16.54	5.58
2239	Hillsboro SD 1J	33	37	2	35	28	12	59	43	56	76	49	59	48	47	39.29	44.14	5.61	40.88	39.66	11.45
2024	Hood River County SD	4	6	8	4	8	6	9	6	10	8	7	6	4	5	7.14	5.86	1.02	7.41	5.15	2.08
1895	Huntington SD 16J		1			1		2								0.00	0.57	0.00	0.08	0.43	0.01
2215	Imbler SD 11															0.00	0.00	0.00	0.00	0.00	0.00
3997	Ione SD R2		4		3	1				2		1	2	2		0.86	1.29	0.12	1.04	0.73	0.27
2053	Jefferson County SD 509J	6	10	17	7	9	14	17	6	9	15	15	7	8	14	11.57	10.43	1.65	12.20	9.24	3.40
2140	Jefferson SD 14J	2	2	6	1	2	5	2	3	10	1	2	5	2		3.71	2.43	0.53	3.78	2.22	1.07
1934	Jewell SD 8	3		2		1		1		4		1	2	1	2	1.86	0.57	0.27	1.51	0.61	0.48
2008	John Day SD 3		1		1	2		3	1	2	4	1	4	4	5	1.71	2.29	0.24	2.04	2.18	0.54
2107	Jordan Valley SD 3		2			2		1	1	2	1	1	1		1	0.86	0.86	0.12	0.98	0.59	0.26
2219	Joseph SD 6					2			1					1		0.43	0.14	0.06	0.45	0.15	0.13
2091	Junction City SD 69	2	2	4	4	3	3	6	2	11	5	1	8	8		5.00	3.43	0.71	5.20	3.24	1.46
2109	Juntura SD 12	1		1		1										0.29	0.14	0.04	0.16	0.15	0.06
2057	Klamath County SD	8	16	1	28	24	4	21	13	31	18	27	26	28	20	20.00	17.86	2.86	21.41	15.98	5.92
2056	KLAMATH FALLS CITY SCHOOLS	4	5	13	5	28	9	17	20	17	11	12	15	9	9	14.29	10.57	2.04	15.22	10.15	4.22
2262	Knappa SD 4	3	5	1	3	3	1	2	4	4	2		5	5	1	2.57	3.00	0.37	2.57	2.34	0.73
2212	La Grande SD 1	4	7	4	3	9	4	7	12	16	7	12	13	7	9	8.43	7.86	1.20	8.98	7.03	2.49
2059	Lake County SD 7	4	2	3	3	1	7	7	4	8	7	6	6	3	4	4.57	4.71	0.65	4.67	4.52	1.32
1923	Lake Oswego SD 7J	15	5	11	15	13	8	11	9	14	12	11	11	13	12	12.57	10.29	1.80	11.90	9.83	3.50
2101	Lebanon Community SD 9	12	8	12	8	19	8	29	16	18	20	17	14	18	12	17.86	12.29	2.55	17.90	11.51	5.11
2097	Lincoln County SD	13	18	44	7	37	27	45	21	47	24	38	25	40	22	37.71	20.57	5.39	38.80	18.77	10.93
2012	Long Creek SD 17															0.00	0.00	0.00	0.00	0.00	0.00
2092	Lowell SD 71					1		4	4	5	4	6	4	7	4	3.29	2.29	0.47	3.61	2.35	0.99
2112	Malheur County SD 51															0.00	0.00	0.00	0.00	0.00	0.00
2085	Mapleton SD 32		1	1		2	1	1	3		2	1	1	1	3	0.86	1.57	0.12	1.08	1.45	0.28
2094	Marcola SD 79J	1	1	1	1	3	1	1	2	1	2					1.00	1.00	0.14	1.00	0.88	0.29
2090	McKenzie SD 68	1	1		1	1		4	1	1	3	1		1	3	1.29	1.29	0.18	1.33	1.17	0.37
2256	McMinnville SD 40	6	7	11	6	14	9	21	16	25	14	15	18	8	16	14.29	12.29	2.04	15.18	11.58	4.21
2048	Medford SD 549C	37	35	18	43	52	33	49	48	54	42	51	33	60	37	45.86	38.71	6.55	46.10	34.65	13.14
2205	Milton-Freewater Unified SD 7		1			4	2	4	5	4	7	19	4	7	9	5.43	4.29	0.78	6.04	4.25	1.64
2249	Mitchell SD 55	1	2		2			1			1	2		2		0.86	0.71	0.12	0.82	0.45	0.24
1925	Molalla River SD 35	16	2	6	13	12	6	16	5	14	12	12	9	11	10	12.43	8.14	1.78	11.31	8.11	3.39
1898	Monroe SD 1J			2	1		3	6	1	3	1	4	2	4	1	2.71	1.29	0.39	2.90	1.34	0.80
2010	Monument SD 8	1												1		0.29	0.00	0.04	0.14	0.01	0.06
2147	Morrow SD 1	8	9	8	8	5	12	5	2	14	7	8	11	10	5	8.29	7.71	1.18	8.24	6.60	2.36
2145	Mt Angel SD 91	1		2		5	1	10		3	12	3	1	1	2	3.57	2.29	0.51	3.76	2.36	1.05
1968	Myrtle Point SD 41	5	1	2	4	3	2	2	3	3	4		3	4		2.71	2.43	0.39	2.35	2.34	0.72
2198	Neah-Kah-Nie SD 56	2	2	2	2	2	2	1	2	1	1	2	1	4	1	2.00	1.57	0.29	1.94	1.33	0.56
2199	Nestucca Valley SD 101J							5		3	3	11		25		6.29	0.43	0.90	6.35	0.56	1.80

DistrictID	DistrictName	2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		Average (7 Years)		Average (5 Years)		Average (3 Years)	
		First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year												
2254	Newberg SD 29J	4	20	6	9	11	10	12	10	5	17	15	4	6	13	8.43	11.86	1.20	9.55	9.17	2.57
1966	North Bend SD 13	9	16	15	7	12	17	11	11	6	12	4	6	10	5	9.57	10.57	1.37	9.80	8.48	2.77
1924	North Clackamas SD 12	8	5	27	3	43	21	44	28	57	37	47	50	45	37	38.71	25.86	5.53	41.27	25.93	11.43
1996	North Douglas SD 22	1	1		1				4		3			2		0.43	1.43	0.06	0.49	1.29	0.13
2061	North Lake SD 14	1	3	4		4				2		1	1		1	1.14	1.29	0.16	1.18	0.88	0.33
2141	North Marion SD 15	4	1	3	6	3	1	6	6	4	7	7	5	7	8	4.86	4.86	0.69	4.98	4.81	1.41
2214	North Powder SD 8J	3	2	4	2		1		2	6	1		5			1.86	1.86	0.27	1.69	1.61	0.51
2143	North Santiam SD 29J	7	4	7	5	19	4	32	11	10	8	11	9	9	9	13.57	7.14	1.94	13.59	6.85	3.88
4131	North Wasco County SD 21	7	2	9	4	9	7	47	10	11	11	13	12	14	14	15.71	8.57	2.24	15.94	8.61	4.52
2110	Nyssa SD 26	1	4	7	4	4	8	3	3	1	3	4	2	10	4	4.29	4.00	0.61	4.71	3.52	1.29
1990	Oakland SD 1	3	4		3	2	2	2	2	2	2	2	4	2	3	2.43	2.86	0.35	2.41	2.34	0.69
2093	Oakridge SD 76		2			5		2	4	3	6	1	4	2	1	1.86	2.43	0.27	2.20	2.18	0.58
2108	Ontario SD 8C	4		11	2	7	9	9	7	8	8	17	6	8	14	9.14	6.57	1.31	9.51	6.76	2.66
1928	Oregon City SD 62	24	13	36	13	34	16	34	16	31	21	26	16	22	14	29.57	15.57	4.22	28.37	14.32	8.28
1926	Oregon Trail SD 46	6	6	9	6	9	5	13	4	19	13	12	13	12	13	11.43	8.57	1.63	11.80	7.95	3.32
2060	Paisley SD 11	3		2	1	5		3	2	3		3	1	4		3.29	0.57	0.47	2.94	0.64	0.89
2181	Parkrose SD 3	4	6	7	6	10	6	8	5	10	12	16	9	4	13	8.43	8.14	1.20	9.02	7.46	2.49
2207	Pendleton SD 16	7	2	9	6	6	8	10	5	12	7	6	10	7	6	8.14	6.29	1.16	8.04	6.17	2.31
2192	Perrydale SD 21	2	1		2		1		1	2		2			2	0.86	1.00	0.12	0.71	0.87	0.22
1900	Philomath SD 17J	7	8	10	3	7	3	8	3	9	4	12	2	12	3	9.29	3.71	1.33	8.82	2.76	2.59
2039	Phoenix-Talent SD 4	6	2	4	5	6	1	7	8	12	8	11	7	3	3	7.00	4.86	1.00	6.84	4.71	1.98
2202	Pilot Rock SD 2		1	1			1		2	6		4	7	1	1	1.71	1.71	0.24	1.96	1.61	0.52
2016	Pine Creek SD 5															0.00	0.00	0.00	0.00	0.00	0.00
1897	Pine Eagle SD 61		2	6		4	1	4		4				3		3.00	0.43	0.43	3.06	0.20	0.87
2047	Pinehurst SD 94			1			1							1		0.29	0.14	0.04	0.31	0.15	0.08
2081	Pleasant Hill SD 1		1	2			3	1		4		3	4	1	5	1.57	1.86	0.22	1.84	1.75	0.49
2062	Plush SD 18															0.00	0.00	0.00	0.00	0.00	0.00
1973	Port Orford-Langlois SD 2CJ	2		2	2			1								0.57	0.43	0.08	0.35	0.44	0.13
2180	Portland SD 1J	109	93	46	176	327	34	229	216	175	191	163	177	134	147	169.00	147.71	24.14	174.53	137.88	49.08
1967	Powers SD 31		1	2			3	2		2	2	4		3		1.86	0.86	0.27	1.98	0.75	0.55
2009	Prairie City SD 4					1	1	1		1	1		3	1		0.57	0.71	0.08	0.67	0.73	0.18
2045	Prospect SD 59	1	2	1	1	2		3	2		2			2		1.29	1.00	0.18	1.29	0.74	0.37
1946	Rainier SD 13	3		2	3	6	3	4	6	3	4	3	4	5	2	3.71	3.14	0.53	3.73	3.22	1.06
1977	Redmond SD 2J	10	7	31	8	64	16	31	26	27	20	26	19	25	12	30.57	15.43	4.37	31.35	15.05	8.85
2001	Reedsport SD 105	1	3	2	2	2	2	2	2	3	1	3	4	4	3	2.14	2.43	0.31	2.35	2.04	0.64
2182	Reynolds SD 7	11	26	23	15	22	30	59	39	24	54	22	27	13	24	24.86	30.71	3.55	27.67	27.51	7.50
1999	Riddle SD 70		1	2		1	2	4	1	1	4	3	1	1	2	1.71	1.57	0.24	1.94	1.46	0.52
2188	Riverdale SD 51J							1	1	2	3	1	2	1		0.86	0.71	0.12	0.96	0.73	0.26
2044	Rogue River SD 35	1		8		5		11	6	16	8	7	12	9	2	8.14	4.00	9.60	5.60	10.67	7.33
2142	Salem-Keizer SD 24J	41	73	81	49	111	75	155	116	181	138	129	145	83	120	111.57	102.29	131.80	118.80	131.00	134.33
2104	Santiam Canyon SD 129J	1				1			1	5	3	3	4	10	5	2.86	1.86	3.80	2.60	6.00	4.00
1944	Scappoose SD 1J	9	2	10	7	5	10	7	7	7	6	12	8	9	17	8.43	8.14	8.00	9.60	9.33	10.33
2103	Scio SD 95	13	5	14	15	9	12	3	10	8	3	2	2	1	5	7.14	7.43	4.60	6.40	3.67	3.33
1935	Seaside SD 10	1	1	2	1	1	1		3	2	1	1	1	5	1	1.71	1.29	1.80	1.40	2.67	1.00
2257	Sheridan SD 48J	8	7	7	6	5	7	8	6	10	7	12	6	10	7	8.57	6.57	9.00	6.60	10.67	6.67
2195	Sherman County SD	2	3	8	5	3	2	3	2	2	3	2	3	2	2	2.86	2.86	2.00	2.40	1.33	2.67
2244	Sherwood SD 88J	12	7	1	8	7	2	13	4	9	16	9	8	11	10	8.86	7.86	9.80	8.00	9.67	11.33
2138	Silver Falls SD 4J	11	6	13	9	7	12	15	5	20	15	15	11	19	12	14.29	10.00	15.20	11.00	18.00	12.67
1978	Sisters SD 6	1	2		2	3	1	2	1	1	1			1	2	1.14	1.29	1.40	1.00	0.67	1.00
2096	Siuslaw SD 97J	1	5	3	4	2	7	8	1	3	8	2	2	4	1	3.29	4.00	3.80	3.80	3.00	3.67
2022	South Harney SD 33		2		1		1									0.00	0.57	0.00	0.20	0.00	0.00
2087	South Lane SD 45J3	11	2	11	2	12	3	21	7	25	10	16	15	21	8	16.71	6.71	19.00	8.60	20.67	11.00
1994	South Umpqua SD 19		1	5		9	1	9	6	9	3	7	10	8	7	6.71	4.00	8.40	5.40	8.00	6.67
2225	South Wasco County SD 1	1							1					1		0.14	0.29	0.00	0.40	0.00	0.33
2247	Spray SD 1		1				1							1	1	0.14	0.43	0.20	0.40	0.33	0.33
2083	Springfield SD 19	4	17	21	7	33	27	24	24	36	22	38	33	40	29	28.00	22.71	34.20	27.00	38.00	28.00
1948	St Helens SD 502	4		4	9	7	8	5	4	7	6	5	7	9	5	5.86	5.57	6.60	6.00	7.00	6.00
2144	St Paul SD 45	1	1	1	3			2		1				1		0.86	0.57	0.80	0.00	0.67	0.00
2209	Stanfield SD 61		3	2		3	2	6	3	2	3	3	2	4	3	2.86	2.29	3.60	2.60	3.00	2.67
2018	Suntex SD 10													1		0.14	0.00	0.20	0.00	0.33	0.00
2003	Sutherlin SD 130	3	3	1	1	5		3	6	1	4	2	1	4	2	2.71	2.43	3.00	2.60	2.33	2.33

DistrictID	DistrictName	2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		Average (7 Years)		Average (5 Years)		Average (3 Years)	
		First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year												
2102	Sweet Home SD 55	7	8	6	6	9	4	12	9	15	7	8	13	17	4	10.57	7.29	12.20	7.40	13.33	8.00
2055	Three Rivers/Josephine County SD	7	7	5	9	12	8	16	6	12	14	12	13	15	11	11.29	9.71	13.40	10.40	13.00	12.67
2242	Tigard-Tualatin SD 23J	28	17	19	16	27	9	29	26	42	26	29	34	31	24	29.29	21.71	31.60	23.80	34.00	28.00
2197	Tillamook SD 9	3	7	6	4	9	7	10	15	2	10	13	5	19	10	8.86	8.29	10.60	9.40	11.33	8.33
2222	Troy SD 54															0.00	0.00	0.00	0.00	0.00	0.00
2210	Ukiah SD 80R									1				1		0.29	0.00	0.40	0.00	0.67	0.00
2204	Umatilla SD 6R	2		4	2	7	3	3	7	9	6	17	8	5	15	6.71	5.86	8.20	7.80	10.33	9.67
2213	Union SD 5			1		3	3		2	1		2	2		1	1.00	1.14	1.20	1.60	1.00	1.00
2116	Vale SD 84	1		1	1	3	1	3	1	3	3	1	3		2	1.71	1.57	2.00	2.00	1.33	2.67
1947	Vernonia SD 47J					2	1	4	1	1	4		4	1		1.14	1.43	1.60	2.00	0.67	2.67
2220	Wallowa SD 12		6	1				2		3	1	2		2	1	1.43	1.14	1.80	0.40	2.33	0.67
1936	Warrenton-Hammond SD 30	8	1	9	3	6	5	8	7	3	7	5	5	1	5	5.71	4.71	4.60	5.80	3.00	5.67
1922	West Linn-Wilsonville SD 3J	21	2	9	19	24	12	20	24	18	21	12	17	20	14	17.71	15.57	18.80	17.60	16.67	17.33
2255	Willamina SD 30J	1	1	1	2	1	1	5	2	6	2	9	7	7	15	4.29	4.29	5.60	5.40	7.33	8.00
2002	Winston-Dillard SD 116	2	3	3	2		6	3		8	2	2	8	9	3	3.86	3.43	4.40	3.80	6.33	4.33
2146	Woodburn SD 103	14	11	11	12	15	11	19	17	20	19	32	18	26	27	19.57	16.43	22.40	18.40	26.00	21.33
2251	Yamhill Carlton SD 1	7	1	2	5	1	3	8	2	2	8	3	5	6	4	4.14	4.00	4.00	4.40	3.67	5.67
1997	Yoncalla SD 32			1		2		3				2	2	2		1.43	0.29	1.80	0.40	1.33	0.67
<b>Total</b>		<b>1007</b>	<b>959</b>	<b>1143</b>	<b>951</b>	<b>1815</b>	<b>1009</b>	<b>2058</b>	<b>1564</b>	<b>2057</b>	<b>1783</b>	<b>1784</b>	<b>1752</b>	<b>1749</b>	<b>1468</b>	<b>1659.00</b>	<b>1355.14</b>	<b>1892.60</b>	<b>1515.20</b>	<b>1863.33</b>	<b>1667.67</b>

\* First or second year of teaching anywhere, not just in Oregon

**Educator Advancement Council - Fiscal Model Work Group - DRAFT SCENARIO FOR DISCUSSION February 27, 2019**  
**First and Second-Year Assistant Principals by District and Year**

DistrictID	DistrictName	2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		Average (7 Years)		Average (5 Years)		Average (3 Years)	
		First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year												
2063	Adel SD 21															0.00	0.00	0.00	0.00	0.00	0.00
2113	Adrian SD 61															0.00	0.00	0.00	0.00	0.00	0.00
1899	Alsea SD 7J															0.00	0.00	0.00	0.00	0.00	0.00
2252	Amity SD 4J					1										0.14	0.00	0.20	0.00	0.00	0.00
2111	Annex SD 29															0.00	0.00	0.00	0.00	0.00	0.00
2005	Arlington SD 3															0.00	0.00	0.00	0.00	0.00	0.00
2115	Arock SD 81															0.00	0.00	0.00	0.00	0.00	0.00
2041	Ashland SD 5			1		1	1		1	2				2		0.57	0.57	0.60	0.80	0.67	0.67
2051	Ashwood SD 8															0.00	0.00	0.00	0.00	0.00	0.00
1933	Astoria SD 1			1			1	1		1	1			1		0.43	0.43	0.40	0.60	0.33	0.67
2208	Athena-Weston SD 29RJ															0.00	0.00	0.00	0.00	0.00	0.00
1894	Baker SD 5J					1		2		2	2	2	1		1	1.00	0.57	1.40	0.80	1.33	1.33
1969	Bandon SD 54					1										0.14	0.00	0.20	0.00	0.00	0.00
2240	Banks SD 13					1								1		0.29	0.14	0.40	0.20	0.33	0.00
2243	Beaverton SD 48J	5	7		1	1	1	15	1	11	14	9	8	7	9	6.86	5.86	8.60	6.60	9.00	10.33
1976	Bend-LaPine Administrative SD 1	1	3	3		5	3	8	4	6	5	4	5	7	4	4.86	3.43	6.00	4.20	5.67	4.67
2088	Bethel SD 52	3	2		2	5		1	5		1	1			1	1.43	1.57	1.40	1.40	0.33	0.67
2095	Blachly SD 90					1								1		0.29	0.00	0.40	0.00	0.33	0.00
2052	Black Butte SD 41															0.00	0.00	0.00	0.00	0.00	0.00
1974	Brookings-Harbor SD 17C							4			3			1		0.71	0.43	1.00	0.60	0.33	1.00
1896	Burnt River SD 30J															0.00	0.00	0.00	0.00	0.00	0.00
2046	Butte Falls SD 91															0.00	0.00	0.00	0.00	0.00	0.00
1995	Camas Valley SD 21J											1				0.14	0.00	0.20	0.00	0.33	0.00
1929	Canby SD 86					1								1		0.14	0.14	0.20	0.00	0.33	0.00
2139	Cascade SD 5	1		1	1	1		2		2				1		0.86	0.43	0.80	0.40	0.33	0.67
2185	Centennial SD 28J		1			1			1	1		1	1	2	1	0.71	0.57	1.00	0.60	1.33	0.67
1972	Central Curry SD 1															0.00	0.00	0.00	0.00	0.00	0.00
2105	Central Linn SD 552											1			1	0.14	0.14	0.20	0.20	0.33	0.33
2042	Central Point SD 6	1			1	1		1			1			1		0.57	0.29	0.60	0.20	0.33	0.33
2191	Central SD 13J									1			1			0.14	0.14	0.20	0.20	0.33	0.33
1945	Clatskanie SD 6J			1								1			1	0.29	0.14	0.20	0.20	0.33	0.33
1927	Colton SD 53															0.00	0.00	0.00	0.00	0.00	0.00
2006	Condon SD 25J															0.00	0.00	0.00	0.00	0.00	0.00
1965	Coos Bay SD 9							1		1	1	1	1	1	1	0.57	0.43	0.80	0.60	1.00	1.00
1964	Coquille SD 8		1					1		1	1		1	1		0.43	0.43	0.60	0.40	0.67	0.67
2186	Corbett SD 39		2													0.00	0.29	0.00	0.00	0.00	0.00
1901	Corvallis SD 509J	2			2	2		3	2	1	2	2	1	1	1	1.57	1.14	1.80	1.20	1.33	1.33
2216	Cove SD 15															0.00	0.00	0.00	0.00	0.00	0.00
2086	Creswell SD 40									1			1	1		0.29	0.14	0.40	0.20	0.67	0.33
1970	Crook County SD		2			3		1	3			2	1	1	1	1.00	1.00	1.40	1.00	1.00	0.67
2089	Crow-Applegate-Lorane SD 66															0.00	0.00	0.00	0.00	0.00	0.00
2050	Culver SD 4															0.00	0.00	0.00	0.00	0.00	0.00
2190	Dallas SD 2	1			1			1		2		2	1			0.71	0.43	0.80	0.40	1.00	0.67
2187	David Douglas SD 40	1			1			3		1	3		1	2		1.00	0.71	1.20	0.80	1.00	1.33
2253	Dayton SD 8	1			1							2			2	0.43	0.43	0.40	0.40	0.67	0.67
2011	Dayville SD 16J															0.00	0.00	0.00	0.00	0.00	0.00
2017	Diamond SD 7															0.00	0.00	0.00	0.00	0.00	0.00
2021	Double O SD 28															0.00	0.00	0.00	0.00	0.00	0.00
1993	Douglas County SD 15		1													0.00	0.14	0.00	0.00	0.00	0.00
1991	Douglas County SD 4		2		1					1		2	1		2	0.43	0.86	0.60	0.60	1.00	1.00
2019	Drewsey SD 13															0.00	0.00	0.00	0.00	0.00	0.00
2229	Dufur SD 29															0.00	0.00	0.00	0.00	0.00	0.00

