



Educator Equity Advisory Group

November 19, 2015

1:00pm – 3:00pm

Parkrose School District Office

10636 NE Prescott St. Portland, OR 97220., Portland, OR

Call-In Information:

Dial (888)557-8511

Code 5579138#

AGENDA

1) Welcome and Opening Remarks

Dr. Karen Gray, (Chair) Superintendent, Parkrose School District

- a) Roll call
- b) Notes from Oct meeting-Provide edits to Hilda Rosselli
- c) New members and importance of attendance
- d) Update team on work underway
 - i) African American Student Plan
 - ii) Native American Student Plan
 - iii) English Learners Work group

2) Follow Up From Last Meeting

Dr. Hilda Rosselli, College & Career Readiness Director, Chief Education Office

- a) Recommendation: Adopt state public meeting format
- b) Discussion
- c) Revised presentation chart
- d) Update from public deans on data collection change for 2016 report

3) Confirm Key Tasks on This Year's Work Plan

- a) Discuss priorities
- b) Review work templates
- c) Confirm participation
- d) Vote to approve final plan

4) Public Comment

Members of the public wanting to give public testimony must sign in.

There will only be one speaker from each group.

Each individual speaker or group spokesman will have three (3) minutes.

5) Next meeting

- a) Thursday, December 17, 2015 1:00 PM-3:00 PM. Parkrose School District

All meetings of the Chief Education Office are open to the public and will conform to Oregon public meetings laws. The upcoming meeting schedule and materials from past meetings are posted online. A request for an interpreter for the hearing impaired or for accommodations for people with disabilities should be made to Seth Allen at 503-378-8213 or by email at Seth.Allen@state.or.us. Requests for

accommodation should be made at least 48 hours in advance.

**Oregon Educator Equity Advisory Group Work Plan
Action Plan Template**

Goal 1 2016 REPORT Develop annual state report on progress and disseminate widely.

Objective	Action/Activity	Target Dates	Status	Who
1.2 Increase awareness of legislators of report and recommendations.	a. Contact chairs of each Ed Committee b. Confirm time to testify during Feb 2016 short session or Leg days c. Plan presentation	a. Dec 2015 b. c.	a. b. c.	Lew, Hilda, Karen
1.5 Make projections on #s needed	a. Draft scenarios b. Discuss and refine c. Determine how to use	a. Nov 2015 b. Dec 2015 c. Jan 2016	a. Completed b. c.	Armando, Karen, Hilda
1.6 Update literature: 1.6.1 Impact on students 1.6.2 Retention strategies	a. Conduct literature search b. Review 2015 report for gaps c. Develop draft 2 page summary d. Provide copy to Hilda	a. Jan 2016 b. c. d.	a. b. c. d.	Rob L., Teresa, Maria, Robert N
1.10 Study of licensed teachers of color (not employed and still employed)	a. Review new survey numbers b. Revise findings c. Seek funding for Phase II d. Carry out study	a. b. c. d.	a. b. c. d.	Hilda, Keith, Karen, Shadiin
1.11 Review draft of 2016 report and provide edits	a. Complete 1 st read b. Complete final review	a. May b. June	a. b.	All

Goal 2 STATE ACTION PLAN Develop and implement a state plan for implementing professional career pathways that recruit, retain, and support culturally and linguistically diverse educators.

Objective	Action/Activity	Target Dates	Status	Who
2.1 Research potential of teacher associate licensure as a pathway for candidates of color.	a. b. c.	a. b. c.	a. b. c.	Joy, Keith, Mary, Teresa By Win 2016
2.4 Align recommendations from ODE American Indian Native American State Plan, African American Plan, English Learners Strategic Plan, and New Federal Plan for Equitable Access to Excellent Educators	a. b. c. d.	a. b. c. d.	a. b. c. d.	Markisha, April, Anselmo, Shadiin By April 2016
2.5/2.6 Identify recommendations for plan from promising practices emerging from projects, research,	a. b. c. d.	a. b. c. d.	a. b. c. d.	Mary, Brooke, Bonnie, Maria Markisha, April, Martha By Spring 2016
2.7 Complete an Oregon plan to recruit, prepare, hire, retain with needed actions at each stage of an educator’s career	a. b. c. d.	a. b. c. d.	a. b. c. d.	Karen, Hilda, Serena, Markisha, and other members on Goal 2 By June 2016

Goal 3 FUNDING REQUEST Advocate for Policies and Sustainable Funding to Implement Plan

Objective	Action/Activity	Target Dates	Status	Who
3.1 Invite presentations by Portland Teacher Program, PSU Bilingual Teacher Program, UO Sapsik'alá Project at OEEAG meetings.	a. b. c.	a. b. c.	a. b. c.	Hilda, Karen By Mar 2016
3.3 Host meeting with Ed Prep programs to review plans, and identify barriers, needs, and funding priorities needed to implement plans.	a. b. c.	a. b. c.	a. b. c.	Veronica, Randy, Maria, Rob N, Rob L, Hilda By April 2016
3.6 Identify needed levels of funding and develop a legislative “ask” for plan developed in Goal 2.	a. b. c.	a. b. c.	a. b. c.	Hilda, Veronica, Representative Frederick, Randy, Vickie Mary, others By May 2016

Oregon Educator Equity Advisory Group (OEEAG) **Revised 2015-16 Work Plan (Nov 2015)**

This work plan will be used by the Oregon Educator Equity Advisory Group to fully develop and track progress on adopted action steps for the 2015-16 year.

This chart has been rearranged to show action steps for each Goal chronologically. **Those in Yellow are proposed as “priority” action steps.**

Goal 1 2016 REPORT Develop annual state report on progress and disseminate widely.

