

## EDUCATOR ADVANCEMENT COUNCIL AGENDA

Thursday, August 23, 2018

4:00 – 6:00 p.m.

Conference Call: (877)336-1828, public access code 8478084 (*listen only*)

### *Meeting Protocols*

- ✓ All team members are equals and respected as such.
- ✓ The Chair calls on participants during discussions.
- ✓ Discussions are improved by self-assessing “*am I contributing too much or too little?*”
- ✓ We ask clarifying questions when needed and address issues, not individuals.
- ✓ Topics beyond the current agenda are captured to address in the future.

### *Meeting Outcomes*

- ✓ Work Groups share progress updates, recommendations, key decision points and next steps
- ✓ EAC engages in discussion of updates provided by Work Groups

|             |            |                                                                                                                                                                                                   |                    |
|-------------|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| <b>4:00</b> | <b>1.0</b> | <b>Welcome Remarks</b>                                                                                                                                                                            |                    |
|             | 1.1        | Introductions, Agenda Review/Outcomes                                                                                                                                                             | Chair Oakes        |
| <b>4:05</b> | <b>2.0</b> | <b>Preliminary Business</b>                                                                                                                                                                       |                    |
|             | 2.1        | Roll Call                                                                                                                                                                                         | Debbie Green       |
|             | 2.2        | ACTION ITEM: Approve July 25, 2018, meeting minutes                                                                                                                                               | Chair Oakes        |
|             | 2.3        | Procedural Subcommittee Update                                                                                                                                                                    | Subcommittee Chair |
| <b>4:20</b> | <b>3.0</b> | <b>Administrative Agent Update</b>                                                                                                                                                                | Hilda Rosselli     |
|             | 3.1        | Staff Engagement Report                                                                                                                                                                           |                    |
|             | 3.2        | Review Updated Communications Message                                                                                                                                                             |                    |
| <b>4:30</b> | <b>4.0</b> | <b>Public Comment</b>                                                                                                                                                                             | Chair Oakes        |
|             |            | <i>Public testimony should be submitted in writing to <a href="mailto:EACinfo@OregonLearning.org">EACinfo@OregonLearning.org</a></i>                                                              |                    |
| <b>4:35</b> | <b>5.0</b> | <b>Work Groups Report Out</b>                                                                                                                                                                     | Work Group Chairs  |
|             | 5.1        | <u>Launching New Networks</u> - Martha Richards (Chair), Paul Andrews (Vice Chair), Michelle Homer-Anderson, Christy Cox, Mark Girod, Rep. Susan McLain, Jenna Schadler; Julie Smith (Liaison)    |                    |
|             | 5.2        | <u>Fiscal Model</u> - Matt Yoshioka (Chair), Bill Graupp (Vice Chair), Lindsey Capps, Colt Gill, Don Grotting, Rick Crager, Sen. Arnie Roblan, Laura Scruggs; Cheryl Myers (Liaison)              |                    |
|             | 5.3        | <u>Supporting New Educators</u> - Ana Gomez (Co-Chair), Melissa Wilk (Co-Chair), Miriam Calderon, Belle Koskela, Marvin Lynn, Ken Martinez, Michele Oakes, Tony Rosilez; Hilda Rosselli (Liaison) |                    |
| <b>5:20</b> | <b>6.0</b> | <b>Discussion of Work Groups Next Steps</b>                                                                                                                                                       | All                |
| <b>5:50</b> | <b>7.0</b> | <b>Wrap Up</b>                                                                                                                                                                                    | Chair Oakes        |
|             | 7.1        | Next meeting September 26, 2018 (Public Service Building, 2 <sup>nd</sup> Floor, ODE Board Room 251A & 251B)                                                                                      |                    |
| <b>6:00</b> | <b>8.0</b> | <b>Adjourn</b>                                                                                                                                                                                    |                    |

Unanticipated agenda items may or may not be included. All Educator Advancement Council meetings are open to the public and conform to Oregon public meetings laws. Accommodations requests should be submitted to [EACinfo@OregonLearning.org](mailto:EACinfo@OregonLearning.org) (503)373-1283 at least 48 hours in advance. To subscribe to meeting notices please register [here](#) or [www.education.oregon.gov](http://www.education.oregon.gov) to also find upcoming meetings and prior meeting materials.