DistrictID	DistrictName	2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		Average (7 Years)		Average (5 Years)		Average (3 Years)			
		First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year														
2043	Eagle Point SD 9	1			1	1		1	1		2	1		1	1		1	1.14	0.57	1.20	0.60	1.00	0.33
2203	Echo SD 5				1													0.14	0.00	0.00	0.00	0.00	0.00
2217	Elgin SD 23																	0.00	0.00	0.00	0.00	0.00	0.00
1998	Elkton SD 34																	0.00	0.00	0.00	0.00	0.00	0.00
2221	Enterprise SD 21																	0.00	0.00	0.00	0.00	0.00	0.00
1930	Estacada SD 108	1			1	1		1	1		1	1		1	1		0.71	0.57	0.80	0.60	0.67	0.67	
2082	Eugene SD 4J		2	2		7	1	6	7	2	5	4	3	3	5		3.43	3.29	4.40	4.20	3.00	4.33	
2193	Falls City SD 57	1			1												0.14	0.14	0.00	0.00	0.00	0.00	
2084	Fern Ridge SD 28J					2			1								0.29	0.14	0.40	0.20	0.00	0.00	
2241	Forest Grove SD 15	1			1			1		1				1	1		0.43	0.43	0.40	0.40	0.33	0.67	
2248	Fossil SD 21J																0.00	0.00	0.00	0.00	0.00	0.00	
2020	Frenchglen SD 16																0.00	0.00	0.00	0.00	0.00	0.00	
2245	Gaston SD 511J																0.00	0.00	0.00	0.00	0.00	0.00	
2137	Gervais SD 1					1		1	1			1	1	1			0.43	0.43	0.60	0.60	0.67	0.67	
1931	Gladstone SD 115					2		2						1			0.43	0.29	0.60	0.40	0.33	0.00	
2000	Glendale SD 77																0.00	0.00	0.00	0.00	0.00	0.00	
1992	Glide SD 12											1		1			0.14	0.14	0.20	0.20	0.33	0.33	
2054	Grants Pass SD 7		3	1			1	1		1	1	1	1	1			0.43	1.00	0.40	0.80	0.33	1.00	
2100	Greater Albany Public SD 8J		1	6			5	2		2	2	1	4	2			2.29	1.57	2.00	2.00	2.67	1.67	
2183	Gresham-Barlow SD 10J	1	3	3	1	1	3	1	1	2		1	2	1			1.29	1.57	1.00	1.40	1.00	1.00	
2014	Harney County SD 3											1		1			0.29	0.00	0.40	0.00	0.67	0.00	
2015	Harney County SD 4																0.00	0.00	0.00	0.00	0.00	0.00	
2023	Harney County Union High SD 1J																0.00	0.00	0.00	0.00	0.00	0.00	
2114	Harper SD 66																0.00	0.00	0.00	0.00	0.00	0.00	
2099	Harrisburg SD 7J																0.00	0.00	0.00	0.00	0.00	0.00	
2201	Helix SD 1																0.00	0.00	0.00	0.00	0.00	0.00	
2206	Hermiston SD 8	1			2	2		1	2	2		2	1	2			1.14	1.00	1.40	1.00	1.33	1.00	
2239	Hillsboro SD 1J	1	3	1	1	4	1	5	4	1	5	4	1	2	4		2.57	2.71	3.20	3.00	2.33	3.33	
2024	Hood River County SD					1		2		2							0.43	0.29	0.60	0.40	0.00	0.67	
1895	Huntington SD 16J																0.00	0.00	0.00	0.00	0.00	0.00	
2215	Imbler SD 11																0.00	0.00	0.00	0.00	0.00	0.00	
3997	Ione SD R2																0.00	0.00	0.00	0.00	0.00	0.00	
2053	Jefferson County SD 509J	2	1	1	2		1	1		1							0.57	0.71	0.20	0.40	0.00	0.33	
2140	Jefferson SD 14J					1		1				1					0.14	0.29	0.20	0.40	0.00	0.33	
1934	Jewell SD 8																0.00	0.00	0.00	0.00	0.00	0.00	
2008	John Day SD 3	1															0.14	0.00	0.00	0.00	0.00	0.00	
2107	Jordan Valley SD 3																0.00	0.00	0.00	0.00	0.00	0.00	
2219	Joseph SD 6																0.00	0.00	0.00	0.00	0.00	0.00	
2091	Junction City SD 69		1							1		1	1				0.29	0.29	0.40	0.20	0.67	0.33	
2109	Juntura SD 12																0.00	0.00	0.00	0.00	0.00	0.00	
2057	Klamath County SD	1	1	2	2	1	2	4	1	4	3	4	2	2	4		2.57	2.14	3.00	2.40	3.33	3.00	
2056	KLAMATH FALLS CITY SCHOOLS	1	1		1			2		1	2		1	1			0.71	0.71	0.80	0.60	0.67	1.00	
2262	Knappa SD 4																0.00	0.00	0.00	0.00	0.00	0.00	
2212	La Grande SD 1	1			1	1		1	1			1					0.43	0.43	0.40	0.40	0.33	0.33	
2059	Lake County SD 7					1		1		1		1					0.29	0.14	0.40	0.20	0.33	0.00	
1923	Lake Oswego SD 7J	1		1	1	2	2	1	2	1	2	1	2	2	2		1.29	1.29	1.40	1.60	1.33	1.33	
2101	Lebanon Community SD 9	1	2	1	1	1	1	1	1	3	1	1	2	1			1.29	1.00	1.40	1.00	1.67	1.00	
2097	Lincoln County SD	3		1	3	2	1	2	1	3		5	3	4	2		2.86	1.43	3.20	1.40	4.00	1.67	
2012	Long Creek SD 17																0.00	0.00	0.00	0.00	0.00	0.00	
2092	Lowell SD 71						1		1	1				1			0.43	0.14	0.60	0.20	0.67	0.33	
2112	Malheur County SD 51																0.00	0.00	0.00	0.00	0.00	0.00	
2085	Mapleton SD 32																0.00	0.00	0.00	0.00	0.00	0.00	
2094	Marcola SD 79J																0.00	0.00	0.00	0.00	0.00	0.00	
2090	McKenzie SD 68					1											0.14	0.00	0.20	0.00	0.00	0.00	
2256	McMinnville SD 40		1	2			1			1		1	1		1		0.57	0.57	0.40	0.60	0.67	0.67	

DistrictID	DistrictName	2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		Average (7 Years)		Average (5 Years)		Average (3 Years)	
		First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year												
2048	Medford SD 549C	1			1	1		2	1	3	2	2	3	3	3	1.71	1.43	2.20	1.80	2.67	2.67
2205	Milton-Freewater Unified SD 7	2		1	2	1	1	1	1		1					0.71	0.71	0.40	0.60	0.00	0.33
2249	Mitchell SD 55															0.00	0.00	0.00	0.00	0.00	0.00
1925	Molalla River SD 35											2			2	0.29	0.29	0.40	0.40	0.67	0.67
1898	Monroe SD 1J															0.00	0.00	0.00	0.00	0.00	0.00
2010	Monument SD 8															0.00	0.00	0.00	0.00	0.00	0.00
2147	Morrow SD 1	1			1	2		3	3			3	2			1.14	1.00	1.40	1.20	1.67	1.00
2145	Mt Angel SD 91															0.00	0.00	0.00	0.00	0.00	0.00
1968	Myrtle Point SD 41															0.00	0.00	0.00	0.00	0.00	0.00
2198	Neah-Kah-Nie SD 56		1													0.00	0.14	0.00	0.00	0.00	0.00
2199	Nestucca Valley SD 101J															0.00	0.00	0.00	0.00	0.00	0.00
2254	Newberg SD 29J							4		1	4	1	1	2		1.14	0.71	1.60	1.00	1.33	1.67
1966	North Bend SD 13			1		1	1	1		1				1		0.43	0.29	0.40	0.40	0.33	0.33
1924	North Clackamas SD 12	2	1	4	2	2	3		2	5	1	2	4	1	2	2.29	2.14	2.00	2.40	2.67	2.33
1996	North Douglas SD 22															0.00	0.00	0.00	0.00	0.00	0.00
2061	North Lake SD 14															0.00	0.00	0.00	0.00	0.00	0.00
2141	North Marion SD 15		1			1		3			3			2		0.86	0.57	1.20	0.60	0.67	1.00
2214	North Powder SD 8J					1										0.14	0.00	0.20	0.00	0.00	0.00
2143	North Santiam SD 29J		1			1		3			3					0.57	0.57	0.80	0.60	0.00	1.00
4131	North Wasco County SD 21					3			3	1		1		1		0.86	0.43	1.20	0.60	1.00	0.00
2110	Nyssa SD 26							2		2	1		1		1	0.57	0.43	0.80	0.60	0.67	1.00
1990	Oakland SD 1					1			1							0.14	0.14	0.20	0.20	0.00	0.00
2093	Oakridge SD 76															0.00	0.00	0.00	0.00	0.00	0.00
2108	Ontario SD 8C	2		3		1	2	1	1		1	5			5	1.71	1.29	1.40	1.80	1.67	2.00
1928	Oregon City SD 62	1	1	1	1	1	1	1	1	3	1	1	2	1	1	1.29	1.14	1.40	1.20	1.67	1.33
1926	Oregon Trail SD 46		1							2		1	1		1	0.43	0.43	0.60	0.40	1.00	0.67
2060	Paisley SD 11															0.00	0.00	0.00	0.00	0.00	0.00
2181	Parkrose SD 3		3	1			1		1	2			3	1		0.57	1.14	0.60	1.00	1.00	1.00
2207	Pendleton SD 16					1			1	1		2	1			0.57	0.29	0.80	0.40	1.00	0.33
2192	Perrydale SD 21															0.00	0.00	0.00	0.00	0.00	0.00
1900	Philomath SD 17J					1			1	2		1			1	0.57	0.29	0.80	0.40	1.00	0.33
2039	Phoenix-Talent SD 4		3			1			1	1		2	1		1	0.57	0.86	0.80	0.60	1.00	0.67
2202	Pilot Rock SD 2															0.00	0.00	0.00	0.00	0.00	0.00
2016	Pine Creek SD 5															0.00	0.00	0.00	0.00	0.00	0.00
1897	Pine Eagle SD 61															0.00	0.00	0.00	0.00	0.00	0.00
2047	Pinehurst SD 94															0.00	0.00	0.00	0.00	0.00	0.00
2081	Pleasant Hill SD 1															0.00	0.00	0.00	0.00	0.00	0.00
2062	Plush SD 18															0.00	0.00	0.00	0.00	0.00	0.00
1973	Port Orford-Langlois SD 2CJ											1			1	0.14	0.14	0.20	0.20	0.33	0.33
2180	Portland SD 1J	20	8	9	19	23	6	23	16	23	15	27	20	7	23	18.86	15.29	20.60	16.00	19.00	19.33
1967	Powers SD 31															0.00	0.00	0.00	0.00	0.00	0.00
2009	Prairie City SD 4															0.00	0.00	0.00	0.00	0.00	0.00
2045	Prospect SD 59															0.00	0.00	0.00	0.00	0.00	0.00
1946	Rainier SD 13					1										0.14	0.00	0.20	0.00	0.00	0.00
1977	Redmond SD 2J	1	4	3		3	3	3	3	1	3	2	1	3	2	2.29	2.29	2.40	2.40	2.00	2.00
2001	Reedsport SD 105															0.00	0.00	0.00	0.00	0.00	0.00
2182	Reynolds SD 7	3	1	8	2	1	5	9	1	2	10	2	2	2	1	3.86	3.14	3.20	3.80	2.00	4.33
1999	Riddle SD 70															0.00	0.00	0.00	0.00	0.00	0.00
2188	Riverdale SD 51J															0.00	0.00	0.00	0.00	0.00	0.00
2044	Rogue River SD 35	1			1					1		1		1		0.57	0.14	0.60	0.00	1.00	0.00
2142	Salem-Keizer SD 24J	6	10	4	7	4	3	9	4	8	8	11	8	12	7	7.71	6.71	8.80	6.00	10.33	7.67
2104	Santiam Canyon SD 129J							1		1		4	1		3	0.86	0.57	1.20	0.80	1.67	1.33
1944	Scappoose SD 1J	1			1					1		1	1	1	1	0.57	0.43	0.60	0.40	1.00	0.67
2103	Scio SD 95	3		2	1		1									0.71	0.29	0.00	0.20	0.00	0.00
1935	Seaside SD 10	1	1		1	1		1			1	2		1	1	0.86	0.57	1.00	0.40	1.00	0.67

DistrictID	DistrictName	2011-12		2012-13		2013-14		2014-15		2015-16		2016-17		2017-18		Average (7 Years)		Average (5 Years)		Average (3 Years)		
		First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year	First-Year	Second-Year													
2257	Sheridan SD 48J		1					1		1			1			0.29	0.29	0.40	0.20	0.33	0.33	
2195	Sherman County SD															0.00	0.00	0.00	0.00	0.00	0.00	
2244	Sherwood SD 88J	2		1	2	2		1	2	1	1	2	1	1	1	1.43	1.00	1.40	1.00	1.33	1.00	
2138	Silver Falls SD 4J	1			1								1	1	1	0.29	0.43	0.20	0.40	0.33	0.67	
1978	Sisters SD 6											1				0.14	0.00	0.20	0.00	0.33	0.00	
2096	Siuslaw SD 97J	1			1	1		1		1	1	1		1	1	0.86	0.43	1.00	0.40	1.00	0.67	
2022	South Harney SD 33															0.00	0.00	0.00	0.00	0.00	0.00	
2087	South Lane SD 45J3			1		1		2	1	2		2	2	2	2	1.29	0.86	1.60	1.20	2.00	1.33	
1994	South Umpqua SD 19					1		1			1					0.29	0.14	0.40	0.20	0.00	0.33	
2225	South Wasco County SD 1															0.00	0.00	0.00	0.00	0.00	0.00	
2247	Spray SD 1															0.00	0.00	0.00	0.00	0.00	0.00	
2083	Springfield SD 19		1	3			2	2	3	2	1	3	2	1	1	3	1.71	1.71	1.80	2.20	1.33	2.33
1948	St Helens SD 502	1	1	1			2	1	1	2		1	1			0.86	0.71	0.80	0.80	0.33	0.33	
2144	St Paul SD 45															0.00	0.00	0.00	0.00	0.00	0.00	
2209	Stanfield SD 61											1			1	0.14	0.14	0.20	0.20	0.33	0.33	
2018	Suntex SD 10															0.00	0.00	0.00	0.00	0.00	0.00	
2003	Sutherlin SD 130															0.00	0.00	0.00	0.00	0.00	0.00	
2102	Sweet Home SD 55					2		1	2		1	1				0.57	0.43	0.80	0.60	0.33	0.33	
2055	Three Rivers/Josephine County S	1	2	3		1	3	2		3	2	1	1	1	2	1.71	1.43	1.60	1.60	1.67	1.67	
2242	Tigard-Tualatin SD 23J	1			2			1		3	1	1	3	2	1	1.14	1.00	1.40	1.00	2.00	1.67	
2197	Tillamook SD 9		1					1			1	1			1	0.29	0.43	0.40	0.40	0.33	0.67	
2222	Troy SD 54															0.00	0.00	0.00	0.00	0.00	0.00	
2210	Ukiah SD 80R															0.00	0.00	0.00	0.00	0.00	0.00	
2204	Umatilla SD 6R	1		1	1			1				1			1	0.43	0.43	0.40	0.40	0.33	0.33	
2213	Union SD 5															0.00	0.00	0.00	0.00	0.00	0.00	
2116	Vale SD 84									1						0.14	0.00	0.20	0.00	0.33	0.00	
1947	Vernonia SD 47J													2		0.29	0.00	0.40	0.00	0.67	0.00	
2220	Wallowa SD 12															0.00	0.00	0.00	0.00	0.00	0.00	
1936	Warrenton-Hammond SD 30			1		1				1			1	1		0.43	0.29	0.40	0.40	0.67	0.33	
1922	West Linn-Wilsonville SD 3J	2	2	1	1	1	1	3	1	2	3		2	6		2.14	1.43	2.40	1.40	2.67	1.67	
2255	Willamina SD 30J					1				1						0.14	0.14	0.20	0.20	0.00	0.00	
2002	Winston-Dillard SD 116			2		1	2			1	1			1		0.57	0.57	0.40	0.80	0.33	0.33	
2146	Woodburn SD 103	2	1					4	1		4	3		2	2	1.57	1.14	1.80	1.40	1.67	2.00	
2251	Yamhill Carlton SD 1							1			1			1		0.29	0.14	0.40	0.20	0.33	0.33	
1997	Yoncalla SD 32															0.00	0.00	0.00	0.00	0.00	0.00	
<b>Total</b>		<b>91</b>	<b>85</b>	<b>80</b>	<b>77</b>	<b>123</b>	<b>64</b>	<b>165</b>	<b>101</b>	<b>138</b>	<b>138</b>	<b>150</b>	<b>118</b>	<b>119</b>	<b>125</b>	<b>123.71</b>	<b>101.14</b>	<b>139.00</b>	<b>109.20</b>	<b>135.67</b>	<b>127.00</b>	

Educator Advancement Council - Fiscal Model Work Group - **DRAFT SCENARIO FOR DISCUSSION** February 27, 2019

Teacher Turnover Rates by District\*

District ID	DistrictName	2012-13 Teachers	Returning in 2013-14	Turnover Rate	2013-14 Teachers	Returning in 2014-15	Turnover Rate	2014-15 Teachers	Returning in 2015-16	Turnover Rate	2015-16 Teachers	Returning in 2016-17	Turnover Rate	2016-17 Teachers	Returning in 2017-18	Turnover Rate	Teacher T/O 2015-16	Teacher T/O 2016-17	Teacher T/O 2017-18	3 Year Average
2063	Adel SD 21	2	1	50.00%	1	1	0.00%	1	1	0.00%	1	1	0.00%	1	1	0.00%	0	0	0	0.00
2113	Adrian SD 61	19	19	0.00%	20	17	15.00%	20	18	10.00%	20	19	5.00%	20	17	15.00%	2	1	3	2.00
1899	Alsea SD 7J	13	12	7.69%	12	9	25.00%	15	11	26.67%	15	11	26.67%	14	12	14.29%	4	4	2	3.33
2252	Amity SD 4J	56	44	21.43%	56	48	14.29%	57	48	15.79%	58	44	24.14%	52	46	11.54%	9	14	6	9.67
2111	Annex SD 29	4	2	50.00%	4	3	25.00%	6	5	16.67%	6	6	0.00%	6	1	83.33%	1	0	5	2.00
2005	Arlington SD 3	12	10	16.67%	12	9	25.00%	11	9	18.18%	12	12	0.00%	12	11	8.33%	2	0	1	1.00
2115	Arock SD 81	2	2	0.00%	2	2	0.00%	2	1	50.00%	2	2	0.00%	2	2	0.00%	1	0	0	0.33
2041	Ashland SD 5	144	133	7.64%	164	130	20.73%	158	131	17.09%	167	140	16.17%	162	134	17.28%	27	27	28	27.33
2051	Ashwood SD 8	1	0	100.00%	1	1	0.00%	1	1	0.00%	1	1	0.00%	1	1	0.00%	0	0	0	0.00
1933	Astoria SD 1	105	87	17.14%	106	89	16.04%	102	93	8.82%	102	89	12.75%	105	94	10.48%	9	13	11	11.00
2208	Athena-Weston SD 29RJ	32	30	6.25%	34	31	8.82%	35	31	11.43%	36	32	11.11%	34	31	8.82%	4	4	3	3.67
1894	Baker SD 5J	100	89	11.00%	111	99	10.81%	121	106	12.40%	138	123	10.87%	154	129	16.23%	15	15	25	18.33
1969	Bandon SD 54	39	31	20.51%	39	32	17.95%	39	28	28.21%	40	33	17.50%	40	31	22.50%	11	7	9	9.00
2240	Banks SD 13	52	47	9.62%	52	45	13.46%	53	47	11.32%	56	50	10.71%	56	50	10.71%	6	6	6	6.00
2243	Beaverton SD 48J	1790	1642	8.27%	1904	1729	9.19%	2093	1900	9.22%	2251	2019	10.31%	2319	2054	11.43%	193	232	265	230.00
1976	Bend-LaPine Administrative SD 1	794	704	11.34%	805	734	8.82%	829	741	10.62%	863	789	8.57%	900	819	9.00%	88	74	81	81.00
2088	Bethel SD 52	261	199	23.75%	244	218	10.66%	266	237	10.90%	291	252	13.40%	274	240	12.41%	29	39	34	34.00
2095	Blachly SD 90	17	15	11.76%	20	19	5.00%	20	17	15.00%	21	17	19.05%	21	21	0.00%	3	4	0	2.33
2052	Black Butte SD 41	4	3	25.00%	4	3	25.00%	4	1	75.00%	3	2	33.33%	4	3	25.00%	3	1	1	1.67
1974	Brookings-Harbor SD 17C	78	66	15.38%	81	60	25.93%	78	66	15.38%	84	67	20.24%	84	68	19.05%	12	17	16	15.00
1896	Burnt River SD 30J	4	4	0.00%	5	3	40.00%	5	4	20.00%	5	4	20.00%	7	6	14.29%	1	1	1	1.00
2046	Butte Falls SD 91	10	9	10.00%	11	10	9.09%	11	8	27.27%	12	12	0.00%	13	10	23.08%	3	0	3	2.00
1995	Camas Valley SD 21J	16	13	18.75%	17	15	11.76%	20	18	10.00%	20	17	15.00%	19	15	21.05%	2	3	4	3.00
1929	Canby SD 86	206	177	14.08%	195	173	11.28%	237	191	19.41%	247	225	8.91%	256	219	14.45%	46	22	37	35.00
2139	Cascade SD 5	117	108	7.69%	116	94	18.97%	120	100	16.67%	121	108	10.74%	124	112	9.68%	20	13	12	15.00
2185	Centennial SD 28J	291	265	8.93%	299	271	9.36%	309	271	12.30%	317	287	9.46%	316	292	7.59%	38	30	24	30.67
1972	Central Curry SD 1	26	21	19.23%	25	20	20.00%	26	18	30.77%	29	23	20.69%	30	25	16.67%	8	6	5	6.33
2105	Central Linn SD 552	41	33	19.51%	52	29	44.23%	43	35	18.60%	42	34	19.05%	39	34	12.82%	8	8	5	7.00
2042	Central Point SD 6	189	169	10.58%	191	176	7.85%	196	175	10.71%	211	187	11.37%	212	191	9.91%	21	24	21	22.00
2191	Central SD 13J	145	119	17.93%	128	107	16.41%	149	132	11.41%	155	134	13.55%	155	140	9.68%	17	21	15	17.67
1945	Clatskanie SD 6J	39	33	15.38%	41	29	29.27%	34	29	14.71%	34	29	14.71%	36	32	11.11%	5	5	4	4.67
1927	Colton SD 53	30	26	13.33%	35	28	20.00%	33	33	0.00%	36	32	11.11%	37	29	21.62%	0	4	8	4.00
2006	Condon SD 25J	12	8	33.33%	10	9	10.00%	10	9	10.00%	11	10	9.09%	11	10	9.09%	1	1	1	1.00
1965	Coos Bay SD 9	141	126	10.64%	148	133	10.14%	145	125	13.79%	144	118	18.06%	158	138	12.66%	20	26	20	22.00
1964	Coquille SD 8	43	38	11.63%	42	36	14.29%	46	38	17.39%	46	42	8.70%	51	43	15.69%	8	4	8	6.67
2186	Corbett SD 39	59	52	11.86%	58	48	17.24%	61	47	22.95%	58	52	10.34%	56	47	16.07%	14	6	9	9.67
1901	Corvallis SD 509J	329	274	16.72%	326	273	16.26%	340	298	12.35%	350	303	13.43%	364	312	14.29%	42	47	52	47.00
2216	Cove SD 15	18	17	5.56%	18	16	11.11%	18	16	11.11%	19	17	10.53%	19	16	15.79%	2	2	3	2.33
2086	Creswell SD 40	56	52	7.14%	58	51	12.07%	61	52	14.75%	59	54	8.47%	59	54	8.47%	9	5	5	6.33
1970	Crook County SD	162	136	16.05%	163	131	19.63%	164	123	25.00%	150	132	12.00%	157	132	15.92%	41	18	25	28.00
2089	Crow-Applegate-Lorane SD 66	23	20	13.04%	21	18	14.29%	20	16	20.00%	18	17	5.56%	20	19	5.00%	4	1	1	2.00
2050	Culver SD 4	38	33	13.16%	40	36	10.00%	39	31	20.51%	41	38	7.32%	40	35	12.50%	8	3	5	5.33
2190	Dallas SD 2	145	129	11.03%	144	120	16.67%	147	133	9.52%	166	144	13.25%	161	138	14.29%	14	22	23	19.67
2187	David Douglas SD 40	526	480	8.75%	574	502	12.54%	587	461	21.47%	547	476	12.98%	549	477	13.11%	126	71	72	89.67
2253	Dayton SD 8	53	48	9.43%	51	45	11.76%	51	43	15.69%	54	47	12.96%	55	48	12.73%	8	7	7	7.33
2011	Dayville SD 16J	6	5	16.67%	6	5	16.67%	5	5	0.00%	6	4	33.33%	6	6	0.00%	0	2	0	0.67
2017	Diamond SD 7	3	2	33.33%	3	2	33.33%	2	2	0.00%	2	2	0.00%	2	2	0.00%	0	0	0	0.00
2021	Double O SD 28	1	1	0.00%	1	1	0.00%	1	1	0.00%	1	1	0.00%	1	1	0.00%	0	0	0	0.00
1993	Douglas County SD 15	16	13	18.75%	15	9	40.00%	14	10	28.57%	13	13	0.00%	14	12	14.29%	4	0	2	2.00
1991	Douglas County SD 4	294	251	14.63%	304	251	17.43%	310	254	18.06%	306	258	15.69%	303	262	13.53%	56	48	41	48.33
2019	Drewsey SD 13	3	2	33.33%	2	1	50.00%	1	0	100.00%	1	1	0.00%	1	1	0.00%	1	0	0	0.33
2229	Dufur SD 29	16	14	12.50%	16	15	6.25%	16	13	18.75%	17	16	5.88%	18	16	11.11%	3	1	2	2.00

