

Docket Item:

Educator Equity Plans for 2018-2020

Summary:

The Educator Equity Plans for 2018-2020 provide biennial review and updates to the plans that were developed for 2016-2018. House Bill 3375 (2015) requires that public educator preparation programs in Oregon, with guidance from the HECC, produce written plans to increase cultural and linguistic diversity in the educator workforce through recruitment, retention, and graduation of diverse candidates.

The plans presented today for HECC approval were developed during the 2017-2018 academic year with guidance provided by HECC staff in July 2017. University governing boards reviewed the plans at their winter meetings and each plan was endorsed by the respective governing board prior to HECC review. This spring, the plans were reviewed by HECC staff and each education program dean was provided with written feedback for continued development and nurturing of the plan. The EOU and the OSU plans were both amended after Board review with non-substantial but helpful edits to the text. Student data presented in cell sizes fewer than 10 were suppressed for student privacy.

In 2020, when the third cycle of educator equity plans are to be created and adopted, staff anticipate educator preparation programs will engage with the Commission for discussion about strategies, resources, and plan fulfillment, or lack thereof, to date. Diversification of the educator workforce in Oregon remains a high priority for the HECC and for the public universities.

The Chief Education Office incorporates the best practices and promising strategies from the plans into the annual *Educator Equity Report* which is issued in July.

Docket Material:

See attached plans for EOU, OSU, SOU, PSU, UO, and WOU.

Staff Recommendation:

Adopt Educator Equity Plans presented by the public university educator preparation programs and approved by each of the University's Boards for 2018-2020.