

**CTE STATE PLAN ACCOMPLISHMENTS 2022-2023**

**Educator Recruitment & Retention**

*The Oregon CTE State Plan is a high level, four-year strategic plan that integrates state and federal priorities to implement the "Strengthening Career and Technical Education for the 21st Century Act" (commonly known as Perkins V).* ***The goal of effective educator recruitment is not only about filling positions with outstanding educators, but the main purpose is to improve student learning and educational opportunities for all.*** *The following are Local and State accomplishments made around Educator Recruitment and Retention goals during the third year.*

**2022-2023 ACCOMPLISHMENT HIGHLIGHTS**

**Provided every new teacher with an instructional mentor, focusing on teachers coming from industry, ensuring that each one is paired with an experienced educator.**

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**Created a year-long new CTE teacher cohort which connects new teachers with seasoned veterans, paying a stipend to both mentor and mentee.**

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**Provided the *New CTE Teacher’s Guide to Success* (available on acte.com) as a reference and book study for new teachers.**

**Facilitated focused conversations with potential new candidates around CTE licensure and new job openings, including new teacher support, New Teacher Network, specialized classroom/teaching training modules, teacher self-care, and one-on-one mentoring.**

**Continued collaboration with the Teachers Standards and Practices Commission, CTE Regional Coordinators, and K-12 school district CTE leaders to ensure clarity and flexibility in navigating the licensure system for qualified CTE teachers.**

**Encouraged instructor attendance at the Correction Education Association annual conference, allowing instructors to collaborate with teacher colleagues within correctional facilities.**