#	Action Step	Who	Timeline	Proposed Metric
1.1	Disseminate 2015 report broadly, at agency board mtgs, w/higher ed, associations, advocacy groups, and researchers.	All OEEAG members	Sept – Feb 2016	Presentations reach 700+ individuals. Calendar updated.
1.3	Develop and share fact sheets based on 2015 report.	Chief Education Office staff	Sept – Nov 2015	Infographic developed & disseminated.
1.4	Develop a state website focused on Educator recruitment/retention.	Chief Education staff	Oct 2015	Website launched. Google Analytics reported quarterly.
1.2	Increase awareness of legislators of report and recommendations.	Rep Frederick, Karen, Hilda	2015-16	At least one Legislative Hearing scheduled this yr.
1.5	Make projections on # of candidates needed to reach the target based on current rates.	Armando, Karen, Hilda	Dec 2015	Projected numbers provided to group on time.
1.6	Update literature: 1. Impact of teachers of color on students; 2. Focus on retention strategies.	Rob L., Teresa, Robert, Maria	Dec 2015	Updated reviews of literature provided to Advisory Group.
1.8	Investigate effectiveness of current teacher retention reporting/feedback loop to Ed Prep programs.	Ed workforce data group	Win 2016	Recommendations for Advisory Group needed to report educator retention by race/ethnicity
1.9	Clarify impact of proposed TSPC bi-lingual endorsement available on licenses on data for annual report.	Vickie and Ed workforce data group	Win 2016	New data tracked for 2016 report
1.10	Update study of licensed teachers of color.	Hilda, Keith, Karen, Shadiin	Win 2016	Revised findings included in 2016 report

1.7	Compile data for 2016 report and include guidance counselors and instructional assistants.	Ed workforce data group	Spr 2016	New data pulled on guid. counselors & instr. assistants.
1.11	Review the 2016 draft report and provide feedback to meet July 1, 2016 legislative due date.	All OEEAG members	May-June mtgs	Revisions/edit process completed 3 weeks prior to publication date.

Goal 2 STATE ACTION PLAN Develop and implement a state plan for implementing professional career pathways that recruit, retain, and support culturally and linguistically diverse educators.

#	Action Step	Who	Timeline	Proposed Metric
2.1	Research potential of teacher associate licensure as a pathway for candidates of color.	Joy, Keith, Mary, Teresa	Win 2016	Summary shared with Advisory.
2.4	Align efforts with ODE American Indian Alaska Native Education State Plan, African American Plan, and English Learners Strategic Plan.	Markisha, April, Shadiin, Anselmo	April 2016	Clear alignment pts. Identified between plans.
2.5	Identify promising practices emerging (particularly around retention) from literature, TeachOregon & ODE projects; disseminate broadly (incorporated former task 2.6)	Markisha, April, Martha, Mary, Maria, Brooke, Bonnie	Spring 2016	List reviewed by Advisory; included in 2016 rpt.
2.7	Draft and approve an Oregon plan that identifies needed actions at each stage of an educator's career trajectory and supports their continued progression through the pipeline.	Karen, Mary, Markisha, Serena, Hilda	Spring 2016	Plan drafted and reviewed by Advisory Group. Recommendations included in 2016 report.
2.8	Identify key stakeholders and develop plan for engagement in adopting the plan.	OEEAG--All	Spring 2016	Engagement plan created.
2.2	Identify best means of updating/communicating state's highest job needs by fields and locations.	Marsha, Joy, Bonnie, OSPA	Spring 2016	Summary report shared /Advisory for consideration.
2.3	Research impact of HQT status on supply of bilingual educators.	Martha, Vickie and Hilda	Spring 2016	Summary report shared /Advisory for consideration.

Goal 3 FUNDING REQUEST Advocate for Policies and Sustainable Funding to Implement Plan

#	Action Step	Who	Timeline	Proposed Metric
3.1	Invite presentations by Portland Teacher Program, PSU Bilingual Teacher Program, UO Sapsik'alá Project at OEEAG meetings.	Karen, Hilda	2015-2016	Recommendations identified from local program leaders.
3.2	Increase high-level engagement from postsecondary administrators on OEEAG.	Karen and Hilda	Jan 2016	At least 2 new Advisory members.
3.7	Compile research and conduct interviews w/staff from Indiana, Illinois, Florida, Tennessee Fellows Program and discuss w/OEEAG.	Markisha, Hilda, Teresa, Anselmo, Serena, Robin	Winter 2016	List reviewed by Advisory; included in 2016 rpt.
3.3	Host meeting with Ed Prep programs to review plans, and identify barriers, needs, and funding priorities needed to implement plans.	Veronica, Randy, Maria, Rob N, Rob L, Hilda	Spring 2016	Recommendations identified from local program leaders.
3.4	Calculate estimated financial needs for prospective teacher candidates of color in pipeline (include DACA).	Maria, Robert, Hilda, Mary, Brooke	Spring 2016	
3.5	Compile sample contract language and incentives used by districts to retain bilingual educators.	Teresa, Mary, Bonnie, Marsha, Hilda	Spring 2016	List reviewed by Advisory; included in 2016 rpt.
3.6	Identify needed levels of funding and develop a legislative "ask" for plan developed in Goal 2.	Hilda, Veronica, Randy, Mary, Vickie, Rep Frederick others	Spring 2016	Advisory approves "ask"; presented to Chief Ed Office for vetting with agencies
3.8	Calculate predicted financial needs for typical prospective teacher candidates of color including DACA students to complete teacher prep program.	Maria, Robert, Hilda, Mary	Spring 2016	Plan w/funding levels reviewed by Advisory; included in 2016 rpt.
3.9	Draft funding request and vet with stakeholders prior to 17-19 legislative session.	All members of OEEAG	Fall 2016	Funding request approved by stakeholders & provided to Chief Education Office to forward to Gov