District ID	DistrictName	2012-13 Teachers	Returning in 2013-14	Turnover Rate	2013-14 Teachers	Returning in 2014-15	Turnover Rate	2014-15 Teachers	Returning in 2015-16	Turnover Rate	2015-16 Teachers	Returning in 2016-17	Turnover Rate	2016-17 Teachers	Returning in 2017-18	Turnover Rate
2043	Eagle Point SD 9	167	126	24.55%	169	133	21.30%	177	134	24.29%	184	148	19.57%	187	149	20.32%
2203	Echo SD 5	22	16	27.27%	21	17	19.05%	21	19	9.52%	21	17	19.05%	20	18	10.00%
2217	Elgin SD 23	25	24	4.00%	29	21	27.59%	27	19	29.63%	24	20	16.67%	27	24	11.11%
1998	Elkton SD 34	17	13	23.53%	33	28	15.15%	31	16	48.39%	23	17	26.09%	18	15	16.67%
2221	Enterprise SD 21	25	23	8.00%	25	21	16.00%	24	22	8.33%	26	24	7.69%	25	24	4.00%
1930	Estacada SD 108	111	92	17.12%	99	84	15.15%	98	71	27.55%	98	77	21.43%	99	85	14.14%
2082	Eugene SD 4J	818	704	13.94%	819	710	13.31%	817	748	8.45%	844	756	10.43%	859	759	11.64%
2193	Falls City SD 57	9	7	22.22%	10	7	30.00%	11	9	18.18%	11	9	18.18%	14	12	14.29%
2084	Fern Ridge SD 28J	70	63	10.00%	72	67	6.94%	71	63	11.27%	73	65	10.96%	70	63	10.00%
2241	Forest Grove SD 15	243	206	15.23%	239	210	12.13%	272	230	15.44%	295	264	10.51%	305	278	8.85%
2248	Fossil SD 21J	13	11	15.38%	13	11	15.38%	14	14	0.00%	18	16	11.11%	19	16	15.79%
2020	Frenchglen SD 16	2	1	50.00%	5	4	20.00%	6	5	16.67%	9	8	11.11%	12	10	16.67%
2245	Gaston SD 511J	79	44	44.30%	61	22	63.93%	32	26	18.75%	66	24	63.64%	36	31	13.89%
2137	Gervais SD 1	60	58	3.33%	60	57	5.00%	59	51	13.56%	58	46	20.69%	56	47	16.07%
1931	Gladstone SD 115	88	74	15.91%	91	80	12.09%	101	81	19.80%	105	94	10.48%	111	96	13.51%
2000	Glendale SD 77	16	12	25.00%	15	12	20.00%	14	5	64.29%	13	8	38.46%	15	14	6.67%
1992	Glide SD 12	37	32	13.51%	36	31	13.89%	36	30	16.67%	35	33	5.71%	38	32	15.79%
2054	Grants Pass SD 7	260	234	10.00%	268	247	7.84%	272	251	7.72%	283	263	7.07%	289	273	5.54%
2100	Greater Albany Public SD 8J	428	371	13.32%	429	382	10.96%	456	392	14.04%	468	408	12.82%	501	446	10.98%
2183	Gresham-Barlow SD 10J	587	507	13.63%	559	484	13.42%	556	486	12.59%	563	494	12.26%	570	500	12.28%
2014	Harney County SD 3	59	51	13.56%	55	44	20.00%	51	42	17.65%	53	40	24.53%	59	41	30.51%
2015	Harney County SD 4	6	3	50.00%	5	5	0.00%	5	3	40.00%	4	4	0.00%	4	4	0.00%
2023	Harney County Union High SD 1	9	8	11.11%	8	7	12.50%	7	5	28.57%	6	6	0.00%	6	6	0.00%
2114	Harper SD 66	7	7	0.00%	9	6	33.33%	8	7	12.50%	10	10	0.00%	11	10	9.09%
2099	Harrisburg SD 7J	50	44	12.00%	73	63	13.70%	76	60	21.05%	80	59	26.25%	77	59	23.38%
2201	Helix SD 1	17	13	23.53%	18	16	11.11%	17	16	5.88%	18	18	0.00%	19	15	21.05%
2206	Hermiston SD 8	242	220	9.09%	273	221	19.05%	268	227	15.30%	279	240	13.98%	287	251	12.54%
2239	Hillsboro SD 1J	967	835	13.65%	917	803	12.43%	988	829	16.09%	991	847	14.53%	1008	879	12.80%
2024	Hood River County SD	231	209	9.52%	227	192	15.42%	221	190	14.03%	226	202	10.62%	237	214	9.70%
1895	Huntington SD 16J	9	6	33.33%	11	3	72.73%	9	7	22.22%	9	5	44.44%	8	8	0.00%
2215	Imbler SD 11	21	20	4.76%	22	21	4.55%	22	20	9.09%	21	21	0.00%	21	21	0.00%
3997	Ione SD R2	15	15	0.00%	16	15	6.25%	16	13	18.75%	16	14	12.50%	15	13	13.33%
2053	Jefferson County SD 509J	163	136	16.56%	155	125	19.35%	157	122	22.29%	156	129	17.31%	164	143	12.80%
2140	Jefferson SD 14J	50	44	12.00%	49	43	12.24%	48	38	20.83%	49	41	16.33%	51	43	15.69%
1934	Jewell SD 8	17	13	23.53%	14	10	28.57%	15	12	20.00%	15	10	33.33%	15	15	0.00%
2008	John Day SD 3	39	34	12.82%	39	34	12.82%	40	38	5.00%	41	36	12.20%	40	31	22.50%
2107	Jordan Valley SD 3	9	6	33.33%	8	5	37.50%	7	4	42.86%	7	5	28.57%	7	7	0.00%
2219	Joseph SD 6	21	16	23.81%	22	20	9.09%	22	19	13.64%	20	20	0.00%	20	18	10.00%
2091	Junction City SD 69	82	75	8.54%	86	71	17.44%	88	66	25.00%	86	80	6.98%	88	72	18.18%
2109	Juntura SD 12	1	1	0.00%	1	1	0.00%	1	1	0.00%	1	1	0.00%	1	1	0.00%
2057	Klamath County SD	304	270	11.18%	332	253	23.80%	313	271	13.42%	327	283	13.46%	348	300	13.79%
2056	KLAMATH FALLS CITY SCHOOLS	179	158	11.73%	189	155	17.99%	182	147	19.23%	173	141	18.50%	175	141	19.43%
2262	Knappa SD 4	27	21	22.22%	29	23	20.69%	30	25	16.67%	30	23	23.33%	31	25	19.35%
2212	La Grande SD 1	103	91	11.65%	107	96	10.28%	110	93	15.45%	115	102	11.30%	118	109	7.63%
2059	Lake County SD 7	44	37	15.91%	43	37	13.95%	45	37	17.78%	50	42	16.00%	48	36	25.00%
1923	Lake Oswego SD 7J	347	317	8.65%	341	298	12.61%	351	304	13.39%	352	313	11.08%	372	326	12.37%
2101	Lebanon Community SD 9	216	166	23.15%	197	154	21.83%	210	164	21.90%	217	175	19.35%	218	180	17.43%
2097	Lincoln County SD	266	222	16.54%	280	209	25.36%	283	216	23.67%	283	231	18.37%	298	239	19.80%
2012	Long Creek SD 17	7	5	28.57%	5	3	40.00%	6	3	50.00%	5	5	0.00%	5	5	0.00%
2092	Lowell SD 71	14	13	7.14%	15	11	26.67%	24	20	16.67%	26	25	3.85%	33	22	33.33%
2112	Malheur County SD 51															
2085	Mapleton SD 32	14	11	21.43%	14	12	14.29%	15	10	33.33%	13	11	15.38%	13	9	30.77%
2094	Marcola SD 79J	13	9	30.77%	12	10	16.67%	13	12	7.69%	15	13	13.33%	13	13	0.00%
2090	McKenzie SD 68	15	11	26.67%	13	9	30.77%	17	14	17.65%	18	13	27.78%	15	10	33.33%
2256	McMinnville SD 40	330	297	10.00%	324	298	8.02%	359	315	12.26%	366	324	11.48%	375	347	7.47%
2048	Medford SD 549C	592	519	12.33%	632	539	14.72%	633	550	13.11%	684	590	13.74%	684	594	13.16%

Teacher T/O 2015-16	Teacher T/O 2016-17	Teacher T/O 2017-18	3 Year Average
43	36	38	39.00
2	4	2	2.67
8	4	3	5.00
15	6	3	8.00
2	2	1	1.67
27	21	14	20.67
69	88	100	85.67
2	2	2	2.00
8	8	7	7.67
42	31	27	33.33
0	2	3	1.67
1	1	2	1.33
6	42	5	17.67
8	12	9	9.67
20	11	15	15.33
9	5	1	5.00
6	2	6	4.67
21	20	16	19.00
64	60	55	59.67
70	69	70	69.67
9	13	18	13.33
2	0	0	0.67
2	0	0	0.67
1	0	1	0.67
16	21	18	18.33
1	0	4	1.67
41	39	36	38.67
159	144	129	144.00
31	24	23	26.00
2	4	0	2.00
2	0	0	0.67
3	2	2	2.33
35	27	21	27.67
10	8	8	8.67
3	5	0	2.67
2	5	9	5.33
3	2	0	1.67
3	0	2	1.67
22	6	16	14.67
0	0	0	0.00
42	44	48	44.67
35	32	34	33.67
5	7	6	6.00
17	13	9	13.00
8	8	12	9.33
47	39	46	44.00
46	42	38	42.00
67	52	59	59.33
3	0	0	1.00
4	1	11	5.33
0	0	0	0.00
5	2	4	3.67
1	2	0	1.00
3	5	5	4.33
44	42	28	38.00
83	94	90	89.00

District ID	DistrictName	2012-13 Teachers	Returning in 2013-14	Turnover Rate	2013-14 Teachers	Returning in 2014-15	Turnover Rate	2014-15 Teachers	Returning in 2015-16	Turnover Rate	2015-16 Teachers	Returning in 2016-17	Turnover Rate	2016-17 Teachers	Returning in 2017-18	Turnover Rate	Teacher T/O 2015-16	Teacher T/O 2016-17	Teacher T/O 2017-18	3 Year Average
2205	Milton-Freewater Unified SD 7	95	85	10.53%	92	82	10.87%	94	78	17.02%	95	74	22.11%	98	84	14.29%	16	21	14	17.00
2249	Mitchell SD 55	7	5	28.57%	9	5	44.44%	6	4	33.33%	20	13	35.00%	23	12	47.83%	2	7	11	6.67
1925	Molalla River SD 35	134	112	16.42%	137	109	20.44%	140	105	25.00%	142	122	14.08%	140	122	12.86%	35	20	18	24.33
1898	Monroe SD 1J	25	24	4.00%	25	22	12.00%	37	25	32.43%	29	24	17.24%	31	19	38.71%	12	5	12	9.67
2010	Monument SD 8	5	4	20.00%	5	3	40.00%	3	2	33.33%	2	2	0.00%	5	4	20.00%	1	0	1	0.67
2147	Morrow SD 1	128	114	10.94%	167	109	34.73%	120	100	16.67%	131	108	17.56%	127	107	15.75%	20	23	20	21.00
2145	Mt Angel SD 91	38	32	15.79%	41	38	7.32%	44	41	6.82%	46	40	13.04%	46	42	8.70%	3	6	4	4.33
1968	Myrtle Point SD 41	37	33	10.81%	39	32	17.95%	39	29	25.64%	36	31	13.89%	35	31	11.43%	10	5	4	6.33
2198	Neah-Kah-Nie SD 56	46	41	10.87%	48	45	6.25%	48	41	14.58%	46	37	19.57%	49	38	22.45%	7	9	11	9.00
2199	Nestucca Valley SD 101J	26	23	11.54%	24	23	4.17%	29	21	27.59%	27	21	22.22%	29	21	27.59%	8	6	8	7.33
2254	Newberg SD 29J	255	234	8.24%	267	226	15.36%	260	238	8.46%	273	242	11.36%	280	240	14.29%	22	31	40	31.00
1966	North Bend SD 13	153	133	13.07%	160	136	15.00%	170	145	14.71%	176	146	17.05%	174	138	20.69%	25	30	36	30.33
1924	North Clackamas SD 12	743	654	11.98%	751	659	12.25%	784	690	11.99%	826	726	12.11%	850	759	10.71%	94	100	91	95.00
1996	North Douglas SD 22	25	21	16.00%	23	18	21.74%	22	21	4.55%	22	20	9.09%	21	19	9.52%	1	2	2	1.67
2061	North Lake SD 14	18	14	22.22%	18	15	16.67%	18	13	27.78%	18	15	16.67%	18	17	5.56%	5	3	1	3.00
2141	North Marion SD 15	95	84	11.58%	95	76	20.00%	97	78	19.59%	103	92	10.68%	105	90	14.29%	19	11	15	15.00
2214	North Powder SD 8J	21	15	28.57%	19	19	0.00%	21	11	47.62%	22	21	4.55%	22	22	0.00%	10	1	0	3.67
2143	North Santiam SD 29J	116	93	19.83%	128	94	26.56%	144	96	33.33%	127	110	13.39%	127	110	13.39%	48	17	17	27.33
4131	North Wasco County SD 21	158	136	13.92%	154	125	18.83%	204	136	33.33%	172	147	14.53%	169	139	17.75%	68	25	30	41.00
2110	Nysa SD 26	64	58	9.38%	66	58	12.12%	66	59	10.61%	66	57	13.64%	67	61	8.96%	7	9	6	7.33
1990	Oakland SD 1	29	24	17.24%	32	26	18.75%	33	25	24.24%	33	28	15.15%	33	29	12.12%	8	5	4	5.67
2093	Oakridge SD 76	28	22	21.43%	27	24	11.11%	31	23	25.81%	34	31	8.82%	34	27	20.59%	8	3	7	6.00
2108	Ontario SD 8C	129	108	16.28%	129	106	17.83%	128	101	21.09%	123	101	17.89%	124	97	21.77%	27	22	27	25.33
1928	Oregon City SD 62	418	373	10.77%	414	363	12.32%	428	368	14.02%	423	363	14.18%	420	380	9.52%	60	60	40	53.33
1926	Oregon Trail SD 46	174	158	9.20%	174	148	14.94%	174	146	16.09%	188	160	14.89%	193	162	16.06%	28	28	31	29.00
2060	Paisley SD 11	11	8	27.27%	11	8	27.27%	10	7	30.00%	10	10	0.00%	11	10	9.09%	3	0	1	1.33
2181	Parkrose SD 3	158	139	12.03%	156	123	21.15%	153	125	18.30%	155	123	20.65%	161	141	12.42%	28	32	20	26.67
2207	Pendleton SD 16	156	140	10.26%	155	136	12.26%	158	141	10.76%	166	149	10.24%	163	143	12.27%	17	17	20	18.00
2192	Perrydale SD 21	18	17	5.56%	18	14	22.22%	18	15	16.67%	18	16	11.11%	18	18	0.00%	3	2	0	1.67
1900	Philomath SD 17J	91	87	4.40%	92	77	16.30%	91	77	15.38%	92	79	14.13%	98	85	13.27%	14	13	13	13.33
2039	Phoenix-Talent SD 4	132	116	12.12%	132	110	16.67%	136	112	17.65%	139	115	17.27%	136	111	18.38%	24	24	25	24.33
2202	Pilot Rock SD 2	20	18	10.00%	20	16	20.00%	19	15	21.05%	22	17	22.73%	22	16	27.27%	4	5	6	5.00
2016	Pine Creek SD 5	1	0	100.00%	1	1	0.00%	1	1	0.00%	1	1	0.00%	1	1	0.00%	0	0	0	0.00
1897	Pine Eagle SD 61	20	15	25.00%	21	17	19.05%	18	17	5.56%	18	15	16.67%	17	14	17.65%	1	3	3	2.33
2047	Pinehurst SD 94	3	3	0.00%	3	3	0.00%	3	2	33.33%	2	2	0.00%	3	2	33.33%	1	0	1	0.67
2081	Pleasant Hill SD 1	41	38	7.32%	45	42	6.67%	45	36	20.00%	47	41	12.77%	49	45	8.16%	9	6	4	6.33
2062	Plush SD 18	1	1	0.00%	1	1	0.00%	1	1	0.00%	1	1	0.00%	1	1	0.00%	0	0	0	0.00
1973	Port Orford-Langlois SD 2CJ	16	10	37.50%	16	13	18.75%	16	14	12.50%	18	14	22.22%	18	13	27.78%	2	4	5	3.67
2180	Portland SD 1J	2572	2221	13.65%	2629	2254	14.26%	2828	2386	15.63%	2834	2446	13.69%	2935	2576	12.23%	442	388	359	396.33
1967	Powers SD 31	13	11	15.38%	12	11	8.33%	13	11	15.38%	13	12	7.69%	13	11	15.38%	2	1	2	1.67
2009	Prairie City SD 4	12	11	8.33%	14	11	21.43%	12	10	16.67%	12	10	16.67%	12	9	25.00%	2	2	3	2.33
2045	Prospect SD 59	18	13	27.78%	17	12	29.41%	17	13	23.53%	17	14	17.65%	17	14	17.65%	4	3	3	3.33
1946	Rainier SD 13	51	40	21.57%	54	45	16.67%	51	42	17.65%	49	41	16.33%	52	42	19.23%	9	8	10	9.00
1977	Redmond SD 2J	325	284	12.62%	371	310	16.44%	375	328	12.53%	397	330	16.88%	402	347	13.68%	47	67	55	56.33
2001	Reedsport SD 105	34	27	20.59%	33	30	9.09%	30	24	20.00%	30	21	30.00%	34	26	23.53%	6	9	8	7.67
2182	Reynolds SD 7	578	501	13.32%	587	492	16.18%	620	535	13.71%	639	542	15.18%	614	537	12.54%	85	97	77	86.33
1999	Riddle SD 70	22	20	9.09%	24	20	16.67%	27	25	7.41%	29	25	13.79%	29	26	10.34%	2	4	3	3.00
2188	Riverdale SD 51J	37	33	10.81%	38	32	15.79%	43	39	9.30%	42	25	40.48%	28	27	3.57%	4	17	1	7.33
2044	Rogue River SD 35	60	38	36.67%	49	32	34.69%	58	44	24.14%	63	44	30.16%	61	48	21.31%	14	19	13	15.33
2142	Salem-Keizer SD 24J	1898	1682	11.38%	1885	1648	12.57%	1944	1706	12.24%	2080	1839	11.59%	2161	1858	14.02%	238	241	303	260.67
2104	Santiam Canyon SD 129J	27	23	14.81%	28	27	3.57%	31	24	22.58%	173	146	15.61%	183	160	12.57%	7	27	23	19.00
1944	Scappoose SD 1J	113	106	6.19%	119	101	15.13%	117	101	13.68%	121	99	18.18%	127	97	23.62%	16	22	30	22.67
2103	Scio SD 95	139	120	13.67%	144	119	17.36%	148	31	79.05%	45	34	24.44%	64	61	4.69%	117	11	3	43.67
1935	Seaside SD 10	84	72	14.29%	75	73	2.67%	79	73	7.59%	83	77	7.23%	85	76	10.59%	6	6	9	7.00
2257	Sheridan SD 48J	60	54	10.00%	61	47	22.95%	59	47	20.34%	65	53	18.46%	68	53	22.06%	12	12	15	13.00
2195	Sherman County SD	64	37	42.19%	53	12	77.36%	19	15	21.05%	51	12	76.47%	19	14	26.32%	4	39	5	16.00

