

**Docket Item:**

Community College Approval: Lane Community College, Certificate of Completion in Educational Assistant, within 13.0101, Education, General.

**Summary:**

Lane Community College proposes a new Certificate of Completion in Educational Assistant. Higher Education Coordinating Commission (HECC) staff completed a review of the proposed program. After analysis, HECC staff recommends approval of the degree as proposed.

**Staff Recommendation:**

The HECC recommends the adoption of the following resolution:  
RESOLVED, that the Higher Education Coordinating Commission approve the following degree: CC in Educational Assistant.



**Lane Community College seeks the Oregon Higher Education Coordinating Commission's approval to offer an instructional program leading to a Certificate of Completion in Educational Assistant.**

**Program Summary**

The certificate will allow students beginning their coursework toward an Education degree to quickly become employed as an instructional aide in regional schools to allow them to earn income while enrolled in lower division community college courses. The certificate is designed to provide an introductory level of competitive skills needed to assist teachers in a multicultural and accessible classroom. The introduction to a multicultural and inclusive curricula will enhance the Educational Assistants' ability to work with primary and secondary students of diverse backgrounds and needs.

**1. Describe the need for this program by providing clear evidence.**

Demand for an EA occupation is expected to grow by 9.6% in Oregon in the next 10 years. (Burning Glass)

Takeaway: Local government education is projected to see job growth of 9% in the next ten years, indicating a need for an additional 11,100 trained educators, assistants, and librarians above and beyond current capacity.

This program is structured so students in high school could take 5 courses in a dual-credit program with Lane Community College. The remaining three courses can be taken at LCC online or in person. These courses also help fulfill the requirements for an AAOT. Students have the option to work as an Educational Assistant, gain experience in local districts while they obtain this certificate and possibly their Associate's degree.

Oregon Employment Projections Full Table, 2017-2027 Takeaway: Of the expected 132,177 employed Educators in all categories state-wide, 109,521 of those positions will be filled due to Replacement Openings. In other words, approximately 82% of positions in education in Oregon will be opened and subsequently filled in the next ten years.

**2. Does the community college utilize systemic methods for meaningful and ongoing involvement of the appropriate constituencies?**

This position is highly sought after with Lane ESD, 4j board the Oregon state DOE all looking at community college to develop these options. Lane's option is aligned with transfer option to ensure maximum potential for career growth. The advisory committee consists of several of the same ESD members. The certificate is created to align with several initiatives to improve teacher pathways for various populations. The department faculty and dean spent a year working on certificate details with

educational stakeholders in the county, region and state, and will continue to meet regularly with stakeholders and the advisory committee to ensure the certificate meets employers' needs.

**3. *Is the community college program aligned with appropriate education, workforce development, and economic development programs?***

This EA certificate is a stand-alone CTE certificate that is aligned with a specific occupation. However it is designed in such a way that it aligns well with AAOT transfer degree and includes classes that are used for many elementary education degrees in Oregon.

**4. *Does the community college program lead to student achievement of academic and technical knowledge, skills, and related proficiencies?***

There are no program admission procedures. The advisory committee consists of a range of stakeholders, including educators, school district leaders, and district human resource directors. This advisory committee, committed to developing a community of practice, helped to amend included courses for this certificate. Ongoing quarterly meetings will help to evaluate the performance of Education Assistants who complete the certificate. Performance indicators, such as the ability to work with a small group are assessed when students work with small groups both online and in face to face courses. The certificate is part of a Grow-Your-Own strategy to recruit, serve, and develop a representative K-12 teacher corps for the Lane County regional school districts. The certificate will allow students beginning their coursework toward an Education degree to quickly become employed as an instructional aide in regional schools to allow them to earn income while enrolled in lower-division community college courses. The certificate is designed to provide an introductory level of competitive skills needed to assist teachers in a multicultural and accessible classroom. The introduction to a multicultural and inclusive curriculum will enhance the Educational Assistants' ability to work with primary and secondary students of diverse backgrounds and needs

**5. *Does the community college identify and have the resources to develop, implement, and sustain the program?***

To begin the program, we have several resources available:

- Recruitment: High school students in dual-credit programs in high schools who are already enrolled in some of the courses required for this certificate
- Current EAs in school districts might be candidates who might benefit this certificate
- Bethel school district is considering possible financial compensation for candidates who have completed the certificate

To sustain, further develop and implement the program:

- The college might consider offering the required courses more often or in an online capacity

- Additional faculty, or a full-time faculty member, will be necessary
- Expansion of dual-credit programs in area high schools
- Districts are considering helping to fund the coursework required for certificate completion

***Assurances***

Lane Community College has met or will meet the four institutional assurances required for program application.

1. *Access.* The college and program will affirmatively provide access, accommodations, flexibility, and additional/supplemental services for special populations and protected classes of students.
2. *Continuous Improvement.* The college has assessment, evaluation, feedback, and continuous improvement processes or systems in place. For the proposed program, there will be opportunities for input from and concerning the instructor(s), students, employers, and other partners/stakeholders. Program need and labor market information will be periodically re-evaluated and changes will be requested as needed.
3. *Adverse impact and detrimental duplication.* The college will follow all current laws, rules, and procedures and has made good faith efforts to avoid or resolve adverse *intersegmental* and *intra-segmental* impact and detrimental duplication problems with other relevant programs or institutions.
4. *Program records maintenance and congruence.* The college acknowledges that the records concerning the program title, curriculum, CIP code, credit hours, etc. maintained by the Office are the official records and it is the college's responsibility to keep their records aligned with those of the Office. The college will not make changes to the program without informing and/or receiving approval from the Office.