## EDUCATOR ADVANCEMENT COUNCIL MINUTES

Wednesday, July 25, 2018

9:00am - 3:00pm

Broadway Commons, 1300 Broadway Street NE

Conference Call: (877)336-1828, public access code 8478084 (*listen only*)

**Directors present:** Vice-Chair Grotting, Director Andrews, Director Calderon, Director Capps, Director Cox, Director Girod, Director Gomez, Director Graupp, Director Koskela, Director Martinez, Director McLain, Director Rosilez, Director Scruggs, Director Wilk, Director Yoshioka, Carmen Urbina (Director Gill surrogate)

**Directors by phone:** Chair Oakes, Director Gill, Director Lynn, Director Schadler

**Directors excused:** Director Homer-Anderson, Director Richards, Director Roblan

**Administrative Agent staff present:** Hilda Rosselli, College & Career Readiness and Educator Advancement Director; Cheryl Myers, EAC Transition Director; Debbie Green, Executive Support; Julie Smith, Prototyping Contractor (Chalkboard)

### 9:00 1.0 Welcome Remarks

#### 1.1 Introductions, Agenda Review/Outcomes

Vice-Chair Grotting welcomed the Directors and introductions were completed

#### 1.2 Vision to Action: Reflections from Governor's Council members:

Directors Andrews, Schadler, Scruggs, Yoshioka, Gomez, Capps

Directors listed above, responded to select questions to guide discussion and provide deeper background and insight for newer Council directors to the Governor's Council (GC) work and recommendations, which formed this Educator Advancement Council.

### 10:05 2.0 Preliminary Business

#### 2.1 Roll Call – Debbie Green conducted a verbal roll call and a quorum was established.

#### 2.2 ACTION ITEM: Approve June 27, 2018, meeting minutes

Director McLain moved to approve the meeting minutes as presented, seconded by Director Graupp; motion passed unanimously.

#### 2.3 Appoint Rotating Director: Tribal Seat, Review and Discussion

#### 2.4 ACTION ITEM: Appoint Rotating Director

Director Andrews nominated Nick Viles as Tribal Seat Rotating Director, seconded by Director Graupp. No further nominations. No discussion; motion passed unanimously by Standing Directors.

#### 2.5 Procedural Subcommittee Update

Chair Scruggs reviewed the last meeting of the Procedural Subcommittee. The Policies and Procedures manual draft was provided for Council's first read. Individual director comments are due back to Cheryl Myers by August 3, 2018; Cheryl will compile the feedback for review at the August 16, 2018 Procedural Subcommittee meeting. The Procedural Subcommittee plans to bring a recommended Policies and Procedures manual forward to Council in August. Director Oakes reviewed her thoughts on the advantages of using the OregonLearning.org account.

- 10:20 3.0 Administrative Agent Update**
- 3.1 Staff Engagement Report recapped efforts conducted since the last meeting.
- 3.2 Communications Message draft  
Construction of a draft message was requested at the last Council meeting to begin communications messaging, prior to initial strategic planning at the October retreat. The consensus was to review the draft and provide edits to Hilda Rosselli for consideration at the August Council meeting.
- 3.3 EAC Draft Timeline update  
Using feedback from the last meeting, updates to the draft timeline were added. The timeline is a living document that will continue to change as we move forward. The Council discussed developing a white paper to send to the state Student Success Work Group to provide insights on how their work is aligning with EAC and how the Council may further support efforts moving forward. EAC staff to work on draft of this document for Council review.
- 10:35 4.0 Public Comment**  
No public comment submitted.
- 10:45 Break**
- 11:00 5.0 Work Group Breakouts**  
Work Groups met to draft work-to-date summaries and questions for other groups
- Launching New Networks- Martha Richards (Chair), Paul Andrews (Vice Chair), Michelle Homer-Anderson, Christy Cox, Mark Girod, Rep. Susan McLain, Jenna Schadler; Julie Smith (Liaison)
  - Fiscal Model- Matt Yoshioka (Chair), Bill Graupp (Vice Chair), Lindsey Capps, Rick Crager, Colt Gill, Don Grotting, Sen. Arnie Roblan, Laura Scruggs, Rick Crager (ODE); Cheryl Myers (Liaison)
  - Supporting New Educators- Ana Gomez (Co-Chair), Melissa Wilk (Co-Chair), Miriam Calderon, Belle Koskela, Marvin Lynn, Ken Martinez, Michele Oakes, Tony Rosilez; Hilda Rosselli (Liaison)
- 11:45 6.0 Council Working Lunch - Work Groups Continue**
- 12:15 7.0 Work Group Activity**  
Work Groups (WG) reported out to the full Council on their discussions, development of their aim statements, and questions for other Work Groups.
- 1:30 8.0 Work Groups Report Out**  
**Launching New Networks:**
- Reviewed the definition and characteristics of successful networks as a starting point for the discussion on educator network design.
  - Identified questions and guidance needed through an RFI (Request for Information) to be discussed at the next WG meeting on August 6.
  - Discussed current funds networks have leveraged, the type of funds available to current networks and the possibility of dispersing funds adaptively and with flexibility across the state.
  - Identified the need to explore ways to address the systemic needs of new educators.
  - Reviewed the need to look at a statewide system of technical support.