District ID	DistrictName	2012-13 Teachers	Returning in 2013-14	Turnover Rate	2013-14 Teachers	Returning in 2014-15	Turnover Rate	2014-15 Teachers	Returning in 2015-16	Turnover Rate	2015-16 Teachers	Returning in 2016-17	Turnover Rate	2016-17 Teachers	Returning in 2017-18	Turnover Rate	Teacher T/O 2015-16	Teacher T/O 2016-17	Teacher T/O 2017-18	3 Year Average
2244	Sherwood SD 88J	223	199	10.76%	228	198	13.16%	237	217	8.44%	249	229	8.03%	251	227	9.56%	20	20	24	21.33
2138	Silver Falls SD 4J	209	194	7.18%	210	177	15.71%	211	174	17.54%	215	183	14.88%	213	173	18.78%	37	32	40	36.33
1978	Sisters SD 6	57	48	15.79%	62	52	16.13%	60	55	8.33%	58	50	13.79%	58	52	10.34%	5	8	6	6.33
2096	Siuslaw SD 97J	68	60	11.76%	71	60	15.49%	71	64	9.86%	74	69	6.76%	74	64	13.51%	7	5	10	7.33
2022	South Harney SD 33	2	0	100.00%	2	2	0.00%	2	2	0.00%	2	2	0.00%	2	1	50.00%	0	0	1	0.33
2087	South Lane SD 45J3	139	128	7.91%	146	124	15.07%	154	130	15.58%	164	145	11.59%	162	146	9.88%	24	19	16	19.67
1994	South Umpqua SD 19	76	67	11.84%	74	61	17.57%	78	64	17.95%	80	63	21.25%	82	63	23.17%	14	17	19	16.67
2225	South Wasco County SD 1	17	16	5.88%	16	13	18.75%	16	14	12.50%	16	15	6.25%	17	17	0.00%	2	1	0	1.00
2247	Spray SD 1	7	6	14.29%	7	7	0.00%	7	6	14.29%	7	5	28.57%	8	7	12.50%	1	2	1	1.33
2083	Springfield SD 19	499	450	9.82%	530	452	14.72%	506	452	10.67%	533	451	15.38%	537	466	13.22%	54	82	71	69.00
1948	St Helens SD 502	155	138	10.97%	160	136	15.00%	157	139	11.46%	161	146	9.32%	161	138	14.29%	18	15	23	18.67
2144	St Paul SD 45	22	21	4.55%	22	19	13.64%	22	19	13.64%	23	21	8.70%	21	19	9.52%	3	2	2	2.33
2209	Stanfield SD 61	28	23	17.86%	26	22	15.38%	29	24	17.24%	29	25	13.79%	28	22	21.43%	5	4	6	5.00
2018	Suntex SD 10	2	1	50.00%	2	2	0.00%	2	2	0.00%	2	1	50.00%	1	1	0.00%	0	1	0	0.33
2003	Sutherlin SD 130	71	65	8.45%	73	66	9.59%	75	67	10.67%	76	67	11.84%	76	66	13.16%	8	9	10	9.00
2102	Sweet Home SD 55	115	96	16.52%	119	101	15.13%	134	99	26.12%	125	101	19.20%	124	95	23.39%	35	24	29	29.33
2055	Three Rivers/Josephine County	202	175	13.37%	206	181	12.14%	211	183	13.27%	224	194	13.39%	227	195	14.10%	28	30	32	30.00
2242	Tigard-Tualatin SD 23J	606	529	12.71%	616	550	10.71%	666	580	12.91%	700	618	11.71%	704	595	15.48%	86	82	109	92.33
2197	Tillamook SD 9	105	92	12.38%	110	91	17.27%	110	93	15.45%	111	95	14.41%	117	89	23.93%	17	16	28	20.33
2222	Troy SD 54	1	1	0.00%	1	0	100.00%				1	1	0.00%	1	1	0.00%	0	0	0	0.00
2210	Ukiah SD 80R	6	6	0.00%	6	5	16.67%	6	6	0.00%	6	5	16.67%	5	5	0.00%	0	1	0	0.33
2204	Umatilla SD 6R	70	62	11.43%	72	64	11.11%	70	56	20.00%	71	57	19.72%	77	64	16.88%	14	14	13	13.67
2213	Union SD 5	20	15	25.00%	25	21	16.00%	21	20	4.76%	21	20	4.76%	22	19	13.64%	1	1	3	1.67
2116	Vale SD 84	48	44	8.33%	50	46	8.00%	53	45	15.09%	54	51	5.56%	55	51	7.27%	8	3	4	5.00
1947	Vernonia SD 47J	34	29	14.71%	31	27	12.90%	31	27	12.90%	32	24	25.00%	31	24	22.58%	4	8	7	6.33
2220	Wallowa SD 12	19	18	5.26%	18	14	22.22%	17	17	0.00%	20	14	30.00%	19	15	21.05%	0	6	4	3.33
1936	Warrenton-Hammond SD 30	51	40	21.57%	53	38	28.30%	55	39	29.09%	59	43	27.12%	60	46	23.33%	16	16	14	15.33
1922	West Linn-Wilsonville SD 3J	423	383	9.46%	454	402	11.45%	476	427	10.29%	490	439	10.41%	507	451	11.05%	49	51	56	52.00
2255	Willamina SD 30J	41	38	7.32%	43	35	18.60%	43	38	11.63%	46	38	17.39%	50	39	22.00%	5	8	11	8.00
2002	Winston-Dillard SD 116	67	58	13.43%	67	58	13.43%	68	53	22.06%	74	64	13.51%	73	58	20.55%	15	10	15	13.33
2146	Woodburn SD 103	297	243	18.18%	284	240	15.49%	287	235	18.12%	293	234	20.14%	300	251	16.33%	52	59	49	53.33
2251	Yamhill Carlton SD 1	56	51	8.93%	58	41	29.31%	59	50	15.25%	56	43	23.21%	56	44	21.43%	9	13	12	11.33
1997	Yoncalla SD 32	19	14	26.32%	20	17	15.00%	19	14	26.32%	18	14	22.22%	19	14	26.32%	5	4	5	4.67

\*Turnover is defined as a teacher teaching in a district in a given year but not in the same district the following year.

Educator Advancement Council - Fiscal Model Work Group - **DRAFT SCENARIO FOR DISCUSSION** February 27, 2019

Diversity Gap

	DistrictID	District	Total Students	White Students	Non-White Students	% of Non-White Stud	Teachers	White Teachers	Non-White Teachers	% of Non-White Teachers	Diversity Gap
1	2063	Adel SD 21	8	6	2	25.00%	2	2	0	0.00%	25.00%
2	2113	Adrian SD 61	301	234	67	22.26%	20	20	0	0.00%	22.26%
3	1899	Alsea SD 7J	158	129	29	18.35%	16	16	0	0.00%	18.35%
4	2252	Amity SD 4J	878	698	180	20.50%	53	49	4	7.55%	12.95%
5	2111	Annex SD 29	103	67	36	34.95%	5	5	0	0.00%	34.95%
6	2005	Arlington SD 3	155	121	34	21.94%	12	11	1	8.33%	13.60%
7	2115	Arock SD 81	15	14	1	6.67%	2	2	0	0.00%	6.67%
8	2041	Ashland SD 5	2951	2188	763	25.86%	164	152	12	7.32%	18.54%
9	2051	Ashwood SD 8	6	6	0	0.00%	1	1	0	0.00%	0.00%
10	1933	Astoria SD 1	1914	1467	447	23.35%	103	97	6	5.83%	17.53%
11	2208	Athena-Weston SD 29RJ	575	446	129	22.43%	37	35	2	5.41%	17.03%
12	1894	Baker SD 5J	3329	2780	549	16.49%	178	166	12	6.74%	9.75%
13	1969	Bandon SD 54	697	512	185	26.54%	39	38	1	2.56%	23.98%
14	2240	Banks SD 13	1150	993	157	13.65%	57	56	1	1.75%	11.90%
15	2243	Beaverton SD 48J	40860	19697	21163	51.79%	2303	2004	299	12.98%	38.81%
16	1976	Bend-LaPine Administrative SD 1	18325	15110	3215	17.54%	917	859	58	6.32%	11.22%
17	2088	Bethel SD 52	5611	3738	1873	33.38%	275	248	27	9.82%	23.56%
18	2095	Blachly SD 90	227	194	33	14.54%	21	20	1	4.76%	9.78%
19	2052	Black Butte SD 41	34	31	3	8.82%	3	3	0	0.00%	8.82%
20	1974	Brookings-Harbor SD 17C	1596	970	626	39.22%	86	81	5	5.81%	33.41%
21	1896	Burnt River SD 30J	38	28	10	26.32%	6	6	0	0.00%	26.32%
22	2046	Butte Falls SD 91	235	196	39	16.60%	14	14	0	0.00%	16.60%
23	1995	Camas Valley SD 21J	217	186	31	14.29%	17	17	0	0.00%	14.29%
24	1929	Canby SD 86	4672	3028	1644	35.19%	256	233	23	8.98%	26.20%
25	2139	Cascade SD 5	2327	1796	531	22.82%	127	123	4	3.15%	19.67%
26	2185	Centennial SD 28J	6215	2698	3517	56.59%	317	293	24	7.57%	49.02%
27	1972	Central Curry SD 1	474	351	123	25.95%	29	28	1	3.45%	22.50%
28	2105	Central Linn SD 552	648	529	119	18.36%	40	39	1	2.50%	15.86%
29	2042	Central Point SD 6	4778	3672	1106	23.15%	227	214	13	5.73%	17.42%
30	2191	Central SD 13J	3283	1648	1635	49.80%	158	152	6	3.80%	46.00%
31	1945	Clatskanie SD 6J	718	572	146	20.33%	36	35	1	2.78%	17.56%
32	1927	Colton SD 53	604	526	78	12.91%	35	31	4	11.43%	1.49%
33	2006	Condon SD 25J	125	112	13	10.40%	12	12	0	0.00%	10.40%
34	1965	Coos Bay SD 9	3280	2420	860	26.22%	167	143	24	14.37%	11.85%

DistrictID	District	Total Students	White Students	Non-White Students	% of Non-White Stud	Teachers	White Teachers	Non-White Teachers	% of Non-White Teachers	Diversity Gap
35	1964 Coquille SD 8	1090	782	308	28.26%	54	51	3	5.56%	22.70%
36	2186 Corbett SD 39	1235	1022	213	17.25%	55	53	2	3.64%	13.61%
37	1901 Corvallis SD 509J	6875	4612	2263	32.92%	372	324	48	12.90%	20.01%
38	2216 Cove SD 15	277	249	28	10.11%	20	20	0	0.00%	10.11%
39	2086 Creswell SD 40	1240	983	257	20.73%	61	55	6	9.84%	10.89%
40	1970 Crook County SD	2942	2220	722	24.54%	161	152	9	5.59%	18.95%
41	2089 Crow-Applegate-Lorane SD 66	225	186	39	17.33%	23	23	0	0.00%	17.33%
42	2050 Culver SD 4	670	403	267	39.85%	39	37	2	5.13%	34.72%
43	2190 Dallas SD 2	3191	2534	657	20.59%	164	162	2	1.22%	19.37%
44	2187 David Douglas SD 40	10420	3992	6428	61.69%	537	486	51	9.50%	52.19%
45	2253 Dayton SD 8	996	561	435	43.67%	54	49	5	9.26%	34.42%
46	2011 Dayville SD 16J	47	43	4	8.51%	6	6	0	0.00%	8.51%
47	2017 Diamond SD 7	6	6	0	0.00%	2	2	0	0.00%	0.00%
48	2021 Double O SD 28	3	3	0	0.00%	1	1	0	0.00%	0.00%
49	1993 Douglas County SD 15	193	140	53	27.46%	13	12	1	7.69%	19.77%
50	1991 Douglas County SD 4	6060	4720	1340	22.11%	311	283	28	9.00%	13.11%
51	2019 Drewsey SD 13	8	8	0	0.00%	1	1	0	0.00%	0.00%
52	2229 Dufur SD 29	308	245	63	20.45%	21	18	3	14.29%	6.17%
53	2043 Eagle Point SD 9	4219	2785	1434	33.99%	188	167	21	11.17%	22.82%
54	2203 Echo SD 5	295	243	52	17.63%	20	19	1	5.00%	12.63%
55	2217 Elgin SD 23	397	363	34	8.56%	27	25	2	7.41%	1.16%
56	1998 Elkton SD 34	251	217	34	13.55%	17	16	1	5.88%	7.66%
57	2221 Enterprise SD 21	404	372	32	7.92%	26	26	0	0.00%	7.92%
58	1930 Estacada SD 108	2825	2194	631	22.34%	104	96	8	7.69%	14.64%
59	2082 Eugene SD 4J	17351	12063	5288	30.48%	866	750	116	13.39%	17.08%
60	2193 Falls City SD 57	207	180	27	13.04%	17	16	1	5.88%	7.16%
61	2084 Fern Ridge SD 28J	1470	1260	210	14.29%	72	66	6	8.33%	5.95%
62	2241 Forest Grove SD 15	6151	2530	3621	58.87%	313	234	79	25.24%	33.63%
63	2248 Fossil SD 21J	612	532	80	13.07%	21	21	0	0.00%	13.07%
64	2020 Frenchglen SD 16	253	221	32	12.65%	11	11	0	0.00%	12.65%
65	2245 Gaston SD 511J	558	454	104	18.64%	33	32	1	3.03%	15.61%
66	2137 Gervais SD 1	1142	398	744	65.15%	67	62	5	7.46%	57.69%
67	1931 Gladstone SD 115	2053	1506	547	26.64%	106	102	4	3.77%	22.87%
68	2000 Glendale SD 77	291	239	52	17.87%	21	20	1	4.76%	13.11%
69	1992 Glide SD 12	747	644	103	13.79%	40	39	1	2.50%	11.29%
70	2054 Grants Pass SD 7	6119	4732	1387	22.67%	296	277	19	6.42%	16.25%
71	2100 Greater Albany Public SD 8J	9523	6752	2771	29.10%	501	466	35	6.99%	22.11%

DistrictID	District	Total Students	White Students	Non-White Students	% of Non-White Stud	Teachers	White Teachers	Non-White Teachers	% of Non-White Teachers	Diversity Gap
72	2183 Gresham-Barlow SD 10J	12044	7001	5043	41.87%	570	518	52	9.12%	32.75%
73	2014 Harney County SD 3	868	708	160	18.43%	58	55	3	5.17%	13.26%
74	2015 Harney County SD 4	88	76	12	13.64%	6	4	2	33.33%	0.00%
75	2023 Harney County Union High SD 1J	54	48	6	11.11%	7	7	0	0.00%	11.11%
76	2114 Harper SD 66	109	91	18	16.51%	11	10	1	9.09%	7.42%
77	2099 Harrisburg SD 7J	858	685	173	20.16%	86	74	12	13.95%	6.21%
78	2201 Helix SD 1	184	155	29	15.76%	17	16	1	5.88%	9.88%
79	2206 Hermiston SD 8	5710	2512	3198	56.01%	287	265	22	7.67%	48.34%
80	2239 Hillsboro SD 1J	20571	9495	11076	53.84%	1024	890	134	13.09%	40.76%
81	2024 Hood River County SD	4093	2071	2022	49.40%	226	211	15	6.64%	42.76%
82	1895 Huntington SD 16J	92	73	19	20.65%	9	9	0	0.00%	20.65%
83	2215 Imbler SD 11	310	279	31	10.00%	21	21	0	0.00%	10.00%
84	3997 Ione SD R2	180	118	62	34.44%	16	15	1	6.25%	28.19%
85	2053 Jefferson County SD 509J	2986	866	2120	71.00%	172	151	21	12.21%	58.79%
86	2140 Jefferson SD 14J	860	608	252	29.30%	48	46	2	4.17%	25.14%
87	1934 Jewell SD 8	164	133	31	18.90%	17	17	0	0.00%	18.90%
88	2008 John Day SD 3	615	560	55	8.94%	40	39	1	2.50%	6.44%
89	2107 Jordan Valley SD 3	59	56	3	5.08%	7	7	0	0.00%	5.08%
90	2219 Joseph SD 6	237	208	29	12.24%	21	20	1	4.76%	7.47%
91	2091 Junction City SD 69	1676	1326	350	20.88%	87	81	6	6.90%	13.99%
92	2109 Juntura SD 12	1	1	0	0.00%	1	1	0	0.00%	0.00%
93	2057 Klamath County SD	6638	4399	2239	33.73%	348	311	37	10.63%	23.10%
94	2056 KLAMATH FALLS CITY SCHOOLS	3034	1885	1149	37.87%	160	146	14	8.75%	29.12%
95	2262 Knappa SD 4	493	416	77	15.62%	33	29	4	12.12%	3.50%
96	2212 La Grande SD 1	2369	1912	457	19.29%	121	114	7	5.79%	13.51%
97	2059 Lake County SD 7	772	579	193	25.00%	49	46	3	6.12%	18.88%
98	1923 Lake Oswego SD 7J	7060	5201	1859	26.33%	376	347	29	7.71%	18.62%
99	2101 Lebanon Community SD 9	4274	3421	853	19.96%	221	208	13	5.88%	14.08%
100	2097 Lincoln County SD	5520	3486	2034	36.85%	319	290	29	9.09%	27.76%
101	2012 Long Creek SD 17	32	17	15	46.88%	5	5	0	0.00%	46.88%
102	2092 Lowell SD 71	932	766	166	17.81%	38	34	4	10.53%	7.28%
103	2112 Malheur County SD 51	2	2	0	0.00%	0		0	#DIV/0!	0.00%
104	2085 Mapleton SD 32	142	110	32	22.54%	14	13	1	7.14%	15.39%
105	2094 Marcola SD 79J	277	233	44	15.88%	16	16	0	0.00%	15.88%
106	2090 McKenzie SD 68	199	150	49	24.62%	16	14	2	12.50%	12.12%
107	2256 McMinnville SD 40	6764	4099	2665	39.40%	369	336	33	8.94%	30.46%
108	2048 Medford SD 549C	14271	9344	4927	34.52%	704	675	29	4.12%	30.41%

DistrictID	District	Total Students	White Students	Non-White Students	% of Non-White Stud	Teachers	White Teachers	Non-White Teachers	% of Non-White Teachers	Diversity Gap
109	2205 Milton-Freewater Unified SD 7	1734	682	1052	60.67%	100	84	16	16.00%	44.67%
110	2249 Mitchell SD 55	353	240	113	32.01%	21	20	1	4.76%	27.25%
111	1925 Molalla River SD 35	2752	2103	649	23.58%	143	138	5	3.50%	20.09%
112	1898 Monroe SD 1J	438	320	118	26.94%	28	26	2	7.14%	19.80%
113	2010 Monument SD 8	47	37	10	21.28%	6	6	0	0.00%	21.28%
114	2147 Morrow SD 1	2265	911	1354	59.78%	129	122	7	5.43%	54.35%
115	2145 Mt Angel SD 91	751	366	385	51.26%	45	42	3	6.67%	44.60%
116	1968 Myrtle Point SD 41	546	374	172	31.50%	35	32	3	8.57%	22.93%
117	2198 Neah-Kah-Nie SD 56	778	612	166	21.34%	50	43	7	14.00%	7.34%
118	2199 Nestucca Valley SD 101J	472	329	143	30.30%	25	24	1	4.00%	26.30%
119	2254 Newberg SD 29J	5072	3665	1407	27.74%	276	252	24	8.70%	19.04%
120	1966 North Bend SD 13	4316	3200	1116	25.86%	179	171	8	4.47%	21.39%
121	1924 North Clackamas SD 12	17177	10845	6332	36.86%	857	772	85	9.92%	26.94%
122	1996 North Douglas SD 22	336	267	69	20.54%	23	21	2	8.70%	11.84%
123	2061 North Lake SD 14	212	170	42	19.81%	18	18	0	0.00%	19.81%
124	2141 North Marion SD 15	1912	891	1021	53.40%	104	102	2	1.92%	51.48%
125	2214 North Powder SD 8J	282	241	41	14.54%	26	26	0	0.00%	14.54%
126	2143 North Santiam SD 29J	2259	1711	548	24.26%	128	125	3	2.34%	21.91%
127	4131 North Wasco County SD 21	3031	1677	1354	44.67%	167	163	4	2.40%	42.28%
128	2110 Nyssa SD 26	1196	359	837	69.98%	74	62	12	16.22%	53.77%
129	1990 Oakland SD 1	632	550	82	12.97%	36	36	0	0.00%	12.97%
130	2093 Oakridge SD 76	551	480	71	12.89%	35	33	2	5.71%	7.17%
131	2108 Ontario SD 8C	2375	780	1595	67.16%	127	111	16	12.60%	54.56%
132	1928 Oregon City SD 62	8003	6188	1815	22.68%	418	387	31	7.42%	15.26%
133	1926 Oregon Trail SD 46	4414	3428	986	22.34%	191	184	7	3.66%	18.67%
134	2060 Paisley SD 11	222	178	44	19.82%	12	11	1	8.33%	11.49%
135	2181 Parkrose SD 3	3198	1065	2133	66.70%	159	140	19	11.95%	54.75%
136	2207 Pendleton SD 16	3176	2050	1126	35.45%	158	152	6	3.80%	31.66%
137	2192 Perrydale SD 21	316	281	35	11.08%	19	19	0	0.00%	11.08%
138	1900 Philomath SD 17J	1624	1397	227	13.98%	101	97	4	3.96%	10.02%
139	2039 Phoenix-Talent SD 4	2569	1475	1094	42.58%	121	108	13	10.74%	31.84%
140	2202 Pilot Rock SD 2	337	281	56	16.62%	18	16	2	11.11%	5.51%
141	2016 Pine Creek SD 5	9	9	0	0.00%	1	1	0	0.00%	0.00%
142	1897 Pine Eagle SD 61	195	161	34	17.44%	18	17	1	5.56%	11.88%
143	2047 Pinehurst SD 94	16	13	3	18.75%	2	2	0	0.00%	18.75%
144	2081 Pleasant Hill SD 1	1006	846	160	15.90%	53	47	6	11.32%	4.58%
145	2062 Plush SD 18	3	3	0	0.00%	1		1	100.00%	0.00%

	DistrictID	District	Total Students	White Students	Non-White Students	% of Non-White Stud	Teachers	White Teachers	Non-White Teachers	% of Non-White Teachers	Diversity Gap
146	1973	Port Orford-Langlois SD 2CJ	227	193	34	14.98%	18	18	0	0.00%	14.98%
147	2180	Portland SD 1J	48651	27562	21089	43.35%	2879	2322	557	19.35%	24.00%
148	1967	Powers SD 31	123	76	47	38.21%	14	14	0	0.00%	38.21%
149	2009	Prairie City SD 4	133	116	17	12.78%	12	10	2	16.67%	0.00%
150	2045	Prospect SD 59	228	205	23	10.09%	19	19	0	0.00%	10.09%
151	1946	Rainier SD 13	939	794	145	15.44%	53	52	1	1.89%	13.56%
152	1977	Redmond SD 2J	7480	5716	1764	23.58%	399	372	27	6.77%	16.82%
153	2001	Reedsport SD 105	688	552	136	19.77%	36	30	6	16.67%	3.10%
154	2182	Reynolds SD 7	11276	3746	7530	66.78%	594	553	41	6.90%	59.88%
155	1999	Riddle SD 70	393	323	70	17.81%	27	26	1	3.70%	14.11%
156	2188	Riverdale SD 51J	639	531	108	16.90%	46	44	2	4.35%	12.55%
157	2044	Rogue River SD 35	959	783	176	18.35%	62	58	4	6.45%	11.90%
158	2142	Salem-Keizer SD 24J	41918	20578	21340	50.91%	2098	1881	217	10.34%	40.57%
159	2104	Santiam Canyon SD 129J	4302	3237	1065	24.76%	190	175	15	7.89%	16.86%
160	1944	Scappoose SD 1J	2397	1972	425	17.73%	126	122	4	3.17%	14.56%
161	2103	Scio SD 95	785	684	101	12.87%	72	70	2	2.78%	10.09%
162	1935	Seaside SD 10	1583	1070	513	32.41%	90	88	2	2.22%	30.18%
163	2257	Sheridan SD 48J	982	687	295	30.04%	67	62	5	7.46%	22.58%
164	2195	Sherman County SD	251	205	46	18.33%	17	17	0	0.00%	18.33%
165	2244	Sherwood SD 88J	5326	4237	1089	20.45%	258	243	15	5.81%	14.63%
166	2138	Silver Falls SD 4J	3940	3162	778	19.75%	217	207	10	4.61%	15.14%
167	1978	Sisters SD 6	1057	915	142	13.43%	61	61	0	0.00%	13.43%
168	2096	Siuslaw SD 97J	1345	1003	342	25.43%	75	68	7	9.33%	16.09%
169	2022	South Harney SD 33	14	12	2	14.29%	2	2	0	0.00%	14.29%
170	2087	South Lane SD 45J3	2797	2323	474	16.95%	170	154	16	9.41%	7.53%
171	1994	South Umpqua SD 19	1526	1242	284	18.61%	78	77	1	1.28%	17.33%
172	2225	South Wasco County SD 1	241	181	60	24.90%	17	17	0	0.00%	24.90%
173	2247	Spray SD 1	51	41	10	19.61%	8	8	0	0.00%	19.61%
174	2083	Springfield SD 19	10910	7354	3556	32.59%	545	484	61	11.19%	21.40%
175	1948	St Helens SD 502	3011	2441	570	18.93%	159	152	7	4.40%	14.53%
176	2144	St Paul SD 45	214	131	83	38.79%	21	20	1	4.76%	34.02%
177	2209	Stanfield SD 61	469	227	242	51.60%	29	26	3	10.34%	41.25%
178	2018	Suntex SD 10	13	12	1	7.69%	2	2	0	0.00%	7.69%
179	2003	Sutherlin SD 130	1308	1071	237	18.12%	77	70	7	9.09%	9.03%
180	2102	Sweet Home SD 55	2308	2020	288	12.48%	124	114	10	8.06%	4.41%
181	2055	Three Rivers/Josephine County SD	4847	3904	943	19.46%	240	234	6	2.50%	16.96%
182	2242	Tigard-Tualatin SD 23J	12890	7446	5444	42.23%	691	614	77	11.14%	31.09%

