

GROW YOUR OWN AND BILINGUAL TEACHER PATHWAY PROGRAMS

\$3.65 million invested



What is this initiative?

This investment **addressed unfinished learning for multilingual students** with systemic strategies to **increase the number of bilingual educators in Oregon**. The project supported districts and higher education organizations with Grow Your Own and Bilingual Teacher Pathway Programs with grants that strengthened and expanded existing programs or initiated new programs. The investment also included the creation of a Statewide Collaborative for Bilingual Teacher Pathways.

Goals

Statewide Collaborative for Bilingual Teacher Pathways.

This initiative helped develop an **interagency collaborative** to enhance professional development and professional support and community for bilingual teachers.

- » **Recruitment and Retention of Bilingual Educators.** Efforts expanded and boosted current Grow Your Own and Bilingual Teacher Pathway programs and professional development focused on **supporting bilingual educators and administrators** throughout the state. Supplement State grants provided tuition remission and other resources for bilingual educators.
- » **Recruitment and Mentorship Programs.** Increase and retain the number of **racially, ethnically, and linguistically diverse educators** who remain beyond the first three years of their careers by pairing new educators with mentors.



Benefits

In the 2022-23 school year, 100,175 students (18.4% of all Oregon students) were currently or formerly designated as English learners. Research shows that academic disparities and unfinished learning are addressed best when students receive high-quality instruction by educators that mirror their racial, ethnic, and linguistic diversity. **This investment supported the allocation of grants to 33 Oregon districts that have used these funds to recruit, retain, and develop linguistically and culturally diverse educators**, provide dual language programs in the purchase of high-quality curricular resources, and provided multilingual educators with professional development related to best instructional practices to support the academic excellence of multilingual learners.



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