



EDUCATOR ADVANCEMENT COUNCIL MINUTES

Wednesday, September 26, 2018

Public Service Building, 255 Capitol St., NE, Salem, Oregon

9:00 a.m. – 3:00 p.m.

Present: Chair Oakes, Vice-Chair Grotting, Mark Redmond (Director Andrews surrogate), Director Capps, Director Cox, Director Homer-Anderson, Carmen Urbina (Director Gill surrogate), Director Girod, Director Graupp, Director Koskela, Director Martinez, Director McLain, Director Richards, Director Rosilez, Director Scruggs, Director Viles, Director Yoshioka; Director Lynn joined by phone at 11:30am; Director Calderon arrived at 12:30 p.m.

Excused: Director Gomez, Director Roblan, Director Schadler, Director Wilk

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

Agenda and meeting materials [here](#).

1.0 Welcome Remarks

1.1 Agenda Review/Outcomes

Chair Oakes welcomed the Directors and reviewed meeting outcomes. She noted some Directors will be in and out due to attendance at legislative meetings.

1.2 Thinking Ahead to October

Chair Oakes provided an overview of the October EAC Retreat: developing a mission/vision/values statement and beginning a strategic plan framework, revisiting the IGA regarding appointing Rotating Directors, and learning historical context of the Equity Lens with Nancy Golden, former Chief Education Officer.

1.3 iLearn – Ethics training

There are three online trainings which Directors need to complete prior to October 23, 2018. The meeting materials contain instructions on how to sign up with iLearn and complete these trainings.

2.0 Preliminary Business

2.1 Roll Call – Debbie Green conducted the roll call; a quorum was established.

2.2 Approval of the Agenda

Director Girod moved to approve the agenda, seconded by Director Scruggs; no discussion, motion passed unanimously.

3.0 Consent Agenda

3.1 Approve July 25, and August 23, 2018, meeting minutes

3.2 EAC Directors Foundational Communications Message

Director Grotting moved to approve the consent agenda as presented, seconded by Director Richards; motion passed unanimously.

4.0 ACTION ITEM: Adopt Policies & Procedures Manual

Chair Scruggs provided a brief update. Directors have had the opportunity to provide edits and feedback. This is a living document that can be amended as needed. Once adopted, the Subcommittee will move

forward to draft addendum recommendations for travel reimbursements, and develop operating agreements for Council Directors.

Director Rosilez moved to adopt the Policies and Procedures Manual, seconded by Director Grotting. Motion passed unanimously by Standing Directors.

5.0 Administrative Agent Update

5.1 Governor's Policy Agenda

Director Capps provided a review of two policy papers the Governor released in late August. The Governor's efforts focus on: achieving an equitable seamless system of education and how to elevate children, youth, and families out of poverty. He noted the inclusion of the EAC in the Governor's Education Agenda and its charge relevant to the best practice of "Developing and Empowering Educators."

5.2 Staff Engagement Report

Several Directors and staff had the opportunity to present the previous evening to the Joint Committee on Student Success – whose goals are closely aligned to this work. Three Directors are attending the Gates Foundation meeting in Seattle next week, exploring the future of teacher preparation programs. New research shows preparation in a clinical setting with coursework being adjunct is helping to better prepare teachers for the classroom. Those attending The Gates Foundation meeting will develop notes to share with the full Council. Education Service District (ESD) visits are being scheduled for October to begin outreach to superintendents throughout the state.

6.0 Teacher Standards & Practices Commission Legislative Request

Director Rosilez reviewed TSPC's legislative request to develop a teacher candidate support fund for culturally and linguistically diverse candidates entering the teaching field. This would be a separate fund in addition to TSPC general and fee funds which support TSPC work. It is designed to assist individuals with costs associated with seeking and obtaining educator licensure. This could include coursework, licensing exams, and other costs. Rulemaking work continues to address barriers. e.g. testing bias and program changes within the TSPC agency.

7.0 EAC Communications

Lisa Morawski, Public Affairs Director for the Chief Education Office (CEdO), provided an update on EAC communications. We are meeting with communities, leaders, and educators to message EAC efforts and how we anticipate rolling out the work to teachers and leaders throughout the state. Data gathered from these meetings will be used at our October Retreat for an in-depth conversation about developing a well-articulated communication plan. A new, more user-friendly CEdO website will be launched soon, including an enhanced EAC website.

8.0 Public Comment

- *Public members wishing to provide public testimony must sign in at the meeting.*
- *There will only be one speaker from each group.*
- *Each individual speaker or group spokesperson will have three (3) minutes.*
- *The Council welcomes and appreciates public input, but due to time constraints is unable to respond directly to testimony during the meeting.*

Jeff Fish, Clackamas ESD Human Resource Director, has been in discussion with other HR Directors in Clackamas County and they are concerned with retention issues where their teachers can drive across the border to Washington for 20-25% higher starting salary. They are aware of the upcoming RFI to develop new networks for educators and are interested in the "Grow Your Own" model in their area. ESDs are in a unique position to host an educator network to support this work.