	DistrictID	District	Total Students	White Students	Non-White Students	% of Non-White Stud	Teachers	White Teachers	Non-White Teachers	% of Non-White Teachers	Diversity Gap
183	2197	Tillamook SD 9	2168	1442	726	33.49%	117	108	9	7.69%	25.79%
184	2222	Troy SD 54	3	2	1	33.33%	1	1	0	0.00%	33.33%
185	2210	Ukiah SD 80R	31	24	7	22.58%	6	6	0	0.00%	22.58%
186	2204	Umatilla SD 6R	1348	361	987	73.22%	78	69	9	11.54%	61.68%
187	2213	Union SD 5	332	305	27	8.13%	19	19	0	0.00%	8.13%
188	2116	Vale SD 84	914	672	242	26.48%	55	54	1	1.82%	24.66%
189	1947	Vernonia SD 47J	533	458	75	14.07%	31	27	4	12.90%	1.17%
190	2220	Wallowa SD 12	173	157	16	9.25%	18	18	0	0.00%	9.25%
191	1936	Warrenton-Hammond SD 30	1005	810	195	19.40%	62	61	1	1.61%	17.79%
192	1922	West Linn-Wilsonville SD 3J	9881	7403	2478	25.08%	528	468	60	11.36%	13.71%
193	2255	Willamina SD 30J	889	541	348	39.15%	53	50	3	5.66%	33.48%
194	2002	Winston-Dillard SD 116	1393	1179	214	15.36%	71	67	4	5.63%	9.73%
195	2146	Woodburn SD 103	5642	914	4728	83.80%	297	209	88	29.63%	54.17%
196	2251	Yamhill Carlton SD 1	1042	880	162	15.55%	56	51	5	8.93%	6.62%
197	1997	Yoncalla SD 32	236	170	66	27.97%	19	19	0	0.00%	27.97%
		Statewide	578085	360902	217183	37.57%	30804	27749	3055	9.92%	

**Educator Advancement Council - Fiscal Model Work Group - DRAFT SCENARIO FOR DISCUSSION February 27, 2019**  
**Title IIA 2017-18**

Inst ID	Local Educational Agency (LEA)	2018-19 Final Allocation	2017-18 Final Allocation	Difference (+/-)
2063	Adel School District 21	\$676	\$341	\$335
2113	Adrian School District 61	\$8,928	\$6,808	\$2,120
1899	Alsea School District 7J	\$5,421	\$5,678	(\$257)
2252	Amity School District 4J	\$21,288	\$20,215	\$1,074
2111	Annex School District 29	\$2,424	\$2,297	\$126
2005	Arlington School District 3	\$6,464	\$4,930	\$1,534
2115	Arock School District 81	\$1,197	\$1,197	\$0
2041	Ashland School District 5	\$89,814	\$88,094	\$1,720
2051	Ashwood School District 8	\$353	\$449	(\$96)
1933	Astoria School District 1	\$60,951	\$57,325	\$3,626
2208	Athena-Weston School District 29J	\$16,801	\$18,146	(\$1,344)
1894	Baker School District 5J	\$88,738	\$79,290	\$9,448
1969	Bandon School District 54	\$33,596	\$32,319	\$1,277
2240	Banks School District 13	\$18,231	\$18,921	(\$690)
2243	Beaverton School District 48J	\$948,642	\$978,788	(\$30,146)
1976	Bend-La Pine Administrative School District 1	\$439,894	\$422,680	\$17,213
2088	Bethel School District 52	\$231,241	\$231,166	\$75
2095	Blachly School District 090	\$4,937	\$4,284	\$654
2052	Black Butte School District 41	\$1,059	\$820	\$240
1974	Brookings-Harbor School District 17	\$58,656	\$55,986	\$2,670
1896	Burnt River School District 30J	\$831	\$885	(\$54)
2046	Butte Falls School District 91	\$6,504	\$7,036	(\$532)
1995	Camas Valley School District 21J	\$5,391	\$7,628	(\$2,237)
1929	Canby School District 86	\$120,073	\$131,286	(\$11,213)
2139	Cascade School District 5	\$68,569	\$68,309	\$260
2185	Centennial School District 28J	\$352,722	\$320,400	\$32,322
1972	Central Curry School District 1	\$17,326	\$17,092	\$234
2105	Central Linn School District 552	\$19,139	\$20,819	(\$1,680)
2042	Central Point School District 6	\$134,031	\$151,720	(\$17,688)
2191	Central School District 13J	\$111,078	\$109,961	\$1,118
1945	Clatskanie School District 6J	\$23,067	\$25,552	(\$2,485)

Inst ID	Local Educational Agency (LEA)	2018-19 Final Allocation	2017-18 Final Allocation	Difference (+/-)
1927	Colton School District 53	\$13,464	\$13,891	(\$427)
2006	Condon School District 25J	\$2,763	\$2,333	\$430
1965	Coos Bay School District 9	\$181,488	\$170,689	\$10,799
1964	Coquille School District 8	\$38,960	\$38,409	\$551
2186	Corbett School District 39	\$12,328	\$12,401	(\$74)
1901	Corvallis School District 509J	\$173,870	\$172,338	\$1,533
2216	Cove School District 15	\$7,471	\$7,562	(\$91)
2086	Creswell School District 40	\$45,299	\$41,543	\$3,756
1970	Crook County School District	\$119,045	\$113,965	\$5,080
2089	Crow-Applegate-Lorane Sd 66	\$11,865	\$12,947	(\$1,082)
2050	Culver School District 4	\$22,384	\$24,822	(\$2,439)
2190	Dallas School District 2	\$100,571	\$111,067	(\$10,496)
2187	David Douglas School District 40	\$548,447	\$483,275	\$65,172
2253	Dayton School District 8	\$25,108	\$25,324	(\$216)
2011	Dayville School District 16J	\$2,969	\$2,644	\$324
2017	Diamond School District 7	\$838	\$748	\$90
2021	Double O School District 28	\$168	\$150	\$18
1993	Douglas County SD 15	\$5,187	\$4,038	\$1,149
1991	Douglas County SD 4	\$222,825	\$250,227	(\$27,402)
2019	Drewsey School District 13	\$544	\$616	(\$72)
2229	Dufur School District 29	\$10,908	\$8,519	\$2,389
2043	Eagle Point School District 9	\$139,713	\$178,859	(\$39,146)
2203	Echo School District 5	\$8,635	\$10,512	(\$1,877)
2217	Elgin School District 23	\$12,473	\$11,391	\$1,082
1998	Elkton School District 34	\$4,708	\$6,515	(\$1,807)
2221	Enterprise School District 21	\$14,467	\$14,101	\$366
1930	Estacada School District 108	\$50,581	\$65,312	(\$14,732)
2082	Eugene School District 4J	\$541,501	\$537,890	\$3,611
2193	Falls City School District 57	\$7,790	\$8,304	(\$514)
2084	Fern Ridge School District 28J	\$69,087	\$68,119	\$967
2241	Forest Grove School District 15	\$193,086	\$203,522	(\$10,436)
2248	Fossil School District 21J	\$4,657	\$5,079	(\$423)
2020	Frenchglen School District 16	\$527	\$473	\$54
2245	Gaston School District 511J	\$13,662	\$12,414	\$1,248

Inst ID	Local Educational Agency (LEA)	2018-19 Final Allocation	2017-18 Final Allocation	Difference (+/-)
2137	Gervais School District 1	\$40,841	\$45,749	(\$4,909)
1931	Gladstone School District 115	\$57,397	\$40,956	\$16,441
2000	Glendale School District 77	\$12,390	\$16,243	(\$3,853)
1992	Glide School District 12	\$31,832	\$33,163	(\$1,331)
2054	Grants Pass School District 7	\$227,797	\$288,371	(\$60,574)
2100	Greater Albany School District 8J	\$324,506	\$331,259	(\$6,753)
2183	Gresham-Barlow School District 1J	\$436,817	\$396,849	\$39,968
2014	Harney County School District 3	\$36,462	\$33,013	\$3,449
2015	Harney County School District 4	\$3,106	\$2,513	\$593
2023	Harney County Union High School District 1J	\$2,100	\$2,160	(\$60)
2114	Harper School District 66	\$3,783	\$2,441	\$1,342
2099	Harrisburg School District 7J	\$32,641	\$33,138	(\$497)
2201	Helix School District 1	\$2,123	\$2,991	(\$868)
2206	Hermiston School District 8	\$168,534	\$203,437	(\$34,904)
2239	Hillsboro School District 1J	\$565,307	\$592,286	(\$26,980)
2024	Hood River County School District 1	\$120,365	\$113,035	\$7,331
1895	Huntington School District 16J	\$2,010	\$2,985	(\$975)
2215	Imbler School District 11	\$4,263	\$4,565	(\$302)
3997	Ione School District 2	\$2,206	\$2,022	\$184
2053	Jefferson County School District 509J	\$144,857	\$141,218	\$3,639
2140	Jefferson School District 14J	\$33,919	\$41,328	(\$7,409)
1934	Jewell School District 8	\$6,732	\$6,318	\$414
2008	John Day School District 3	\$26,366	\$25,642	\$724
2107	Jordan Valley School District 3	\$2,375	\$2,267	\$108
2219	Joseph School District 6	\$7,909	\$7,718	\$192
2091	Junction City School District 69	\$58,646	\$64,948	(\$6,302)
2109	Juntura School District 12	\$1,173	\$909	\$264
2057	Klamath County School District	\$272,881	\$230,932	\$41,949
2056	Klamath Falls City Schools	\$198,618	\$190,273	\$8,346
2262	Knappa School District 4	\$15,488	\$13,622	\$1,866
2212	La Grande School District 1	\$94,168	\$92,080	\$2,089
1923	Lake Oswego School District 7J	\$113,897	\$111,698	\$2,199
2059	Lakeview School District 7	\$33,396	\$26,294	\$7,102
2101	Lebanon Community School District 9	\$159,549	\$165,092	(\$5,543)

Inst ID	Local Educational Agency (LEA)	2018-19 Final Allocation	2017-18 Final Allocation	Difference (+/-)
2097	Lincoln County School District	\$278,746	\$235,171	\$43,575
2012	Long Creek School District 17	\$1,490	\$1,214	\$275
2092	Lowell School District 71	\$10,402	\$10,386	\$16
2085	Mapleton School District 32	\$7,247	\$9,537	(\$2,290)
2094	Marcola School District 79J	\$8,257	\$7,436	\$821
2112	McDermitt School District 51	\$670	\$598	\$72
2090	McKenzie School District 68	\$8,807	\$10,452	(\$1,645)
2256	McMinnville School District 40	\$223,309	\$208,028	\$15,282
2048	Medford School District 549	\$491,903	\$558,167	(\$66,264)
2205	Milton-Freewater School District 7	\$93,860	\$109,719	(\$15,859)
2249	Mitchell School District 55	\$1,867	\$1,795	\$72
1925	Molalla River School District 35	\$73,986	\$73,416	\$570
1898	Monroe School District 1J	\$21,807	\$22,214	(\$408)
2010	Monument School District 8	\$2,513	\$2,136	\$377
2147	Morrow School District 1	\$74,347	\$75,202	(\$856)
2145	Mount Angel School District 91	\$17,380	\$17,146	\$234
1968	Myrtle Point School District 41	\$32,393	\$28,759	\$3,634
2198	Neah-Kah-Nie School District 56	\$30,432	\$34,078	(\$3,646)
2199	Nestucca Valley School District 101J	\$20,552	\$21,436	(\$884)
2254	Newberg School District 29J	\$146,997	\$138,704	\$8,293
1966	North Bend School District 13	\$79,085	\$80,557	(\$1,473)
1924	North Clackamas School District 12	\$425,055	\$418,825	\$6,231
1996	North Douglas School District 22	\$13,702	\$16,183	(\$2,481)
2061	North Lake School District 14	\$8,771	\$10,936	(\$2,166)
2141	North Marion School District 15	\$52,589	\$55,207	(\$2,618)
2214	North Powder School District 8J	\$8,691	\$8,663	\$27
2143	North Santiam School District 29J	\$75,642	\$74,656	\$986
4131	North Wasco School District 21	\$126,993	\$129,478	(\$2,485)
2110	Nyssa School District 26	\$52,345	\$49,573	\$2,772
1990	Oakland School District 1	\$15,773	\$13,832	\$1,941
2093	Oakridge School District 76	\$36,720	\$31,984	\$4,736
2108	Ontario School District 8	\$165,908	\$152,473	\$13,436
1928	Oregon City School District 62	\$185,612	\$186,643	(\$1,031)
1926	Oregon Trail School District 46	\$103,395	\$100,289	\$3,106

Inst ID	Local Educational Agency (LEA)	2018-19 Final Allocation	2017-18 Final Allocation	Difference (+/-)
2060	Paisley School District 11	\$3,244	\$2,267	\$976
2181	Parkrose School District 3	\$159,637	\$150,614	\$9,023
2207	Pendleton School District 16	\$107,825	\$115,005	(\$7,180)
2192	Perrydale School District 21	\$4,468	\$4,828	(\$360)
1900	Philomath School District 17J	\$41,101	\$34,339	\$6,761
2039	Phoenix-Talent School District 4	\$126,392	\$125,900	\$492
2202	Pilot Rock School District 2	\$9,505	\$11,116	(\$1,611)
2016	Pine Creek School District 5	\$515	\$1,119	(\$604)
1897	Pine-Eagle School District 61	\$6,672	\$6,240	\$432
2047	Pinehurst School District 94	\$766	\$694	\$72
2081	Pleasant Hill School District 1	\$29,141	\$31,894	(\$2,752)
2062	Plush School District 18	\$341	\$311	\$30
1973	Port Orford-Langlois School District 2J	\$30,375	\$29,059	\$1,316
2180	Portland School District 1J	\$1,450,039	\$1,326,900	\$123,139
1967	Powers School District 31	\$6,841	\$6,629	\$212
2009	Prairie City School District 4	\$6,762	\$5,402	\$1,360
2045	Prospect School District 59	\$5,661	\$5,325	\$337
1946	Rainier School District 13	\$30,022	\$31,295	(\$1,273)
1977	Redmond School District 2J	\$259,885	\$304,754	(\$44,869)
2001	Reedsport School District 105	\$32,246	\$29,818	\$2,428
2182	Reynolds School District 7	\$625,788	\$538,244	\$87,544
1999	Riddle School District 70	\$17,739	\$17,344	\$395
2188	Riverdale School District 51J	\$7,544	\$6,437	\$1,107
2044	Rogue River School District 35	\$42,489	\$57,788	(\$15,299)
2142	Salem-Keizer School District 24J	\$1,441,296	\$1,485,760	(\$44,464)
2104	Santiam Canyon School District 129J	\$20,646	\$19,425	\$1,220
1944	Scappoose School District 1J	\$44,860	\$47,572	(\$2,712)
2103	Scio School District 95	\$17,039	\$17,206	(\$166)
1935	Seaside School District 10	\$59,113	\$59,079	\$34
2257	Sheridan School District 48J	\$33,695	\$33,275	\$420
2195	Sherman School District 1	\$7,239	\$7,760	(\$520)
2244	Sherwood School District 88J	\$86,369	\$93,200	(\$6,831)
2138	Silver Falls School District 4J	\$77,190	\$85,938	(\$8,747)
1978	Sisters School District 6	\$29,542	\$28,650	\$893

Inst ID	Local Educational Agency (LEA)	2018-19 Final Allocation	2017-18 Final Allocation	Difference (+/-)
2096	Siuslaw School District 97J	\$79,094	\$85,651	(\$6,557)
2022	South Harney School District 33	\$550	\$491	\$60
2087	South Lane School District 45J	\$108,314	\$107,802	\$512
1994	South Umpqua School District 19	\$83,454	\$91,609	(\$8,155)
2225	South Wasco County School District 1	\$10,610	\$9,142	\$1,469
2247	Spray School District 1	\$2,125	\$1,621	\$504
2083	Springfield School District 19	\$444,744	\$458,128	(\$13,384)
1948	St. Helens School District 502	\$99,260	\$99,664	(\$403)
2144	St. Paul School District 45	\$7,440	\$6,503	\$937
2209	Stanfield School District 61	\$11,572	\$12,396	(\$824)
2018	Suntex School District 10	\$515	\$461	\$54
2003	Sutherlin School District 130	\$53,346	\$56,860	(\$3,514)
2102	Sweet Home School District 55	\$83,588	\$85,534	(\$1,946)
2055	Three Rivers School District	\$254,260	\$304,268	(\$50,008)
2242	Tigard-Tualatin School District 23J	\$306,330	\$319,279	(\$12,949)
2197	Tillamook School District 9	\$71,905	\$72,863	(\$959)
2222	Troy School District 54	\$12	\$12	\$0
2210	Ukiah School District 80	\$1,753	\$1,837	(\$83)
2204	Umatilla School District 6	\$48,931	\$49,196	(\$265)
2213	Union School District 5	\$11,982	\$11,762	\$220
2116	Vale School District 84	\$42,090	\$42,340	(\$251)
1947	Vernonia School District 47J	\$19,036	\$19,378	(\$342)
2220	Wallowa School District 12	\$12,358	\$11,385	\$972
1936	Warrenton-Hammond School District 30	\$28,512	\$33,449	(\$4,937)
1922	West Linn School District 3J	\$131,831	\$137,284	(\$5,453)
2255	Willamina School District 30J	\$33,508	\$29,171	\$4,337
2002	Winston-Dillard School District 116	\$69,330	\$72,224	(\$2,894)
2146	Woodburn School District 103	\$307,462	\$319,622	(\$12,160)
2251	Yamhill-Carlton School District 1	\$25,552	\$19,125	\$6,427
1997	Yoncalla School District 32	\$14,775	\$17,242	(\$2,468)
		\$18,833,357	\$18,870,315	



# **Fiscal Model Work Group**

**February 27, 2019**



Following Council discussion of any noted adjustments, the Fiscal Model WG seeks Council consensus to include a DRAFT funding allocation in the RFP to offer proposers a sense of available resources as they formulate their responses.



# Governor's Recommended Budget 2019-21

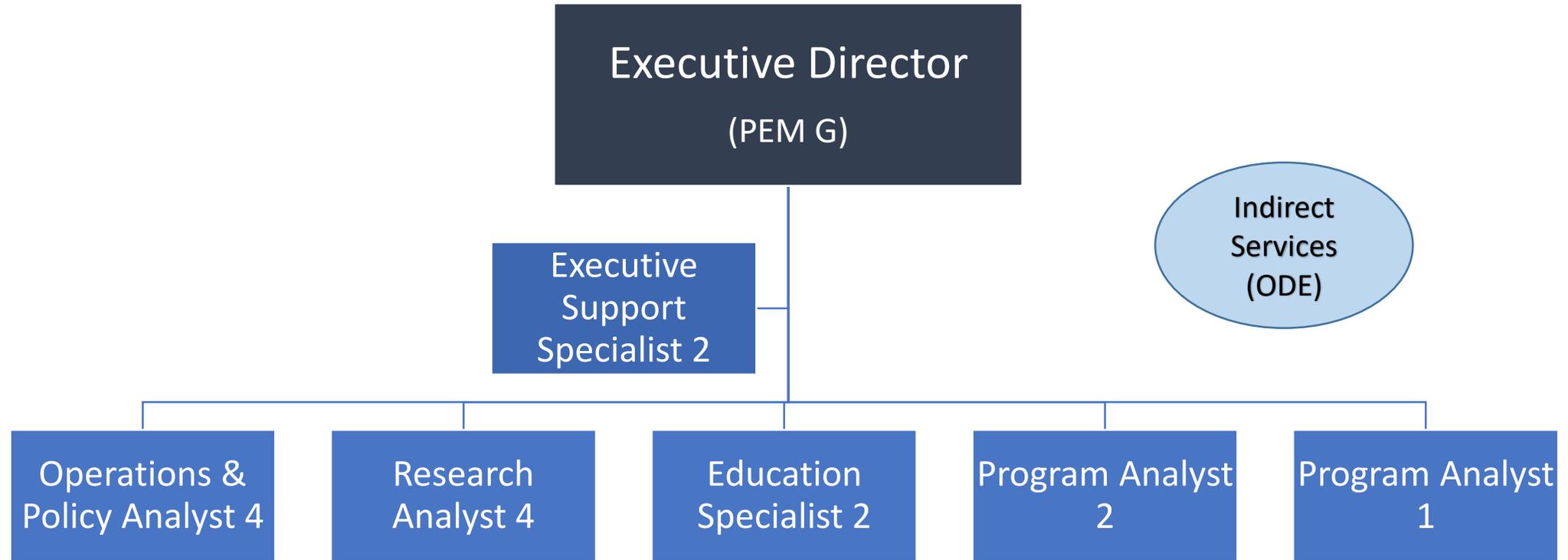


\$61.0 million allocated to the Educator Advancement Fund (EAF):

- \$41.3 million of current resources from State School Fund transfer
- \$19.7 million additional General Fund

