

9/13/19



- Koreen Barreras-Brown
- Loretta Benjamin-Samuels
- April Campbell
- Tara Cooper
- Veronica Dujon
- Jennifer Duvall
- Teresa Ferrer
- Tawnya Lubbes
- Marvin Lynn/Julie Esparza-Brown
- Cecelia Monto
- Rhonda Nese
- Bahia Overton
- Cynthia Richardson, Chair
- Helen Richardson
- Tony Rosilez
- Hilda Rosselli
- Carlos Sequeira
- Maria Dantas-Whitney
- OTSP Coordinator TBA

Educator Equity Advisory Group

September 13, 2019
9:00 a.m. – 3:00 p.m.

Members in attendance: Loretta Benjamin-Samuels (phone), April Campbell (phone), Jennifer Duvall, Teresa Ferrer, Tawnya Lubbes, Julie Esparza-Brown for Marvin Lynn, Cecelia Monto, Rhonda Nese (phone), Bahia Overton, Cynthia Richardson, Helen Richardson. (phone), Tony Rosilez, Hilda Rosselli, Carlos Sequeira, Maria Dantas-Whitney.

Retreat Notes

- 1) Chair Cynthia Richardson welcome attendees and facilitated introductions and updates.
- 2) OEEAG Business
 - a. Approval of June minutes Motion made by Tawnya Lubbes, seconded by Carlos Sequeira. Motion passes.
- 3) Update on Educator Advancement Council—Hilda, Tony
 - a. Hilda and Tony provided an update on the EAC and the relationship between the EAC and the OEEAG.
 - b. Lindsey Capps provided an overview of Sec 48 of the Student Success Act which requires the ODE and EAC to work with TSPC, HECC, and other partners to develop recommendations for the use of \$15 being held as part of the Student Success Act.
Discussion included ways to capture the voices of students with members offering suggested venues/groups to engage:
 - i. Cynthia--offered up 55 students
 - ii. Carlos--has a Youth Equity Council
 - iii. Bahia--offered up Student Voice
 - iv. Cecelia—could tap her students 10 hrs of volunteer efforts
 - v. Tawnya—students in the Oregon Teacher Pathway program
 - vi. Loretta—student group in PPS
 - vii. Teresa—OEA symposium focusing on teachers of color this year and how to bring in communities of color
- 4) 2019 Oregon Educator Equity Report—Members in attendance received their own hard copy of the 2019 report. A copy will be available to remaining members at a subsequent meeting.

Attached is an undated Presentation list with sign ups. Every member is asked to sign up for at least one presentation.

Hilda shared some suggestions to help shape the 2020 report:

- A way to show demographics more clearly for EPP completers. Any changes requiring legislation

2019-20 Meeting Schedule

- November 13, 2019
- January 22, 2020
- March 11, 2020
- May 13, 2020
- June 10, 2020

- A critical review of the annual report and how data are presented to create more interactive and regionally sensitive data
- A student intern is needed to help analyze and portray data (for RENs, for legislator catchment zones) Hilda to talk with April

- 5) OEA Request for 2020 Annual Symposium—Teresa shared that the 2020 symposium is scheduled for March 14th and will focus on diversification of the educator workforce. More details will be provided as planning moves forward. She also shared updates on the OEA Equity Sparks and Aspiring Educators/Early Career Educator Retreat happening on Jan 31-Feb 1. There is also a collaboration between Oregon, Washington, and Hawaii on a grant to promote and support NB certification for educators of color.
- 6) Oregon Teacher Scholars Program--Hilda provided updates on the agreement with HECC and the search underway for the permanent OTSP coordinator. Attached please find a copy of the report provided by Lala accompanying this discussion. This year's applications will be reviewed by Bahia Overton and Teresa Ferrer.