**Fiscal Model:**

- The WG developed their aim statement to include developing a robust and comprehensive system for the approximately \$41 million in the current projected budget to fulfill the objectives included in SB 182.
- Rick Crager, ODE Assistant Superintendent, was invited to join this WG and he shared information on current fiscal models.
- The WG identified questions to be used in an RFI including determining the best practice to model, implementation cost and current resources now available across the state.

**Supporting New Educators:**

- The WG discussed the needs of new teachers and best practices to implement to help both new teachers and administrators.
- Reviewed data that was compiled from districts, TELL survey, OACTE, and other sources
- Planned and made recommendations for the pending Listening Session on Supporting New Educators scheduled for early August.
- Discussion included determining how to prioritize. E.g., regional differences, needs, cost, district priorities, mentoring or more?

Hilda Rosselli shared optimum timelines for legislative session:

- WG to draft answers to questions posed today.
- The Legislative update will demonstrate significant progress, with testimony from Directors (during legislative days in September 2018) to indicate taking a long-range view of a different designs.
- Each WG will provide feedback and answers to today's questions and report out at the August 23<sup>rd</sup> meeting. The goal is to have a Request for Information (RFI) by the September 26 meeting. This work will continue to be refined.

**2:15 9.0 Meeting Synthesis**

Directors provided feedback to the meeting including a request for more WG time, access to view resource documents using Google Docs, and longer meetings.

**2:45 10.0 Wrap Up: Review of Next Steps**

- Administrative Agent staff will compile questions and distribute to WG to draft answers for the August 23 meeting.
- Council will submit comments on the Policies and Procedures draft manual and send to Cheryl Myers.
- Council will review the draft Communications Message and send edits to Hilda Rosselli.

**10.1 August 23<sup>rd</sup> meeting details**

Next meeting, August 23, 4-6 p.m. phone conference.

**3:00 Adjournment at 2:25 p.m.**



## Educator Advancement Council

August 23, 2018

Docket Item #3.1

Docket Item: EAC Administrative Agent Update

| Date    | Event Attended           | Sponsoring Organization | EAC Staff Attending            | Directors Attending                                                                                       |
|---------|--------------------------|-------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------|
| 7/30    | OSPA Advanced HR Retreat | OSPA                    | Hilda Rosselli                 |                                                                                                           |
| 8/13-14 | HB 2864 Summer Institute |                         | Cheryl Myers                   |                                                                                                           |
| 8/15    | Children's Cabinet       | Governor's Office       | Cheryl Myers<br>Hilda Rosselli | Miriam Calderon<br>Lindsey Capps                                                                          |
| 8/17    | COSA Work Group          | COSA                    | Hilda Rosselli<br>Julie Smith  | Paul Andrews<br>Miriam Calderon<br>Colt Gill<br>Mark Girod<br>Don Grotting<br>Marvin Lynn<br>Tony Rosilez |
|         |                          |                         |                                |                                                                                                           |