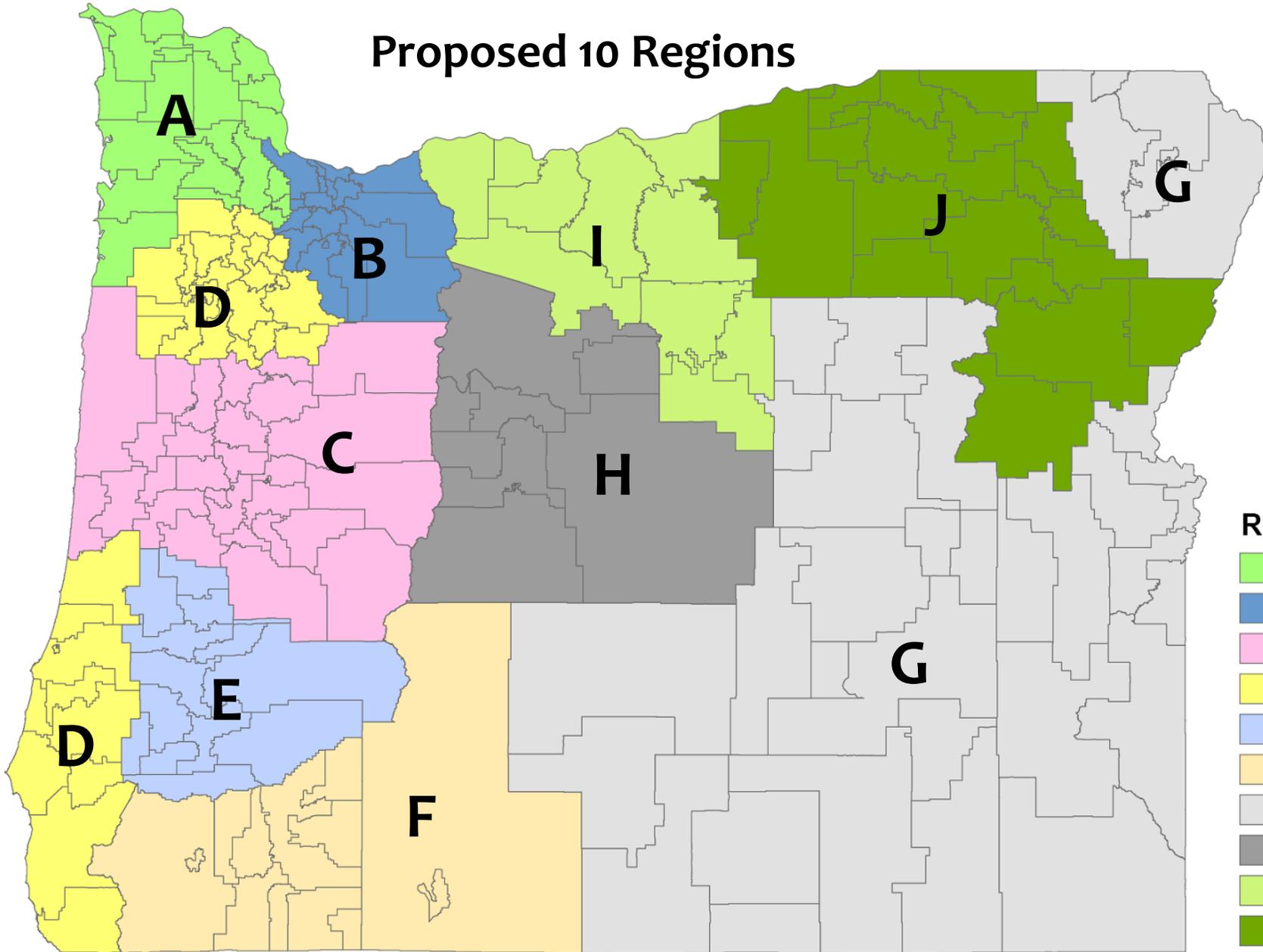
2019-21 Current Service Level (in millions)	Budget	FTE	Description
Educator Network Formula Grants	\$41.6	0.00	Funding provided to networks that effectively service all Oregon school districts in establishing local plans aimed at professional development of all K-12 educators.
Educator Network Capacity Grants	\$3.0	0.00	Capacity funding for an estimated 10 sponsoring entities.
Early Learning Centers for Excellence	\$3.5	0.00	Professional development in teachers to improve kindergarten readiness for students.
Oregon Teachers Scholars Program (HECC)	\$1.0	0.00	Scholarships to support ethnically and linguistically diverse teachers.
Early Childhood Educator Development (HECC)	\$7.0	0.00	Incentive funding to increase number of adults enrolling in early childhood programs at community colleges and universities
Technical Assistance Grants	\$1.4	0.00	Support for technical assistance and coaching for educator networks
Agency Operations	\$3.5	9.18	Support for policy, program management, technical assistance, research, and business services for the EAC.
<b>Total Grants and Programs</b>	<b>\$61.0</b>	<b>9.18</b>	

# 2019-21 Positions requested on behalf of EAC





# Proposed 10 Regions

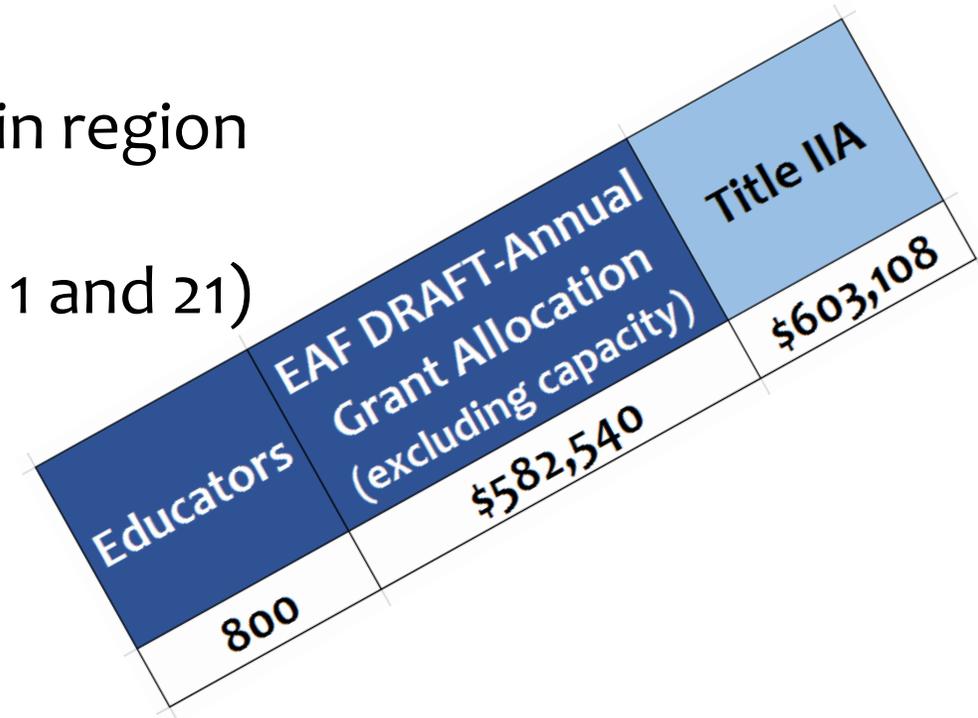


Regions	Educators	Title IIA
A \$3,330,134	5,862	\$2,740,041
B \$4,883,488	8,631	\$4,429,316
C \$2,928,941	4,724	\$2,847,441
D \$3,780,926	5,392	\$3,397,537
E \$ 582,540	800	\$ 603,108
F \$1,708,390	2,712	\$2,187,427
G \$ 953,036	665	\$ 510,378
H \$1,060,141	1,863	\$1,037,358
I \$ 464,580	552	\$ 283,692
J \$1,107,825	1,414	\$ 834,017

# REGIONAL SPONSORING ORGANIZATION EXAMPLE



- 13 school districts serving 13,500 students
  - (1) large 6,000 students
  - (3) medium 1,500 students
  - (9) small less than 700 students
- 1 ESD
- Student diversity increasing, 20% students of color vs. 6% educator diversity
- Equity efforts deployed, greatly desire more
- One local community college, no university within region
- Teacher shortage, seemingly due to rural status
- New educators (3 year average ranges between 1 and 21)
- 30% children in poverty
- 66% graduation rate
- Considerable distance from I-5 corridor
- Community partners identified





# **Educator Advancement Council**

## **Staffing Transition Process**

February 27, 2019

# Staffing Transition

## Considerations:

- CEdO current Administrative Agent through June 30<sup>th</sup>
- Seeking Council consensus in preparation for a smooth transition plan prior to July 1<sup>st</sup>



# EAC Policy Director

- Implement Council mission and vision
- Oversee administration and operations, strategic plan implementation, communication, outreach, coordination with internal and external stakeholders.
- Plan and develop EAC meetings in conjunction with Chair and Vice-chair
- Oversee work group support
- Continued oversight of Regional Sponsoring Organization/educator network processes
- ***In conjunction with Chair, represent the EAC at related professional meetings, legislative hearings and state agency convenings***
- ***Serve as the point of contact for the Council***
- ***Serve as the public point of contact***

# Transition Director

- Work closely with Policy Director to Implement Council mission and vision
- Internal and external facing responsibilities, including outreach, RFP and contracts management
- In collaboration with counsel, craft/care/maintenance of the Intergovernmental Agreement in adherence to SB182
- Staff the Procedural Subcommittee and Fiscal Model Work Group
- ***Coordinate internal/external communications and messaging***
- ***Oversee permanent Executive Director search***



# Executive Support Specialist

Work closely with Policy Director and Transition Director to support the Council by:

- Providing Council administration; coordinate EAC, subcommittee and work group meetings, logistical planning for external convenings
- Preparing and maintain Council documents and records, facilitate Administrative Rules coordination, process travel and expense reimbursements
- Serving as the public's first impression of the Council

# Staffing Transition

## Staff Recommendation:

- Appoint Hilda Rosselli as Interim Executive Director
- Retain Cheryl Myers as Transition Director
- Retain Debbie Green as Executive Support

# Next steps



## EAC Mission Statement

*We empower, support and diversify Oregon's educator workforce through local, educator-led networks and statewide resources to provide the quality teaching and learning Oregonians desire.*

## COUNCIL WORKING AGREEMENT

The Educator Advancement Council (EAC) is an innovative public/nonprofit partnership created by the Oregon Legislature through the passage of SB 182 to support the public educator profession. The EAC is building upon the recommendations and core values of the Governor's Council on Educator Advancement with the goal of ensuring all public educators have access to high-quality, culturally responsive professional learning and support throughout their careers.

The EAC is designing a system of educator networks to prioritize and enhance educators' access to professional learning and support services, combining state investment and other leveraged resources driven by educator need. In fulfilling our governance role, and to ensure effective functioning as a leadership team, we have collectively consented the following agreements will apply to all the Council Directors, the Administrative Agent, our Advisors, our Ex-Officio Directors and any Surrogates.

### **Council Role**

1. Ensuring an effective relationship, Council and Administrative Agent will work together as a team.
2. Focus on policymaking, planning, and vision setting, and not day-to-day operations.
3. Make decisions as a Council and only at properly called meetings. Each Director recognizes they do not possess authority to take individual action.
4. Honor the opinions and input of individual Directors and accept final Council decisions.
5. Recognize and respect the Administrative Agent's responsibility to manage Council's daily operations and staff matters. As noted in the Intergovernmental Agreement (IGA), the Administrative Agent supports the Council and some duties will be delegated to staff to manage the Council's daily operational needs.
6. Give careful consideration to all issues brought forward by individuals and interested parties. Actively listen to all perspectives.
7. Uphold Council mission, vision, and values and actively employ the Equity Lens.
8. Value the role each Director plays and welcome opportunities to be a Council representative at various functions around the State of Oregon.

### **Meeting Facilitation and Decision-Making**

1. Follow Robert's Rules of Order to guide meetings.
2. Deliberate and make decisions in accordance with public meeting laws.
3. Uphold all legal requirements for confidentiality on matters discussed in Executive Session.
4. Respect the start and end times for meetings.
5. Adhere to the established meeting protocols.
6. Attend regularly scheduled meetings and work sessions unless a situation occurs causing attendance impossible.
7. Prepare for meetings by reading materials ahead of the meeting and asking questions of the Chair or Administrative Agent prior to the day of the meeting if possible. If a Director has remaining questions about an agenda item or intends to request an item be pulled from the consent agenda, the Director will, when reasonably possible, attempt to notify the Chair and/or Administrative Agent before the meeting.

8. Propose agenda items well in advance of the meeting so the item may be included on the public agenda and Administrative Agent staff have adequate time to gather information.
9. Seek consensus by all Directors prior to vote unless unanswered questions remain regarding the decision or if a conflict of interest arises.
10. Active participation by the full Council in discussions, recommendations and nominations to reach prior consensus is imperative for matters pertaining to adoption, ratification or approval by Standing Directors final vote.

### **Communication Agreements**

1. Communicate directly with the Chair, Vice-Chair or Administrative Agent prior to meetings to address questions or concerns regarding agenda items. Additional Director concerns should be communicated directly with the Administrative Agent, Chair, or Vice-Chair as appropriate. If the issue is not resolved, Council leadership will facilitate a resolution.
2. Speaking for or acting on behalf of the Council, is reserved for the Chair, unless specifically otherwise directed by the Council.
3. Maintain effective and open communication with the Administrative Agent.
4. Use of social media by a Director, Advisor, Ex-Officio Director or their Surrogate to communicate information regarding the Council or the Administrative Agent, will abide by the Council Policies & Procedures manual and the following:
  - a. Notify the entire Council and provide access to the information;
  - b. Abide by all public records rules and laws; and
  - c. Communicate and conduct their online presence as public business in alignment with these agreements and any other applicable laws, policies, and procedures. Directors, Advisors, and their Surrogates are public figures and are subject to Oregon ethics, public meetings, and other relevant laws.
5. Requests for information arising between meetings from Directors, Advisors, Ex-Officio Directors and their Surrogates will be directed to the Chair and Administrative Agent. The Administrative Agent and the Chair will check-in monthly to allow monitoring reasonable staff workload.
6. Regarding Administrative Agent staff concerns, communicate directly with the Administrative Agent. Administrative Agent concerns should be communicated to the Chair.

### **Council Leadership Roles**

1. Regarding Council policy, process and decisions, the Chair serves as the authorized Council spokesperson. The Chair may delegate this responsibility to other Directors or the Administrative Agent.
2. Speaking for and about the Council and describing the Council's process and positions is the Chair's role; additional responsibilities include convening meetings, agenda development with the Administrative Agent, and executing documents as appropriate.
3. Communicating with the Administrative Agent, Chief Education Officer, Governor's Office, and liaison to other State Boards, Councils, Committees and Commissions is represented by the Chair.
4. Communicate targets at the beginning of each activity.
5. Gather feedback from all participating directors to inform next steps at the end of each meeting.
6. Regarding issues agreed to in the working agreements or group operating norms, Council Leadership will communicate with individual Directors about any concerns.
7. Coordination of agenda topics occurs between the Chair and Administrative Agent as well as final agenda approval for meetings in advance of the public notice.
8. Facilitate the orientation of new Directors.
9. Assist the Administrative Agent in disseminating important information to the Council. Keep Directors apprised of information exchanged with the Administrative Agent.
10. Performance of these duties when the Chair is unavailable will be conducted by the Vice-Chair, who also oversees Council financial management in coordination with the Administrative Agent.

**Administrative Agent Role**

1. Regularly report, inform, and advise on Administrative Agent activities, goals, and other related matters.
2. Manage the day-to-day Council operations.
3. Work as a team with the Council.
4. Recognize and respect the Council’s authorities.
5. Work with Council leadership to effectively bring information and issues to the Council to allow equitable and proactive policy decisions informed by the best available evidence.
6. Communicate relevant information regarding the Council with the Governor, Legislature and other state agencies.
7. Create Council agendas in collaboration with the Chair and Vice-Chair.
8. Work directly with staff to implement the Council’s vision, mission, values, and strategic imperatives.
9. Design orientation for new Directors, Advisors and Ex-Officio Directors in conjunction with the Chair.
10. Communicate and represent the work intentions, decisions, actions and direction of the Council to national, state and local partners.

**Administrative Agent Staff Role**

1. Support the daily operations of the Council as directed by the Administrative Agent. This includes responding to inquiries from stakeholders, coordinating with other education boards and commissions, administrators and agencies on behalf of the Council via email, phone or in-person.
2. Act as the first point of contact for Directors, Advisors, Ex-Officio Directors and their Surrogates.
3. Provide technical support to the Administrative Agent on Council-related items.
4. Facilitate new orientation for Directors, Advisors and Ex-Officio Directors.
5. Coordinate communication and make available all Council meeting materials in compliance with public meeting laws.
6. Support the Council as it adheres to state laws relating to ethics rules, administrative rule adoption and provide parliamentary procedure support during meetings.

By signing this document, we affirm our intent to uphold these operating agreements.

\_\_\_\_\_

Council Chair

\_\_\_\_\_

Date

\_\_\_\_\_

Council Vice-Chair

\_\_\_\_\_

Date

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Council Director

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Council Ex-officio Director

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Date

February 27, 2019  
Docket Item#11.0



On behalf of the



## **Request for Proposal**

### **Educator Advancement Council Regional Sponsoring Organizations/Fiscal Agents**

**2019-2021**

**Grant Application Due Date: TBA**

**Oregon Department of Education  
Office of Learning  
255 Capitol Street NE  
Salem, OR 97310-0203**

It is the policy of the State Board of Education and a priority of the Oregon Department of Education that there will be no discrimination or harassment on the grounds of race, color, sex, marital status, religion, national origin, sexual orientation, age or disability in any educational programs, activities, or employment. Persons having questions about equal opportunity and nondiscrimination should contact the Oregon Department of Education, 255 Capitol Street NE, Salem, OR 97310; Telephone (503) 947-5600; Fax (503) 378-5156.

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## Educator Advancement Council Networks Request for Proposal

Check all numbering of figures, charts and footnotes  
Add reference and link to Glossary

As charged by the Oregon Legislature in SB182(2017), the Educator Advancement Council (EAC) is taking a critical step in improving how Oregon provides public school teachers, early learning professionals, and administrators with high-quality professional learning and support throughout their careers. During the 2019 legislative session, the EAC will make recommendations to the Oregon Legislature on the most effective use of funding dedicated to support and strengthen the education profession and ultimately, provide the quality education all students deserve. The EAC understands every educator needs support at multiple points along their career path to meet the needs of every student they serve.

Through this Request for Proposals (RFP), the EAC is seeking information from organizations and consortiums interested in serving as Sponsoring Organizations to support development of local educator networks. The resulting networks will develop and submit plans to the EAC proposing how they will support educators from recruitment through career advancement, redesign professional learning systems driven by practitioner needs, engage and empower teachers' voice on their needs as educators and provide access to the Educator Advancement Fund (EAF)<sup>1</sup> for continuous improvement in our schools and classrooms.

### Role of Teachers in School Improvement

- Educators are critical in helping Oregon students succeed. They are often the first to recognize and respond to students' needs.
- Educators and school leaders require time, resources, and support to develop effective, student-centered, culturally responsive practices tailored to individual student needs.
- Teachers need opportunities to identify what professional support they need to best engage and teach their students.
- Developing teacher leadership can improve expectations for professional learning and supports, enabling teachers and principals alike to work toward school improvement.

## I. Background

### A. Original Legislation and Intent

In 2013, Oregon's initial Network for Quality Teaching and Learning (NQTL) was created as part of HB3233—a Strategic Initiative to ensure Oregon's public educators have the mentoring, professional development, and other support services needed to improve the quality of teaching and learning across Oregon. This foundational investment supported funding for three biennia of initiatives, primarily distributing funding through competitive grants. Overseen by a partnership between the Oregon Department of Education (ODE) and the Chief Education Office (CEdO), the overarching purpose of the original Network investment strategy was to:

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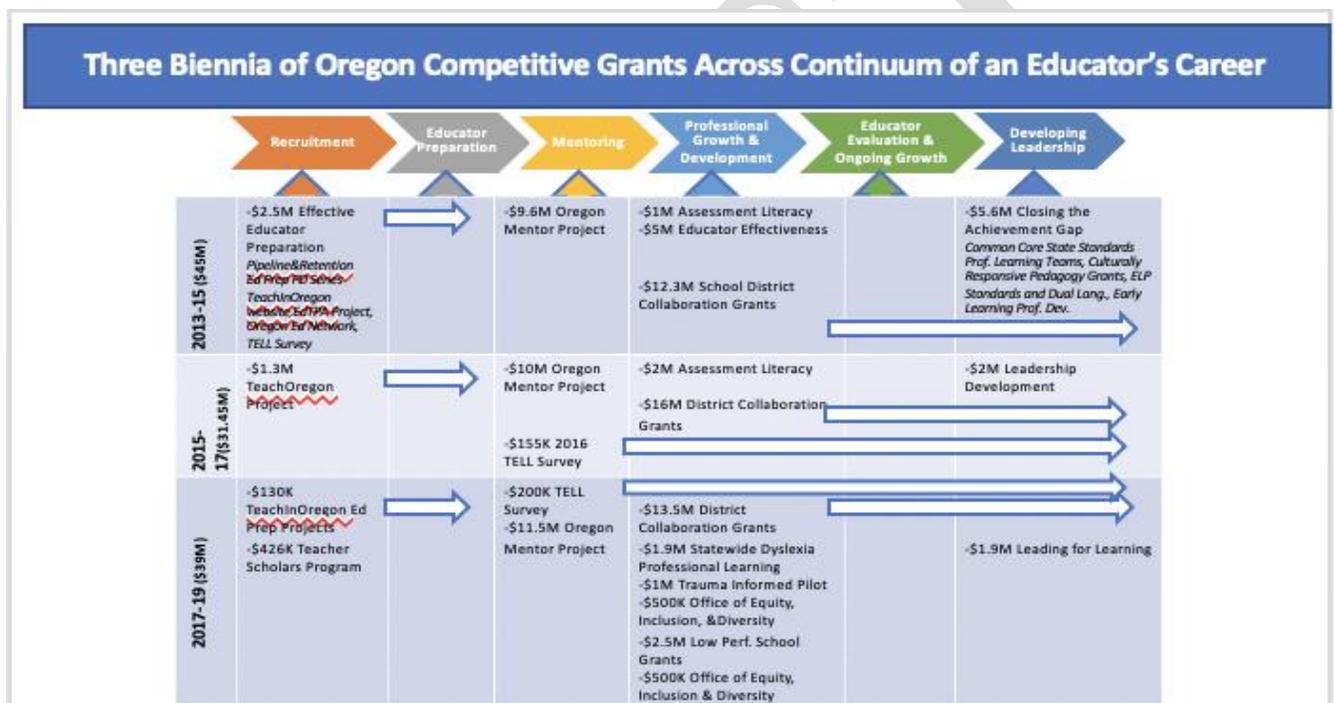
<sup>1</sup> Previously known as the Network for Quality Teaching and Learning Fund.

## 2.13.19

- Support teachers and administrators through communities of effective practice that can improve student learning;
- Develop a culture of collaborative responsibility for advancing and supporting the profession of teaching that involves building level educators, district leaders, education service districts, state agencies, professional associations, nonprofit groups, and educator preparation programs and universities; and
- Strengthen recruitment, preparation, induction, advancement and support of educators (teachers, administrators, and counselors).

Figure XX illustrates the level and type of funding that was provided through the Network for Quality Teaching and Learning over the past three biennia.

Figure XX Three Biennia of Oregon Competitive Grants (Move to Appendix?)



Based on feedback from many school districts, the Governor issued Executive Order 16-08 creating the Governor's Council on Educator Advancement in 2016 charged with bringing her recommendations on how Oregon could:

- Create equitable access to culturally responsive professional learning and resources across rural and urban school districts to address local educator needs and maximize local expertise;
- Set the stage for local innovation and flexibility to more effectively and equitably deploy collaborative, educator-led, and student-centered solutions to increase achievement and preparedness for the future; and
- Leverage state, federal and other resources through new partnerships between public education agencies, professional associations, higher education institutions and non-

profit partners.

The Governor's Council on Educator Advancement members developed four guiding principles.

### 2016-17 Guiding Principles for Council Recommendations



- **Equity Focused** Driven by the Council's commitment to closing educational opportunity gaps for all students, recommendations were examined using Oregon's Equity Lens<sup>1</sup>. Council members affirmed all educators should be prepared and supported to create welcoming and inclusive learning environments, engage students and families, and address institutional barriers or discriminatory practices that limit access for many students in Oregon's education system.



- **A Seamless System** The Governor's Council members identified where fragmentation and silos could be eliminated and collaboration, efficiency, and effectiveness could be enhanced across educator preparation, licensing, employment and career advancement.



- **Empowering Teacher Voice and Leadership** One of the hallmarks of a true profession is involvement of those within the profession in determining the actual work and conditions that surround it. The Council believes policies intended to impact teachers can and should be vetted and improved by those most likely to be impacted. Opportunities for teacher leadership help elevate teaching as a desirable profession. Effective teachers afforded opportunities for teacher leadership are more likely to treat teaching as an attractive long-term career option. Effective teachers in leadership positions can help influence instructional practices in other classrooms to improve student learning<sup>2</sup>.



- **Time to Support Professional Learning** Research is clear that professional learning is most effective when it is job-embedded and sustained over time rather than being a solitary event. Professional learning paired with time transfer of learning via follow-up, study groups, coaching, and reflection is associated with stronger impacts on teachers and student learning<sup>3</sup>. Research has also shown that teachers perceive professional learning as most effective when it is sustained over time<sup>4</sup>. High-performing countries have added job-embedded collaboration time for teachers to observe in each other's classrooms to study teaching and work on common problems of practices.

