
ACTION ITEM: Educator Equity Plans, SOU and WOU

Implementing (ORS 342.447) that HECC Require biennial updates to Educator Equity Plans from public university educator preparation programs

Summary:

The Higher Education Coordinating Commission (HECC) and Educator Advancement Council (EAC) support the strategic development of practices to strengthen Oregon’s educator workforce through improving program quality and relevance, as well as quality learning experiences for educator candidates.

In addition to making resources available, these agencies support a new community of practice for the state’s public educator preparation program leaders to further develop their knowledge and understanding of structural and institutional conditions that produce systemic inequities.

As described in the [Council’s Report on Educator Advancement](#), high-quality teachers and effective administrators are key drivers to success in student learning, and diverse educators in particular enhance the education of all students. A more diverse workforce brings needed perspectives that help strengthen culturally responsive teaching practices most effective with today’s student populations. Therefore, the recruitment, preparation, and retention of diverse educators is critical.

In support of this finding, the State established a goal that the percentage of diverse educators employed in school and education service districts should reflect the percentage of diverse students in the state (ORS 342.437). Public university educator preparation programs are required by state law to develop two-year plans with specific goals, strategies, and timelines for the recruitment, admission, retention, and graduation of diverse educators. Since 2016, each university has submitted for approval to the HECC a unique plan that describes the goals and implementation strategies they will undertake (ORS 350.100).

Pursuant to ORS 342.447, the six institutions providing plans are: Eastern Oregon University, Oregon State University, Portland State University, Southern Oregon University, University of Oregon, and Western Oregon University. The law states that the HECC shall “review the plans for adequacy and feasibility with the governing board of each public university with a teacher education program and, after necessary revisions are made, shall adopt the plans.”

Grant Funding:

Beginning in 2020, and expanded in 2021, the EAC has invested over \$1.4 million in supporting implementation of the Educator Equity Plans, through which each university has received just over \$230,000. HECC has distributed this funding to universities in support of the development, implementation, and evaluation of evidence-based strategies and policies which improve conditions for the preparation and graduation of educator candidates, with a particular focus on racially, ethnically, and linguistically diverse candidates.

To that end, as in past plan review years, the University Boards of Trustees have reviewed the 2022-2024 updated plan for “adequacy and feasibility.”

HIGHER EDUCATION COORDINATING COMMISSION

May 12, 2022

Docket Item #: 9.1

Western Oregon University's current implementation strategies are:

- Strategy 1 – Center for the Advancement of Paraprofessionals
- Strategy 2 - BIPOC Listening Sessions
- Strategy 3 – Supporting Coordination with the Office of Justice Equity Diversity and Inclusion

Southern Oregon University's current implementation strategies are:

- Strategy 1 – Peer Navigation Coaches and Facilitated Culture Circles
- Strategy 2 – Culturally Responsive Teaching Innovation Community
- Strategy 3 – Tribal Nation Liaison

Plan Review at HECC meetings:

- May 12, 2022 SOU, WOU
- June 9, 2022 EOU, OSU, PSU, UO

Presenters on May 12:

Veronica Dujon, HECC
Kimberly Matier, Educator Advancement Council
Anthony Rosilez, Teacher Standards and Practices Commission
Amanda Casto, Southern Oregon University
Mark Girod, Western Oregon University

Material:

Attached are two Plans, Board approvals and SOU's presentation slides.

Staff Recommendation:

Approve the 2022-2024 Educator Equity Plans for SOU and WOU. For SOU, require minor reformatting to align with the 2020-2022 SOU plan; submit to staff by June 1, 2022.