### Upcoming Events

| Date        | Event Scheduled        | Sponsoring Organization | EAC Staff Attending            | Directors Attending                                                                               |
|-------------|------------------------|-------------------------|--------------------------------|---------------------------------------------------------------------------------------------------|
| 8/23        | Coastal Caucus         |                         | Hilda Rosselli                 | Lindsey Capps<br>Miriam Calderon<br>Rep. McLain<br>Sen. Roblan<br>Jenna Schadler<br>Laura Scruggs |
| 8/27        | Children's Cabinet     | Governor's Office       | Hilda Rosselli                 | Lindsey Capps                                                                                     |
| 8/24        | OEEAG Retreat          | CEdO                    | Hilda Rosselli<br>Debbie Green |                                                                                                   |
| 11/10-11/18 | OSBA Annual Conference | OSBA                    | Hilda Rosselli<br>Julie Smith  | Paul Andrews<br>Lindsey Capps<br>Bill Graupp                                                      |

- Customer base
  - Minimum service (touch hours)
  - regions
- Who defines workload for new teachers?
- How do we create equitable access to all without competitive grants?
- Do local areas prioritize needs?
- How do we provide for capacity building?
- What are our non-negotiables?
- Define “qualified” mentor
- Define populations of teachers (K12? PK? 1<sup>st</sup> year? 2<sup>nd</sup> year? Who/what is the priority?)
- What is the message to:
  - Taxpayers?
  - Future teachers?

## Draft EAC Message

July 25, 2018

In order to create consistency in messaging regarding the intent and responsibilities of the Oregon Educator Advancement Council, these draft statements are offered for use in communicating our work.

The **Educator Advancement Council (EAC)** is a unique, innovative, public/non-profit partnership **building upon the recommendations and core values of the Governor's Educator Advancement Council to advise** the state's effective use of resources to provide the education our students deserve by supporting and strengthening the education profession.

In doing this work, educators are transforming the culture of learning in classrooms to ensure ALL students succeed through:

- **Teacher Voice and Leadership:** Educators design and implement supports and professional learning system changes which inform policy, funding, and practice.
- **Professional Supports and Learning** -- EAC provides career pathway supports including strong preparation partnerships, mentoring, and teacher leadership opportunities throughout their careers.
- **Statewide Access for All--** Through Educator Networks, the EAC provides access for all educators, regardless of school size or geographic location, to professional learning, mentorship, and leadership opportunities informed by teacher voice and local need.

### **Supporting New Educators**

- Is it mentoring or more?
- What are best practices? (Model(s), price out – frequency, type)
  - Customer base
  - Minimum service (touch hours)
  - regions
- Who defines workload for new teachers?
- How do we create equitable access to all without competitive grants?
- Do local areas prioritize needs?
- How do we provide for capacity building?
- What are our non-negotiables?
- Define “qualified” mentor
- Define populations of teachers (K12? PK? 1<sup>st</sup> year? 2<sup>nd</sup> year? Who/what is the priority?)
- What is the message to:
  - Taxpayers?
  - Future teachers?



## Educator Advancement Council

August 23, 2018

Docket Item #5.0

### Work Group Questions from July 25, 2018

#### **Launching New Networks**

- Do we ensure every region in state is covered?
- Do we look at sponsoring organizations by content area or something else?
- What does leverage funds mean?
- What current funds do districts and early learning professionals leverage? (total resources available, regional differences?)
- Questions about block grants?
- Could money be adaptive based on the phase that a network is in?
- How do we apply an equity lens to funding?
- What additional elements need to be addressed to ensure success?
- Who will it reach? prior investments, readiness [menu]
- Scaling out? from zero→last cornstalk
- Bringing in? building resources e.g., website for PD options, NEA micro-credentials
- Outside funds? Who should be at the table for this conversation?
- Readiness - \$ or in-kind donations (e.g., Awesome)
- GC lessons learned: information dissemination
- What types of network functions are being prioritized?
- How to price cost model(s)
  - Think about component needs for what you are asking for
- Other needed resources to consider:
  - Pre-planning
  - Marketing

#### **Fiscal Model**

- Who are we trying to serve?
- What is the definition of a qualified mentor?
- What is a beginning teacher or administrator?
- What is the message to the taxpayer and others?
- What are best practices within the local needs and context?
- What is best practice model and price?
- What resources are available across the state?
- Local flexibility – can some money go to the district and some go to networks?
- How do we engage teachers?

### **Supporting New Educators**

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- Who defines workload for new teachers?
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- What is the message to:
  - Taxpayers?
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