<sup>1</sup> Oregon Equity Lens. (2016, March 16). Retrieved from [http://education.oregon.gov/wp-content/uploads/2016/07/Equity-Lens\\_CEdO\\_March\\_16\\_2016.pdf](http://education.oregon.gov/wp-content/uploads/2016/07/Equity-Lens_CEdO_March_16_2016.pdf)

<sup>2</sup> Akert, Nancy & Martin, Barbara. (2012). The Role of Teacher Leaders in School Improvement through the Perceptions of Principals and Teachers. *International Journal of Education*. 4. 10.5296/ije.v4i4.2290.

<sup>3</sup> Weiss, I. R., & Pasley J. D. (2006). *Scaling up instructional improvement through teacher professional development: Insights from the local systemic change initiative*. Philadelphia, PA: Consortium for Policy.

<sup>4</sup> Garet, M., Porter, A., Desimone, L., Birman, B., & Yon, K.S. (2001). What makes professional development effective? Results from a national sample of teachers. *American Educational Research Journal*, 38(4).

<sup>5</sup> Darling-Hammond, L. (2010). *The flat world and education: How America's commitment to equity will determine our future*. New York, NY: Teachers College Press.

## 2.13.19

In November 2016, the Council issued a [full report](#) to the Governor with 10 recommendations outlined in Figure XX. These recommendations continue to serve as a foundational menu of anticipated changes resulting from successful implementation of Educator Networks resulting from this RFP.

### Figure XX 2016 Original Council Recommendations to the Governor

1) Create and deepen partnerships between Pre-Kindergarten services, districts, community colleges and universities to promote interest in the teaching profession, coordinate teacher and administrator preparation efforts, and share data sets needed to achieve a high-quality pool of licensed professionals.
2) Streamline career pathways into teaching and provide financial resources and supports to achieve an educator workforce in Oregon that is equity-driven and more reflective of Pre- Kindergarten-12 student demographics.
3) Support all novice teachers with induction and mentoring supports during their first two years.
4) Provide all novice school administrators with induction and mentoring supports during their first two years.
5) Require state and federally funded professional learning to be equity-driven, designed with practitioner involvement, and adhere to state adopted standards for professional learning.
6) Expand model statewide to engage teachers and administrators working together to design and implement professional learning to improve student outcomes.
7) Support a seamless system of professional learning linking Early Learning providers, including Early Learning Hubs, Head Start, Pre-Kindergarten programs, child-care providers, home visitors, and other early education services providers with the K-3 public school systems.
8) Ensure the voices of classroom teachers are included on a regular basis in decision-making regarding professional learning priorities, educator supports, and policies impacting teachers at the school, district, region, and state levels.
9) Create opportunities to develop, enhance, and recognize teacher leadership.
10) Establish a statewide Intergovernmental Coalition to coordinate and connect regional networks in support of professional learning priorities, blending of funding sources, and management of innovation funds.

### B. Continuing and Current Legislation

In 2017 the Oregon Legislature, in collaboration with the Governor's Office and the Chief Education Office, passed [SB 182](#) which enacted mechanisms to implement the Report's recommendations through a more equitable distribution of Network funds. As highlighted in Recommendation 10, SB 182 established an Educator Advancement Council through a public/nonprofit partnership with authority to recommend how the funds should be allocated to provide learning and supports for Oregon educators throughout their careers and highly effective culturally responsive professional learning.

The [members appointed to the EAC](#) represent educators, administrators, teacher preparation programs, policy makers, and community leaders from across Oregon who reflect the state's rich regional and racial diversity. They are charged with establishing a system of educator

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networks across all areas of the state to offer educators participation in a network focused on resources providing services and supports driven by educator needs across the full spectrum of an educator’s career. The EAC envisions this continuum stretching from the time individuals consider the education profession to career advancements as a teacher leader or school or district administrator as illustrated in Figure XX.

**Figure XX. Educator Career Continuum.**



In summary, SB 182 specifically:

- Replaced the Network for Quality Teaching and Learning Advisory with an Educator Advancement Council charged with duties related to distributing resources for professional learning supports;
- Renamed the Network Fund to become the Educator Advancement Fund;
- Set into motion planning and development of educator networks across the state to:
  - Leverage resources from other partners; and
  - Be more responsive to local educator supports and professional learning needs identified by educators;
- Authorized Higher Education Coordination Commission (HECC) to establish and administer new scholarship funds through OSAC to support culturally or linguistically diverse teacher candidates in support of the Oregon Educator Equity Act;
- Defined responsibilities for CEEdO to provide support to the strategic direction of the Council by leading coordination across state agencies to:
  - Address any needed rule changes;
  - Conduct and coordinate research on Teaching and Learning Conditions, educator workforce supply and demand, and common measures for accountability; and
  - Connect educator networks;
- Defined responsibilities for ODE to provide support to the strategic direction of the Council by:
  - Developing a system for dissemination of emerging practices; and
  - Providing technical assistance, including online systems for professional learning resources and educator networking; and
- Provided a mechanism to connect Early Learning Council (ELC) efforts to achieve a more comprehensive early childhood professional development systems that incorporate recruitment, preparation, induction, career advancement opportunities and support.

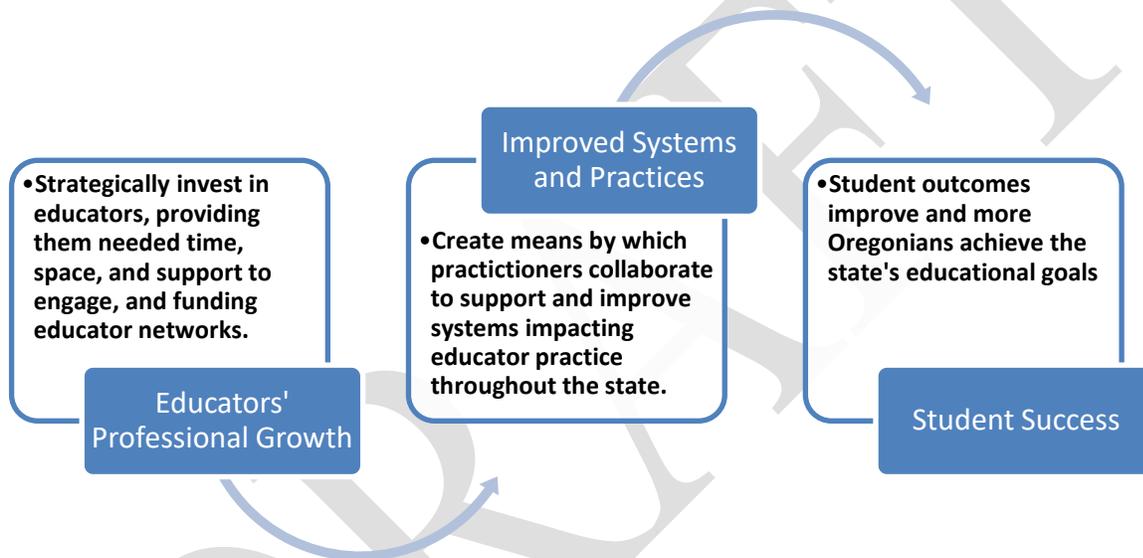
### **C. Theory of Action Driving the EAC Approach**

The State of Oregon recognizes high quality, well supported, and culturally responsive educators in every classroom can unlock the potential of their students and help them succeed in school and beyond.

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In the past, the state has offered competitive grants to school districts for professional learning and mentoring, which has resulted in sporadic efforts that have not reached all educators and geographic areas. The EAC aims to reverse this trend, by seeding system changes needed to make professional learning more effective and providing all public Oregon teachers and administrators to support – from the time they are considering the profession to their first teaching job to becoming a school or district leader. The EAC’s educator networks will engage educators in their community, identify local needs, and ultimately leverage and distribute state dollars in a noncompetitive way that best serves students. Figure XX illustrates a Theory of Action for EAC Educator Networks.

**Figure XX. Theory of Action for Educator Networks**



The EAC’s establishment of educator networks represents significant changes in the way the state supports educators and ensures access across every area of the state. The EAC believes this work is best situated where networks are formed with multiple sectors in the community; practitioner voices help eliminate locally defined inequities; and where data and the experiences of practitioners are used for continuous improvement. To achieve these changes, the EAC has identified ten regions in the state and seeks to establish an EAC Regional Sponsoring Organization/Fiscal Agent in each region to coordinate local educator networks, distribute funding based on a funding formula determined by the EAC, and coordinate network sharing to achieve the intent of SB 182 statewide. The EAC issued a Request for Information (RFI) in Fall 2018 and is using the results of that process to inform this Request for Proposals.

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### D. EAC Regional Sponsoring Organizations and Fiscal Agents

While the EAC recognizes the uniqueness local context brings to system improvement work, they seek a regional approach for launching and supporting educator networks. Rather than developing grant contracts with 197 school districts, the EAC will use a smaller number of EAC Regional

**EAC Regional Sponsoring Organization** – an entity in a designated region of the state selected by the EAC to convene a coordinating body for the educator networks in the region, serve as a liaison with the EAC regarding technical assistance needs of the region, assist in leveraging regional resources, and help document network outcomes. Eligible entities include school districts, education service districts, nonprofit organizations, postsecondary institutions of education, federally recognized tribes of Oregon, or a consortium that is a combination of the identified entities and which includes a partner eligible to serve as a Regional Fiscal Agent.

**EAC Regional Fiscal Agent**—performs fiduciary responsibilities relative to EAC funding for the region. A fiscal agent may be a school district, education service district or post-secondary institution of education that is a member of an educator network.

Sponsoring Organizations/Fiscal Agents who have experience in convening partners, coordinating services across a region, managing state funds for identified purposes and who demonstrate a willingness to apply an equity lens, engage teacher voice in an ongoing manner, and support system improvement processes.

The EAC is using this RFP to identify ten EAC Regional Sponsoring Organizations/Fiscal Agents ensuring all geographic regions in the state are represented. Successful applicants will use tools and practices valuable in supporting the development and implementation of successful educator networks focused on system change and continuous improvement driven by teacher voice. They will be expected to establish and facilitate a Regional Coordinating Group with membership as defined in Figure XX to ensure authentic voice and input from like-sized districts and local community partners in the region as they form educator networks.

Prior to Fall 2019, each Sponsoring Organization is expected to convene and engage licensed teachers, administrators, and community partners in identifying how Educator Advancement funds would be used in 2019-21 biennium.

- The process will include district level analysis and discussion of its regional priorities, current projects, and needs based on reviews of TELL results, teacher focus groups, previous use of Title IIA as well as other Title funds that have been supporting educator advancement. An emphasis would be placed in determining whose voices should be engaged to better understand the problem of practice through focus groups, interviews, etc.
- Potential areas of work to be supported by the Educator Advancement Fund will be identified and mapped to areas of the educator career continuum. ADD MORE
- Each Sponsoring Organization will be expected to describe how they are braiding or leveraging funds to add to Educator Advancement funds (ESD services, use of Title funds, other grant-in-aid funds, partner contributions, and in-kind resources).
- Each Sponsoring Organization will help partners identify outcome metrics they are seeking to improve, e.g. number of teacher positions filled, diversity in educator workforce, number of new

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educators mentored, increased educator retention, policy shifts in how professional learning is provided, career advancement options developed for teachers, etc.

Each identified entity seeking to serve as a Sponsoring Organization must meet requirements as outlined in SB 182 in Figure XX and also be able to serve as a Fiscal Agent.

### **Figure XX. Eligibility of a Sponsoring Organization for the EAC per Senate Bill 182**

“SECTION 2. (1) The Educator Advancement Council shall establish a system of educator networks, including prescribing characteristics of educator networks and selecting the entities to serve as educator networks.

(2) An entity is eligible to sponsor an educator network if the entity:

- (a) Is a school district, an education service district, a nonprofit organization, a postsecondary institution of education, a federally recognized tribe of this state or a consortium that is any combination of the entities described in this paragraph;
- (b) Has demonstrated the ability to oversee the use of funds in support of professional development, mentoring or other direct supports to educators;
- (c) Has demonstrated a commitment to equity-driven policies and practices;
- (d) Has the capacity to coordinate services across the region served by the educator network;
- (e) Has demonstrated experience in developing and managing partnerships; and
- (f) Has, or agrees to establish, a coordinating body for the educator network that includes:
  - (A) A majority of educators who are based in schools from different grades and content areas and who are reflective of the student demographics of the region served by the educator network; and
  - (B) Members representing state agencies, school districts, education service districts, early learning providers and professionals, school board members, educator preparation providers, education-focused nonprofit organizations, education-focused philanthropic organizations, professional education associations, community-based education organizations that represent families and students, post-secondary institutions of education and federally recognized tribes of this state.”

An EAC Sponsoring Organization/Fiscal Agent is anticipated to receive and manage distribution of monies from the Educator Advancement Fund for the 2019-21 biennium on behalf of the school districts in their regions based on an EAC-approved formula. The formula is calculated on the number of licensed professionals in the region and other weighted factors including:

- Number of novice educators,
- Teacher retention rates,
- Gaps in educator workforce diversity and the demographics of the students enrolled,
- Geographic remoteness, and
- Previous access to Network for Quality Teaching and Learning funds.

Each identified Sponsoring Organization/Fiscal Agent will be eligible for an Operations Fund to carry out defined responsibilities but will be expected to identify ways to leverage existing regional resources and identify in-kind contributions from partners to maximize the impact of the EAC Fund in the region. Upon receipt of funds, each EAC Regional Sponsoring

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Organizations/Fiscal Agents will serve as a liaison between the EAC and local school districts and partners. **The level of funding estimated for each region can be found in Appendix XX.**

An EAC Sponsoring Organization/Fiscal Agent may, but is not required, to necessarily deliver direct programming to educators. However, a Sponsoring Organization with deep expertise in an area could connect districts statewide to participate in a network focused on its expertise. Or a local educator network working on a shared problem of practice or area of focus could connect with another network with demonstrated expertise in a needed focus area.

The Chief Education Office and the Educator Advancement Council studied best practices before designing this Request for Proposals, using a prototyping study of existing educator networks. The study investigated a variety of models (regional, rural, theory of change, etc.), capturing promising practices, lessons learned, identified barriers, additional funding opportunities (federal, private), and possible local partners with strong and diverse educator voice. The EAC is using characteristics outlined in the report [\(ADD LINK\)](#) to define expectations for how sponsoring organizations and networks will be expected to function.

### **E. Characteristics of Effective Educator Networks**

Educator networks set their goals based on a deep understanding of how the current system is operating from the viewpoint of those it aims to serve. Networks do not organize around a solution, a program, or an initiative, but around improving specific systems of support for educators along the educator advancement continuum.

Educator networks improve systems along the educator advancement continuum and are designed for all pre-K and K-12 teachers in all districts.

- Educator Recruitment
- Educator Preparation
- Support for Novice Educators
- Professional Growth and Development
- Developing Leadership

By focusing on system improvement, networks will sustain changes and better leverage resources as often changes can not result in improvement if the workplace does not possess a culture that values testing, systems knowledge, and change.

#### What are Common Characteristics of Successful Networks?

Successful networks

- Networks are adaptive and flexible.
- Promote shared learning
- Use a process of continuous improvement
- Are informed by local needs and set within local systems/context

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- Hold equity as a foundational value
- Leverage financial and human capital resources
- Support learning and implementation
- Encourage teacher voice and shared leadership
- Develop clear measures and accountability



Educator Networks are developed and supported through the following three phases:

Phase 1: Understanding local context

- Collect/review local data to understand need
- Identify user groups and design team
- Establish relationships between sponsor organization, network teams and EAC
- Collect empathy data through stories that help better understand system barriers

Phase 2: Prioritizing Goals

- Prioritize and select local goals
- Identify outcomes and success metrics
- Examine alignment across district and network strategic plans
- Develop stakeholder feedback loops to inform strategic process

Phase 3: Continuous Improvement

- Establish plan, do, study, act (PDSA) cycles with network teams
- Continue coaching across educator network
- Connect educator networks across common needs and understandings
- Implement stakeholder feedback loops

### F. Equity

EAC Regional Sponsoring Organizations/Fiscal Agents and Educator Networks are expected to incorporate and adopt the principles of Oregon's [Equity Lens](#). The purpose of the equity lens is to clearly articulate the shared goals we have for our state, the intentional investments we will make to reach our goals of an equitable educational system, and to create clear accountability structures to ensure we are actively making progress and correcting where there is not progress.

*WHAT DOES EQUITY LOOK LIKE...*

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Through this Equity Lens, the Educator Advancement Council considers the creation of strategic opportunities for educational equity and excellence for every child and learner in Oregon. Simply stating adherence to an equity mindset is not enough...the EAC expects successful applicants to deploy knowledge and experience in systemic equity work and/or demonstrate an eagerness to learn and receive coaching. The Equity Lens provides twelve core beliefs fueling opportunities to bolster success for diverse student populations across the state. The beliefs most pertinent to the work of this grant are included in Appendix XX

### **SAMPLE QUESTIONS EXPECTED TO GUIDE THE WORK OF EAC REGIONAL SPONSORING ORGANIZATIONS**

1. Reflecting on the existing data and demographics of the region to be served, who are the racial/ethnic and underserved groups affected? What is the potential impact of the resource allocation and strategic investment to these groups?
2. Does the decision being made ignore or worsen existing disparities or produce other unintended consequences? What is the impact on eliminating the opportunity gap?
3. How does the investment or resource allocation advance the 40/40/20 goal?
4. What are the barriers to more equitable outcomes? (e.g. mandated, political, emotional, financial, programmatic or managerial)
5. How have you intentionally involved stakeholders who are also members of the communities affected by the strategic investment or resource allocation? How do you validate your assessment in (1), (2) and (3)?
6. How will you modify or enhance your strategies to ensure each learner and communities' individual and cultural needs are met?
7. How are you collecting data on race, ethnicity, and native language?
8. What is your commitment to P-20 professional learning for equity? What resources are you allocating for training in culturally responsive instruction?

## **II. General Information**

### **A. Purpose.**

The purpose of this RFP is to identify EAC Regional Sponsoring Organizations/Fiscal Agents in the state willing to engage educators and their community partners to identify local professional learning needs and educator supports across the career continuum, manage and distribute EAC funding, coordinate, and report on outcomes from state investments. The EAC has considered ten potential regions as shown in the map in Figure XX to serve all school districts in the state; however, responses to this RFP will test the initial assumptions around regions with adjustments if needed by the EAC.

### **Figure XX. Potential Areas of the State to be Served by Regional Sponsoring Organizations**

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Effective educator networks set their goals based on a deep understanding of how the current system is operating from the viewpoint of those it aims to serve; thus, the EAC Regional Sponsoring Organizations/Fiscal Agents must be willing to:

- As described in SB 182, form a coordinating body, composed of 51% teachers, and equitably representing school districts and other partners in their region including community-based organizations;
- Learn how to use process tools needed to fully engage teachers, administrators, and partners in unpacking their current and respective systems supporting educators and to use tools that unpack root causes of as they participate in Phase 1 of Network Implementation;
- Learn how to differentiate support needed by School Districts in their region as they move into Network implementation; and
- Embrace coaching to help facilitate the three Phases of Network implementation identified by the EAC and outlined in Figure XX.

**Figure XX. Phases of Network Development**

Phase 1	Phase 2	Phase 3
<p><b>Understanding Local Context</b></p> <ul style="list-style-type: none"> <li>• Collect/review local data to understand need</li> <li>• Identify user groups and design team</li> <li>• Establish relationships between sponsor organization, network teams, and EAC</li> <li>• Collect empathy data</li> </ul>	<p><b>Prioritizing Goals</b></p> <ul style="list-style-type: none"> <li>• Prioritize and select local goals</li> <li>• Identify outcomes and success metrics</li> <li>• Examine alignment across district and network strategic plans</li> <li>• Develop stakeholder feedback loops to inform the process</li> </ul>	<p><b>Continuous Improvement</b></p> <ul style="list-style-type: none"> <li>• Establish plan, do, study, act (PDSA) cycles with network teams</li> <li>• Continue coaching across educator network</li> <li>• Connect educator networks across common needs and understandings</li> <li>• Implement stakeholder feedback loops</li> </ul>

**B. Facilitating Development of Local Educator Network Needs**

The EAC does not seek to fund efforts initially organized around a solution, a program, or an initiative. Instead they are seeking to fund a process by which local Educator Networks seek to understand root causes in order to improve specific systems of support for educators along the educator advancement continuum. This requires the active engagement of practitioners who understand how critical these efforts are to their efforts to support student learning and who value taking the time to hear from students, their families, community-based organizations, and other educators who are impact student learning for all students in a school or district.

*WHAT DOES TEACHER VOICE LOOK LIKE...*  
*To be human-centered means the improvement process prioritizes the perspectives and experiences of the people the processes are designed to impact.*

A successful EAC Regional Sponsoring Organization/Fiscal Agent will demonstrate the willingness to engage local partners in processes to help uncover potential system changes sensitive to local context, local quantitative data including TELL results, relevant Title and state SIP plans, and qualitative data in the form of narratives and anecdotal evidence gleaned from teacher focus groups and individuals for whom previous efforts were unsuccessful.

EAC Regional Sponsoring Organizations/Fiscal Agents will have access to technical assistance and coaching to:

- Support innovation and system improvement at any stage of the educator career continuum;
- Create awareness and shared commitment to alignment of systems that strengthen supports for early learning professionals working in public school settings;

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- Model a culture respectful and conducive to the enhanced role teacher leaders need to play in decision making on practices impacting the profession;
- Nurture and sustain collaborative responsibility among higher education partners, community-based organizations, and business partners to elevate and advance the education profession;
- Increase access for educators to highly effective professional learning supporting culturally responsive teaching, guided by the needs of educators, with time and support for application in the classroom and featuring classroom teaching expertise shared by and with practitioners;
- Collect user data across participating districts or organizations to deeply understand their focus area;
- Design and implement high quality and localized change ideas; and
- Measure implementation and progress towards their goals.

### *WHAT DOES TEACHER LEADERSHIP LOOK LIKE...*

*In N Clackamas School District, teacher leaders have been asked to help facilitate all district Professional Development. They are trained, supported and compensated for their expertise and the district continues to explore authentic ways to engage teacher leaders regularly on committees and through participation in district administrator meetings. For example, teachers and administrators had equal voice at the table to create a new evaluation system for the district and all*

### **C. Grant Logistics.**

The Educator Advancement Council will:

- (1) Provide EAC Regional Sponsoring Organizations/Fiscal Agents access to Technical Assistance and Coaching including ongoing continuous improvement and fiscal accountability processes.
- (2) Help Sponsoring Organizations facilitate exchanges of best practices and shared expertise.
- (3) Facilitate communications between Sponsoring Organizations and Educator Networks focused on specific issues of practice.
- (4) Provide ongoing communication and updates on all EAC funded Sponsoring Organizations in the state.

### **D. Eligibility**

An EAC Regional Sponsoring Organization can be a school district, education service district, nonprofit organization, postsecondary institution of education, federally recognized tribe of Oregon, or a consortium that is a combination of the identified entities and which includes a partner eligible to serve as a Regional Fiscal Agent performing fiduciary responsibilities relative to EAC funding for the region. A fiscal agent can be a school district, education service district or post-secondary institution of education that is a member of an educator network.