Ideas for 2019-2020 OTSP Continuous Improvement include:

- Maybe listening sessions to shape the TeachInOregon website and statewide marketing campaign
 - Use a survey to determine what we want to know from Scholars and what they would recommend in terms of changes in the services provided
 - Use a survey of EPPs regarding the best time for scholarships and how to deal with varying lengths of programs.
 - Send scholars to Tribal Curriculum and Ethnic Studies workshops
- 7) 2019-20 Action Steps—Members generated lists of ideas relative to promoting each action step in this year's Educator Equity Report. Highlights shared included:
- Common theme—Need for social media around recruitment that works to reach students. Ex: Pay \$10 on Instagram or Snapshot—targeting who you want to reach
 - Higher Ed partners need to host us on their campuses to share what we do and invite the local people from the area attend
 - Have someone younger on this committee who can speak to prospective candidates—maybe use interns.
 - Engage policymakers more--Have Cynthia request to have a hearing with Leg Committees with members from OEEAG
 - Same thing for HECC, school boards—reach out to school board chairs and cc superintendents
 - Focus on changing outcomes for students of color
 - Rethink how we hire people of color –how do the communities weigh in on who has the community support and the expertise. Put out a request for referrals to find individuals willing to help transform the system and weigh in on how candidates are serving their communities as well as review evidence of their contributions to the communities. Need to ask that question through the process. Invite them into the interview process.
 - We are lacking centralization of communities of color to reach out effectively to gain their insights and perspectives.
 - Use principles of trauma informed practices to guide listening sessions.

- Rather than host a listening session, seek an invitation to participate as listeners in existing sessions held by members of the community.
- Remember that for many of our communities, being listened to is more important than always being action oriented
- Ask who SDs partner with (Communities of Color) And who is overlooked
- Find ways to have panels who can share their stories with HR staff.
- Promote the use of questions asking for lived experiences that people bring to the jobs.
- Develop sample questions/guide and how to guide the process
- Use the term culturally open or some other term rather than “anti-biased”.
- Lane—example of HR directors around workforce—working on equity based hiring processes.
- Select a focus on HR this year for work by the OEEAG.

8) Advisory Group Work Plan—Members identified potential changes to the work plan for the 2019-2020 year.

- Engage more social media tools—develop a new tagline for OEEAG....Committed to... (Hilda to talk with Carlos about more social media strategies) Offer OTSP a small stipend to post on social media
- Focus on Hiring Process: What does a good hiring process that we want to create look like. Develop How To guides and training components (Jennifer to share her HR manual) Offer training at OSPA in spring—engage with Marsha Moyer
- Amplify promising practices across last 5 yrs of reports to focus on each element of the continuum

Other thoughts to consider this year:

- How do we improve the transition and handoff from CC to EPP
- How do we recruit Oregon's GED completers with a score of 164 or higher and holders of the Oregon Biliteracy Seal
- Addition of relevant items pertaining to teachers of color for the TELL 2020
- Consider M 98 opportunities for high school students interested in education—Experiences that are authentic and not just theoretical—barriers from EPP territorialism to Human Resources.
- Update list of EPPs engaged in higher ed/district partnerships
 - Grow Your Own
 - HS graduates
 - Paras and staff
 - Career changers
 - Paid residency programs
 - Robustness
 - How long in place
 - Markers of success
 - Number participating
 - Number completing
 -
- Future sustainability

- Particular emphases—CTE, Special Ed, Bilingual, STEM, Teachers of color, Rural, etc.
- Cadet programs
- Dual credit
- Other

9) Meeting logistics: Dates and times and topics were reviewed.

All meetings are from 1 to 4 PM.

Members are encouraged to send a surrogate if unable to attend.

Both face to face and phone line participation is arranged.

All meetings will be in Salem at the Salem Keizer School District Office located at 2450 Lancaster Dr NE, Salem, OR 97305.

- a. Nov 13, 2019-LPC 290
- b. Jan 22, 2020-LPC 101
- c. March 11, 2020-LPC 290
- d. May 13, 2020-LPC 101
- e. June 10, 2020-LPC 101

Topic Generation List (All) 20 min

SB 13 Tribal Curriculum

Ethnic Studies Curriculum

Audit tools

Human Resources

Paid Residencies

10) Group adjourned around 3PM.

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2019-2020 Venues for Sharing the 2019 Educator Equity Report

Educator Equity Advisory Group members are expected to help submit proposals and present findings on the annual Educator Equity Report at conferences and meetings in Oregon throughout the year. Review the list below, check at least one meeting you already plan to attend and volunteer to be the lead presenter. Then check at least two other meetings at which you may be willing to co-present. Staff will develop a generic slide-deck with report highlights for you to customize and use. Staff will also provide copies of handouts for each meeting.

