



**EDUCATOR
ADVANCEMENT
COUNCIL**

SUPPORT EDUCATORS STATEWIDE

Working Strength-to-Strength

Who We Are

The Educator Advancement Council is an innovative partnership aimed at helping Oregon achieve high-quality, well-supported and culturally-responsive public educators in every classroom. **Our mission is to** 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.

We align our work with Oregon Department of Education's equity stance:

Education equity is the equitable implementation of policy, practices, procedures, and legislation that translates into resource allocation, education rigor, and opportunities for historically and currently marginalized youth, students, and families including civil rights protected classes. This means the restructuring and dismantling of systems and institutions that create the dichotomy of beneficiaries and the oppressed and marginalized.

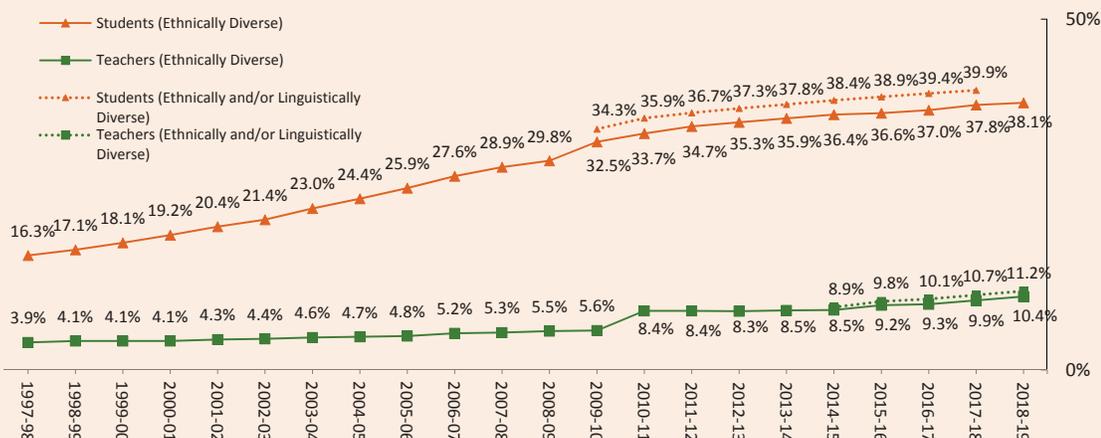
The Charge

HB3427(2019) established the Student Success Act. Section 48 of this act provides an opportunity to develop a comprehensive, statewide approach aimed at supporting teacher preparation and addressing retention rates for educators of color in Oregon: "The Department of Education and the Educator Advancement Council, in consultation with the Teacher Standards and Practices Commission, the Higher Education Coordinating Commission and representatives of school districts and other education stakeholders, shall develop a plan to provide an effective combination of programs and initiatives for the professional development of educators from kindergarten through grade 12 and to be funded by the Statewide Education Initiatives Account."

The plan shall be based on consideration of increasing:

- a) Educator retention;
- b) Educator diversity;
- c) Mentoring and coaching of educators;
- d) Participation in educator preparation programs; and
- e) Educator scholarships.

The Facts and Implications



Recruiting and retaining a diverse teacher workforce is key to improving outcomes for all students, particularly for students from low-income families and other under-served populations.



The Plan

GOAL: Support growing a diverse workforce

APPROACH: Tier One: Dismantle Barriers

- Support the Oregon Teacher Scholars Program
- Create an Oregon Administrators Scholar Program
- Support Teacher Standards and Practices Commission’s new multiple measures for teacher performance
- Provide scholarships for licensure costs

Tier Two: Redefine Current Initiatives

- Provide incentives to current and new Grow Your Own programs to embed current statewide equity initiatives like Tribal History/Shared History, Ethnic Studies Standards, African American Black Student Success Plan, and related equity work
- Pilot graduate level online anti-racism courses for current educators
- Support the Oregon Educators Equity Act by creating a community of practice for the 6 public educator preparation program leaders to incentivize institutional accountability

Tier Three: Systemic Reform for Leaders

- Implement targeted culturally responsive professional development for administrators, teacher leaders, and deans in K12 and educator preparation programs through intentional partnerships.

Budget

	Budget	% Of Total Budget
TIER 1: Dismantling Barriers	\$4,000,000	29%
TIER 2: Refine and support current initiatives	\$6,500,000	47%
TIER 3: Systemic professional development	\$3,396,760	24%
Program and Staff operations	\$1,103,240	6%
TOTAL	\$15,000,000	100%

This work aims to result in systemic improvement to the culture of our education spaces and our ability to recruit, hire, retain and grow educators of color and Indigenous educators across Oregon.



For additional information, please contact the Educator Advancement Council oregon.gov/EAC.

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