### **E. Grant Requirements.**

EAC Regional Sponsoring Organizations/Fiscal Agents are expected to:

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- Establish, a coordinating body for the region that includes:
  - (A) A majority of educators who are based in schools from different grades and content areas and who are reflective of the student demographics of the region served by the educator network; and
  - (B) Members representing state agencies, school districts, education service districts, early learning providers and professionals, school board members, educator preparation providers, education-focused nonprofit organizations, education-focused philanthropic organizations, professional education associations, community-based education organizations that represent families and students, post-secondary institutions of education and federally recognized tribes of this state.
- Facilitate a process for engaging licensed teachers, administrators, and community partners in identifying how Educator Advancement funds would be used in 2019-21 biennium.
- Oversee the use of the Educator Advancement Fund allocated to the region.
- Host and help facilitate technical assistance to school districts in the region;
- Show how local and regional resources are braided or leveraged to add to Educator Advancement funds (e.g. use of Title funds, ESD services, other grant-in-aid funds, partner contributions, and in-kind resources).
- Help School Districts in the region identify and document outcome metrics. The EAC may identify common statewide metrics such as: the number of teacher positions filled, diversity in educator workforce, number of new educators mentored, retention of educators, policy shifts in how professional learning is provided, career advancement options developed for teachers, etc.

### *WHAT DOES A COORDINATING BODY LOOK LIKE...*

*Each region's coordinating body will bring local educator voice to the table, ensuring that planning for the regional supports are considering the needs of educators impacted. Members will be able to attend technical assistance events and provide input on implementation decisions for supporting local educator*

### **F. Use of EAC Regional Sponsoring Organizations/Fiscal Agents Operating Funds**

Each selected EAC Regional Sponsoring Organization/Fiscal Agent will receive operating funds and must be able to spend funds according to acceptable accounting procedures and be able to provide evidence of such procedures. All funds will be provided through the Electronic Grants Management System (EGMS). Costs must be necessary and reasonable to carry out Sponsoring Organization functions and not prohibited under State or local laws.

Reasonable costs will not exceed that which would be incurred by a prudent person, are ordinary and necessary for the operation of the program, and represent sound business practices. Lack of documentation is a primary reason for audit findings. Documentation must be available to support all expenditures and may be requested by the Oregon Department of Education at any time.

Proposals awarded under this RFP will be funded for eligible expenses incurred through June 30, 2021. Under specific ODE guidelines, awardees may submit for an advanced payment of awarded funds for summer activities occurring between July 1, 2021 and September 30, 2021.

**PROCUREMENT OK WITH THIS?** Awardees will be required to submit an updated proposal to

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ODE that outlines anticipated summer expenditures no later than April 1, 2021. The proposal should be based on activities already identified and budgeted for and should use only remaining grant funds. **No additional funds will be awarded for summer activities and any funds not expended by the awardee will need to be returned to ODE after September 30, 2021.**

**Note – Indirect rate don't apply here as each entity receives operating funds.**

**EAC Regional Sponsoring Organization/Fiscal Agent Funds may not be used for:**

- Costs associated with writing this proposal.
- Contractual obligations that extend beyond June 30, 2021, or began prior to the award date.
- Purchase of equipment that becomes the property of any individual or organization other than eligible project partners or recipients.
- Purchase of services for personal benefit beyond the Network functionality.
- Support for travel to out-of-state professional meetings/conferences unless the meeting is identified in the proposal and attendance will directly and significantly advance the project.
- Purchase of office equipment unless directly linked to outcomes.

### **H. Assurances. KEEP CREATIVE COMMONS LICENSE?**

By signing the assurances included in this application, products and materials created as a result of an EAC Regional Sponsoring Organization/Fiscal Agent Grant will be made available for unrestricted reuse and recombination according to the following Creative Commons licensing agreement: [Creative Commons licenses](#). In addition, public school districts, educational service districts, public charter schools, community colleges and public universities, business, industry and community partners agree to cooperate with ODE and CEEdO to collect and report on any data to the extent that it is possible.

### **I. Scoring. ARE THESE THE RIGHT REVIEWERS?**

All applications will be scored by a review committee using the scoring criteria provided in this document. Each application will have at least three reviewers. When possible, each proposal will be scored by a mix of reviewers including: Educator Advancement Council directors, staff from the Chief Education Office, the Department of Education, the Early Learning Division, and the Teacher Standards and Practices Commission. No direct applicant or others with a conflict of interest will be accepted as a reviewer.

After scores are compiled, the Educator Advancement Council will make final recommendations based on the funding requirements established in the Oregon Legislative Budget Notes for the Educator Advancement Fund, proposal alignment to the elements specified in SB 182, and geographic coverage.

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### J. Appeals

The Oregon Department of Education will notify both successful and unsuccessful applicants and will provide a summary of comments and suggestions related to their applications. Applicants will have one week from the date of the notification letter to contest the decision-making process, not the decision. Details on how to appeal will be included in the funding notification. Once appeals have been considered, the award decisions made by the Deputy Superintendent are final.

### III. Application Process

#### A. Timeline with Critical Information. **DATES TO BE DETERMINED PENDING EAC APPROVAL**

Dates	Activities
March XX, 2019	Request for Proposals (RFP) available
March XX, 2019	An RFP Technical Assistance Webinar will be offered. <a href="#">Click here to join.</a> If you are unable to join the webinar, contact <a href="#">Hilda Rosselli.</a>
<b>XX, 2019</b>	<b><i>Applications due to ODE by 2:00PM PST</i></b>
XX, 2019	Notification
????	Final Notification
August, 2019 ????	Award Period begins
TO BE ANNOUNCED	Technical Assistance by request and as determined by EAC staff (provided throughout the 2019-2021 biennium)
?????	Statewide EAC Regional Sponsoring Organizations/Fiscal Agents Convening (tentative dates)
April 24, 2020/April 30, 2021	All Network information for annual updates submitted to the EAC
May 22, 2019	EAC Regional Sponsoring Organization /Fiscal Agent final outcome metrics due to EAC
May 29, 2019	EAC Regional Sponsoring Organization/Fiscal Agent receive EAC assessment of Outcome Metrics
Monthly Communication	Conference calls to be scheduled by EAC staff
April 1, 2020	Notice of intent to use funds during the summer of 2019
June 30, 2021	Last day to expend funds
August 13, 2021	Last date to draw funds (note: EGMS shutdown approx. two weeks to update index numbers late July/early Aug)

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Dates	Activities
August 31, 2021	Final EAC Regional Sponsoring Organization/Fiscal Agent reports due

### B. Required Application Sections

- (1) **Application Cover Page** – Complete and include the form provided in Appendix B
- (2) **Statement of Commitment from Lead Partners** – school district(s) and/or Educational Service District(s), non-profit organizations, postsecondary Institution(s), and/or a federally recognized tribe/s of this state complete and sign the Statement of Commitment provided in Appendix B and include in the application.
- (3) **List of Additional Partners** – Complete and include this form provided in the appendix to include examples of community-based organizations, higher education institutions, philanthropic organizations, etc.
- (4) **Application Narrative** – Please refer to the Application Narrative guidance in the following section. This section may not exceed **12** pages (not including budget narrative, worksheet and partner commitments).
- (5) **Budget Worksheet and Budget Narrative** – The budget worksheet should clearly reflect reasonable costs associated with the EAC Regional Sponsoring Organization/Fiscal Agent development and functionality. Budget worksheets are provided in Appendix C. The budget narrative should provide clarity to the budget worksheet by describing how the amounts in the worksheet were determined. Major single expenditures should be itemized and linked to specific operations of the Sponsoring Organization.
- (6) **Appendix** – Not required, however, any supporting charts, graphs, and tables may be placed in the appendix and referenced in the Grant Narrative.

### C. Format and Application Instructions for Submission

- 12-point font, Times New Roman
- Double spaced
- 1-inch margins on the sides, top, and bottom of 8½” by 11” paper
- **12** page narrative maximum, (excluding: cover page, statement of commitments, assurances, bibliography, budget worksheet and budget narrative)
- No faxed applications
- Numbered pages
- Name the file in this format: **The organization** it is being submitted from, **underscore**, and **EAC Regional Sponsoring Organization/Fiscal Agent Grant**

An **electronic version of the 1) completed application, 2) a scanned copy of the signed Statement of Assurances and 3) Statement of Commitment**, in Word (.doc or .docx), or a PDF format must be received by **2:00 pm on April 30, 2019**. Please use the Secure File Transfer Process outlined below to submit the electronic version of the grant application.

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**Secure File Transfer Process** – An electronic version of the complete application must be submitted to ([EMAIL](#)) using the Secure File Transfer system available on the [ODE District Website](#). Follow the instructions provided on the secure file transfer website. Multiple files must be compressed (zipped) into a single folder for submission. Only complete applications submitted by the due date will be scored. Contact the ODE helpdesk at 503-947-5715 if you need assistance with the Secure File Transfer Process.

### IV. Application Narrative

#### **Please complete the following:**

The purpose of this RFP is to award successful applicants the financial support to develop an EAC Regional Sponsoring Organization/Fiscal Agent. Successful applicants of this RFP will articulate:

- A compelling need for an EAC Regional Sponsoring Organization/Fiscal Agent in a particular region of the state;
- A clear vision as to the intended purpose and desired outcome as a result of collaborative regional planning;
- A commitment to fully understanding the fundamental characteristics of systems in need of improvement;
- Capacity and willingness to participate in technical assistance and coaching in order to authentically engage educators in defining regional needs for EAC funding; and
- An inclusive equity-driven community engagement process.

#### **(A) Vision and Mission (No more than 6 pages in length.)**

- Identify all school districts, ESDs, early learning providers, postsecondary institutions, a federally tribe/s recognized in this state, community groups, professional associations, non-profit organizations, philanthropic organizations, and other partners involved in your proposed EAC Regional Sponsoring Organization/Fiscal Agent.
- Why is this EAC Regional Sponsoring Organization/Fiscal Agent critical to the region being served?
- What educator related needs and challenges have already been elevated in the region? In particular, address issues of any historically underserved and underrepresented population. Provide relevant educator data relating to those needs.
- What are the hoped for changes you hope to see as a result of serving as EAC Regional Sponsoring Organization/Fiscal Agent?
- To what degree has your organization already been using [improvement science](#) to accelerate learning and address problems of practice?
- What unique assets, resources, and characteristics of the region will enable your EAC Regional Sponsoring Organization/Fiscal Agent to be effective?
- What additional partners and stakeholders will be recruited for the long-term sustainability of this EAC Regional Sponsoring Organization/Fiscal Agent?

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- What is the relationship between your proposed EAC Regional Sponsoring Organization and other regional efforts? (e.g., educator preparation partnerships, early learning hubs, CTE regional networks, etc.)
- Describe the existing relationship status with the school districts you propose to serve.

### **(B) Governance (No more than 4 pages in length.)**

- What will be the operating structure of your EAC Regional Sponsoring Organization/Fiscal Agent, including: distributed functions across partners, staffing, committees, and partnership agreements?
- What convening processes will be used to engage educators to guide and focus of your EAC Regional Sponsoring Organization/Fiscal Agent?
- What is your plan for establishing a coordinating body per SB 182?
- Describe your capacity to receive, hold, and distribute funding efficiently and effectively.
- How will you retain fund supervision and control to ensure they are used strictly for the sponsored network purposes, document use of funds, and provide reports to the EAC on their use?
- Describe your experience in developing and managing partnerships.
- What processes and key performance indicators will be used to assess, and to improve, the quality of the EAC Regional Sponsoring Organization?
- What is your plan for regular communication and engagement with external and internal stakeholders? How will partners be engaged and focused on the work?
- Attach any proposed partner agreements in the appendix.
- Include a list of the partners directly involved in the development of this proposal. Describe the roles the individuals represented and the approach taken to ensure the work is educator and equity-driven.

### **(C) Equity (No more than 2 pages in length.)**

- How will your EAC Regional Sponsoring Organization/Fiscal Agent demonstrate a commitment to equity-driven policies and practices?
- What representation will your coordinating body include from culturally and linguistically diverse educators, parents, students and community advocates?
- Describe and reflect on the demographic data trends of your region, including the gap between diversity of the educator workforce (race, ethnicity, linguistic, and gender) and the students being served in the region.
- Identify elements contributing to regional educator hiring and retention data.

### **(D) Participation in Technical Assistance (No more than 2 pages in length.)**

- To what extent has your organization engaged in learning how to apply tenants of improvement science to unpack root causes of problems of practice with educators at the table?

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- How do you anticipate benefiting from participating in ongoing technical assistance (TA) and coaching for EAC Regional Sponsoring Organizations/Fiscal Agents?
- How have you worked to build relationships with existing or emerging educator networks in your region? In particular, please describe processes you have used to authentically engage and elevate teacher voice.

### **(E) Budget Narrative (No more than 2 pages in length.)**

- Describe how the amount in each line item of the budget was determined.
- Identify roles and responsibilities for each individual with a salary funded partially or entirely through this grant.
- Describe how you will leverage other state, federal or private funding, philanthropic or in-kind resource donations.

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### Appendix A Terminology Used in this RFP

- “Collective Impact” refers to the commitment of a group of stakeholders from different organizations, or sectors, to a common process for solving a specific problem, using a structured form of design and implementation.
- “Community Engagement” refers to a broad collaboration and participation between multiple sectors of the community for the mutually beneficial exchange of knowledge and resources to identify local needs and contribute to larger conversations on visioning planning which may include, but not limited to, parent groups and advocacy groups, city and business partners, student input, and educators.
- “Culturally Responsive” means the implicit use of the cultural knowledge, prior experiences, frames of reference, and performance styles or diverse students to make learning more appropriate and effective for them.
- “Culturally Sustaining Pedagogy” refers to teaching that explores, honors, and sustains linguistic, literate and cultural pluralism of students and their families as part of the democratic nature of schooling.
- “Educator” refers to pre-school and K-12 teachers, administrators, principals, assistant principals, and other professionals and administrators responsible for managing schools and who are responsible for educating students through daily instructional practice
- “Empathy Interviews” refers to a semi-structured approach to collecting data to understand the context, uncover hidden needs, and guide improvement efforts from the vantage point of those that a system aims to serve, or the system user. Interviews begin with a pre-established series of questions and the freedom to ask follow-up questions that go more deeply when possible. Empathy interviews collect data through stories to help better understand system barriers.
- “Educator Network” refers to a collaboration of educational stakeholders and educators engaged with a shared issue of personalized professional practice with implications for growth in student learning today and improved systems of learning tomorrow. A Network is comprised of districts working together with a sponsoring organization to improve systems along the PK-12 educator career continuum, starting from interest in the profession through hiring, professional growth and career advancement. **HOLD FOR FINAL APPROVED DEFINITION**
- “Equity Lens” refers to the commitment and principles adopted by the Oregon Education Investment Board to address inequities of access, opportunity, interest, and attainment for underserved and underrepresented populations in all current and future strategic investments.
- “Fail Forward” refers to a process of when users test a change idea or solution on a small scale with the full understanding it may be modified or adapted to fit various local contexts.
- “Fiscal agent” refers to an established organization that may accept state funding on behalf of the network, retain supervision and control over the funds making sure

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- they are used strictly for the sponsored network purposes, keep records proving the funds use, and provide reports to the EAC on its use. Schools districts, education service districts, and institutions of higher education that are members of a network are the only organizations that may serve as a fiscal agent of that network.
- “High-quality professional learning” is job-embedded and sustained over time rather than being a solitary event. Professional learning paired with time use approaches to enable transfer of learning and applied practice through follow-up, study groups, coaching and reflection.
  - “Locally Developed” refers to stakeholders, or system users that may include educators, students, parents, district leaders and/or community members, come together to discuss the way challenges appear in their specific district, school, or organization. They seek to uncover the root causes of a problem, from the perspective of those that the system is aiming to serve, before identifying a solution. Once they understand the problem, they collaboratively create solutions.
  - “Post-secondary Institution” refers to:
    - A community college operated under ORS chapter 341.
    - The following public universities
      - University of Oregon.
      - Oregon State University.
      - Portland State University.
      - Oregon Institute of Technology.
      - Western Oregon University.
      - Southern Oregon University.
      - Eastern Oregon University.
  - “Pre-school” is family child care or an early childhood center-based program in which children between 0 and 5 years of age combine learning with play in a program run by professionally trained teachers.
  - “Request for Information (RFI)” - a process used to solicit information and aid in decision-making. The RFI will not result in a contract, but is intended to gather information for future decision making.
  - “Request for Proposal (RFP)” - a written, formal solicitation process where price and specification are not the only consideration in determining award criteria. This solicitation process is intended to result in a contract.
  - “School” refers to a public middle school, high school, community college, or post-secondary institution offering a comprehensive instructional program. A school may include a discreet comprehensive instructional program within a larger school or college.
  - “Sponsoring organization” refers to school districts, education service districts, nonprofit organizations, postsecondary institutions of education, federally recognized tribes of the state, or a consortia or combination of any of these groups willing to convene, facilitate, content, process, fiscal, and infrastructure support to participating school districts to meet the intent of SB 182.

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- “Systems” refer to the product of interactions among the people engaged with it, the tools and materials they have at their disposal, the norms and policies that guide their work, the relationships between all these people/things, and the processes through which these people and resources come together to do work.
- “System Improvement” refers to when solutions are built locally, through a process of deeply understanding system variance and the experience of those being served. Equity-driven implementation focuses on adaptive implementation with integrity, not just fidelity.
- “System Variation” refers to when most school reform initiatives accept a wide variability in performance; the variation itself is what educator networks should be seeking to understand. Why is something working well for students in some classrooms, schools, or districts but not working well in others? For example, is there geographic or demographic variability that needs to be addressed?
- “Teachers” refers to credentialed educators who serve as classroom instructors in home-based or center-based pre-schools or K-12 school
- “Teacher Leaders” refers to teachers who may continue to teach students but who also have a role and influence that extends beyond their own classroom to others within the school and elsewhere.
- “Tested and Refined” refers to when teams begin small scale implementation once locally developed solutions are designed through an inclusive process. They run rapid, measured implementation cycles to collect data on the results prior to further testing out across the entire district. This allows solutions to be adapted to meet the local context of the district and school communities.
- “Underserved Students” are students whom systems have historically placed at risk related to race, ethnicity, English language proficiency, socioeconomic status, gender, sexual orientation, differently abled, or geographic location.
- “User and User Centered” refers to when educators begin identifying systems that should be rebuilt to fit the needs of the end users— teachers, students, families, and communities— and bring these users into the process of designing solutions to systemic variation.

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**Appendix B Estimated EAC Regional Funding Per School District and Regional Operating Budget**

**TO BE ADDED BY FISCAL WORK GROUP**

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### Appendix C Equity Lens Belief Statements

- We believe everyone has the ability to learn and that we have an ethical responsibility and a moral responsibility to ensure an education system that provides optimal learning environments that lead students to be prepared for their individual futures.
- We believe speaking a language other than English is an asset and that our education system must celebrate and enhance this ability alongside appropriate and culturally responsive support for English as a second language.
- We believe students receiving special education services are an integral part of our educational responsibility and we must welcome the opportunity to be inclusive, make appropriate accommodations, and celebrate their assets. We must directly address the over-representation of children of color in special education and the under-representation in “talented and gifted.”
- We believe the students who have previously been described as “at risk,” “underperforming,” “under-represented,” or minority actually represent Oregon’s best opportunity to improve overall educational outcomes. We have many counties in rural and urban communities that already have populations of color that make up the majority. Our ability to meet the needs of this increasingly diverse population is a critical strategy for us to successfully reach our 40/40/20 goals.
- We believe intentional and proven practices must be implemented to return out of school youth to the appropriate educational setting. We recognize that this will require us to challenge and change our current educational setting to be more culturally responsive, safe, and responsive to the significant number of elementary, middle, and high school students who are currently out of school. We must make our schools safe for every learner.
- We believe ending disparities and gaps in achievement begin in the delivery of quality Early Learner programs and appropriate parent engagement and support. This is not simply an expansion of services -- it is a recognition that we need to provide services in a way that best meets the needs of our most diverse segment of the population, 0-5 year olds and their families.
- We believe resource allocation demonstrates our priorities and our values and that we demonstrate our priorities and our commitment to rural communities, communities of color, English language learners, and out of school youth in the ways we allocate resources and make educational investments.
- We believe communities, parents, teachers, and community-based organizations have unique and important solutions to improving outcomes for our students and educational systems. Our work will only be successful if we are able to truly partner with the community, engage with respect, authentically listen -- and have the courage to share decision making, control, and resources.
- We believe our community colleges and university systems have a critical role in serving our diverse populations, rural communities, English language learners and students with disabilities. Our institutions of higher education, and the P-20 system, will truly offer the best educational experience when their campus faculty, staff and students reflect this state, its growing diversity and the ability for all of these populations to be educationally successful and ultimately employed.
- We believe the rich history and culture of learners is a source of pride and an asset to embrace and celebrate.

**Appendix D Application Cover Page (All Fields Must Be Completed)**

Region: \_\_\_\_\_  
Total # of students directly served: \_\_\_\_\_  
Total # of educators directly served: \_\_\_\_\_  
Total # of active partners: \_\_\_\_\_

Name of Regional EAC \_\_\_\_\_  
Sponsoring Organization/Fiscal Agent: \_\_\_\_\_  
Project Director: \_\_\_\_\_  
Mailing Address: \_\_\_\_\_  
City: \_\_\_\_\_ State \_\_\_\_\_ Zip: \_\_\_\_\_  
Phone \_\_\_\_\_ FAX: \_\_\_\_\_ E-mail: \_\_\_\_\_  
Grant Fiscal Agent Name and Title: \_\_\_\_\_  
Phone: \_\_\_\_\_ FAX: \_\_\_\_\_ E-mail: \_\_\_\_\_

**2019 - 2021 Statement of Assurances**

- The EAC Regional Sponsoring Organization/Fiscal Agent assures and certifies compliance with regulations, policies, and requirements related to the acceptance and use of state funds for programs included in this application.
- The recipient or the senior designate agrees to carry out the intent of the EAC Regional Sponsoring Organization/Fiscal Agent and use of funding as proposed in the application.
- By June, 2020 and June, 2021 the awardee shall submit all required documentation.
- Violations of the rules or laws may result in sanctions, which may include but are not limited to reduction or revocation of grant award.
- The EAC Regional Sponsoring Organization/Fiscal Agent is responsible for adopting and adhering to the [Equity Lens](#).
- The applicant certifies, to the best of his/her knowledge, the accuracy of information in this application; that the filing of this application is duly authorized by the governing body of this organization, or institution, and compliance with the statement of assurances.
- The applicant certifies to the best of his/her knowledge the guidelines for Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) are being followed. It is a Federal law that protects the privacy of student education records.
- By signing the assurances included in this application, the EAC Regional Sponsoring Organization/Fiscal Agent agree to cooperate with the EAC to collect and report requested data to the extent possible.

\_\_\_\_\_



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**List of Additional Partners  
Sponsoring Organization**

The following individuals and/or organizations have reviewed, discussed, and agreed to their part in implementing the EAC Regional Sponsoring Organization/Fiscal Agent proposed in this grant application:

	<b>Name</b>	<b>Title</b>	<b>Organization</b>	<b>Role/Responsibilities</b>
1.				
2.				
3.				
4.				
5.				
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**\*In addition, a signed commitment form is required from each of the following stakeholders:**

- **A School District**
- **A Postsecondary Institution**
- **A Nonprofit Organization or Community Partner**

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**Appendix C**

**Sample Budget Worksheet**

**TO BE DEVELOPED PENDING FUNDING ALLOCATION FROM FISCAL WORK GROUP**

**Appendix D**

**Educator Advancement Sponsoring Organization Grant Scoring Rubric and Guide**

Applicants may use this as a guide when responding to the RFP.

**TO BE DEVELOPED FOLLOWING EAC APPROVAL OF RFP**

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Name: \_\_\_\_\_ (optional)

## EAC Meeting Feedback

1. What went well at the meeting?

2. What questions do you still have?

3. Do you have future agenda items for consideration?

4. What might we improve on?