Your Name _____ Phone Number for Texting _____

Lead Presenter	Co-Presenter	Conference/Meeting	Date	Proposal Due	Location
Marvin?	Tony?	Educator Advancement Council	TBA	Work w/Hilda	Salem
Hilda Jennifer	Tawnya	Teacher Standards & Practices Com	Nov or Feb	Work w/Tony	Salem
Cecelia		Oregon Community College Assoc	Nov 6-8	Sept 23	Salishan
Hilda	Tony	State Board of Education	TBA	Work w/Hilda	Salem
Hilda		Oregon Advocacy Commission	TBA	Work w/Hilda	Salem
	Hilda	Higher Education Coordinating Commission in conj w/public EPP plans	Winter/Spring TBA	Work w/Veronica	TBA
	Tawnya	Oregon Association of Colleges of Teacher Education	TBA	Work w/Marvin	TBA
Cynthia		COSA Equity Conference	Sept 25, 2019	Next year	Salem
NA	NA	Teaching with Purpose Conference	Oct 11, 2019	No proposal call	Portland State
Hilda	Marvin	Oregon School Board Association	Already confirmed	Nov 15	Portland Marriott
???	???	Oregon Association of Black Educators	Jan 10/11th	????	
Cynthia	Tony	COSA OACOA, OASE, OASBO Conference	Jan 22, 25, 2020	Not posted yet	Salishan Resort
Tawnya		Oregon State Literacy Association	Feb 7- 8, 2020	????	
Lala Hilda		COSA/ASCD Preservice Conference	Feb 7, 2020	Not posted yet	Western Oregon University
Julie		Oregon Association of Latino Administrators	Feb 7- 8, 2020	Not posted yet	TBA
		COSA English Learners	Feb 7-8???		
Maria	Cecelia	Oregon Association of Teacher Educators	Feb 7, 2020	Not posted yet	Western Oregon University
Jennifer	Tony	Oregon School Personnel Association	April 19-21, 2020		TBA
Cynthia	Loretta	COSA Seaside Conference	June 24-26, 2020		Seaside Convention Center
Julie Carlos		COSA/ODE Teaching, Learning, and Assessment Conference	August	TBA	Eugene
April		Government to Government	Sept 2020		

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Look into:

- Oregon Association of Black School Educators
- Centro Latino—Carlos will send info
- Black Parent Initiative---
- Immigrant Advisor—Markisha?
- Local chapter of NAACP—Cynthia
- APANO--Teresa

DRAFT

Oregon Teacher Scholars Program Report on Activities 2018-19

Provided by Horalia Rangel

Scholarships Awarded

- 63 scholarships during the 2018-19 school year, \$5,000 each one
- Disbursed during Fall, Winter and Spring terms
- One donation of \$5,000 brought the number up to 63 awards
- At least one student in all 14 of Oregon's teacher licensure programs
- Portland State has the largest amount with 10 for Fall term

Networking

- Started a Facebook group for questions and invitations to conferences
- Students utilized each other as resources for the classroom
- Student networked with others as well as themselves during the conferences

Conferences & Job Fairs

- Invited scholars to attend over 11 professional development conferences around the state of Oregon
- Conducted meetings with the scholars after conferences
- Did questionnaires with students to see how we can improve and what Scholar's graduation plans
- Paid for admissions to conferences
- Paid for NEA student memberships to attend NEA conferences
- Staffed table at NW teaching for social justice conference and tabled at Portland job fair
- Introduced myself to HR officials from the school districts to gain contact information

Employment

- Invited students to Mid-Willamete Valley Job Fair
- Paid for admissions to Portland Job Fair
- Emailed school districts the resumes of our scholars seeking employment
- Provided scholars with videos that had interview tip
- Kept a log of employment obtained by our scholars

Promotion

- Visited 13 universities and met with the dean's of education to promote the OTSP (did not visit Southern Oregon University)
- Did students presentations to promote to ethnically or linguistically diverse students
Ordered OTSP promotional materials like: water bottles, notebooks, table banner, pens and ect.
- Presented to HECC, the Native American and Alaskan Advisory Group
- Made promotional flyers and spreadsheets of scholars information

Housekeeping

- Assisting students with award questions, conference questions, requirement questions for the scholarship
- Assisting university officials with questions regarding the program
- Registering students for conferences and coordinating places to meet
- Reporting to this group
- Meeting with Hilda to discuss what needs to be done