9.0 EAC Work Group Timelines

The three Work Group (WG) liaisons met to address alignment between the Work Group Plans and goals. They developed a draft document highlighting the objectives and activities to be completed by Spring 2019. The upcoming RFI for Launching New Networks will include an informational webinar. After the initial 30 days responses are in, the WG will determine if regional gaps exist and consider extending the RFI with additional outreach. This iterative process is designed to inform the Request for Proposal (RFP) which is the next step. Director Rosilez requested during the RFP development, the WG report to the EAC how it will provide differentiated technical assistance to reach all potential target stakeholders and constituents for network success; the Launching New Networks WG will add this to their Work Plan. There was consensus by the Council for this requested report to be brought forward by the WG.

10.0 Work Group Time

10.1 The work groups met simultaneously to review their work-to-date and further develop next steps.

WORKING LUNCH / Continued Work Group Time

11.0 Updates on Work Groups and Work Group Timelines

- **Supporting New Educators:** consolidated the feedback from the August listening session down to four domains and then used a vetting exercise to prioritize recommendations for the Networks. They identified high impact areas to be addressed by EAC and postponed further funding conversations until results are available to review. Hilda Rosselli announced that on November 16, they will be co-sponsoring with COSA another listening session, this time with novice administrators from a variety of locations, support levels, and experiences to further understand needed supports. They propose EAC consider, where possible, employment supports in an RFP to include preps, general assignments, induction, and professional development.
- **Launching New Networks:** They particularly want teachers who serve on this Council to review the RFI to provide feedback to ensure the RFI reflects teacher voice. They discussed beginning an informal, direct outreach by e-mail or phone to affiliates Directors are connected with when the RFI goes out in order to raise awareness and answer questions. The WG requested administrative staff maintain a list of people who are being contacted about the RFI/EAC to allow intentional outreach to all geographic areas of the state. Once data comes in we could possibly develop a live mapping tool to identify the point and reach of the networks that responded. Adjust the date of RFI release to mid-October. Advocate for stable school funding – it will be impossible to build systems that work in districts without stable school funding.
- **Fiscal Model:** In addition to separate work group time, they met with Launching New Networks WG. Determined the RFI results are crucial to further decision-making and will delay further funding conversation until results are available to review. In the interim, the Fiscal Model WG turned their attention to additional workforce data from ODE and to schedule time with the Prototyping Networks to learn more about their formation and budgetary operating resource needs.

12.0 Early Learning Update

Director Calderon – spoke to alignment of the Governor’s Children’s Cabinet work with EAC.

- **Early Childhood Workforce (pre-K to Grade 3)** There are approximately 25,000 early childhood educators across Oregon; 97% are women, 35% have a BA (Head Start requires one) but compensation is not commensurate to the degree. It is difficult to retain good teachers at these low wages and there is a current turnover of 25%.

- The current professional learning system for the Early Learning Workforce includes standards, training, assistance, and credentials and degrees.
- What policy priorities are used to support the ECE Workforce? Pathways and partnerships with higher education, supporting ongoing professional learning, and progressive standards and supports for publicly funded programs.
- Governor's Children's Agenda includes expansion of childcare for infants and toddlers living in low-income families. Expansion of preschool slots across the state for 3-4 year olds living in low-income families.

13.0 Request for Information (RFI) – Launching New Networks

13.1 ACTION ITEM: Approve Launching New Networks (RFI)

Due to multiple edits on this document articulated during the Work Group time, this action item will be moved to a phone meeting on October 8, 2018, at 4 p.m. for a vote to approve.

14.0 COSA Work Groups: Alignment with EAC Vision

Craig Hawkins and Morgan Allen from COSA shared three legislative proposals which include:

- Early Learning – expand preschool for 3-4 year olds targeted at families who are 200% or more below the poverty level.
- Social-emotional wellbeing - \$75M investment with bulk of dollars to provide additional mental health and healthcare staff.
- Education workforce development – grow and diversity K-12 educators by recruiting and retaining linguistically and culturally diverse staff. Invest \$15.8M to fund and facilitate the “Grow Your Own” program.

COSA formed three Work Groups to create draft priorities with the focus on students. These Work Groups included representatives from healthcare, early learning, higher education, community organizations, nonprofits, Governor's office, and state agencies. They want to have a finalized version in mid-October and a Senate or House committee will sponsor a bill.

15.0 Wrap Up

Next Meeting:

October Retreat:

- **October 23, 1-5 p.m.**
- **October 24, 8:30 a.m. – 3 p.m.**
- **Location: Broadway Commons**