

EDUCATOR ADVANCEMENT COUNCIL MINUTES



Wednesday, July 24, 2019

9:00 a.m. – 3:00 p.m.

Oregon Department of Veterans' Affairs Building, Grande Ronde Room, Suite 350, 700 Summer St. NE, Salem, OR

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

Attending in person: Chair Koskela, Vice-chair Grotting, Paul Andrews, Miriam Calderon, Ben Cannon, Mark Girod, Bill Graupp, Marvin Lynn, Ken Martinez, Representative McLain, Martha Richards, Tony Rosilez, Laura Scruggs, Carmen Urbina, Nick Viles, Melissa Wilk, Matt Yoshioka,

Attending by phone: Lindsey Capps, arrived in person at 12:45 p.m.

Excused: Christy Cox, Michele Oakes, Senator Roblan

Staff: Hilda Rosselli, Interim Executive Director; Cheryl Myers, Operations & Engagement Director; Debbie Green, Council Administrator

1.0 Call to Order

Chair Koskela opened the meeting at 9:10 a.m.

1.1 Roll Call

Debbie Green took roll call and determined a quorum was present.

1.2 Opening Remarks

Chair Koskela welcomed Ben Cannon as a new Standing Director. Ben provided a few comments and introduced Veronica Dujon who will act as his surrogate when he is unable to attend.

1.3 Agenda Review/Outcomes

2.0 Consent Agenda – Action Item

2.1 Agenda Approval

2.2 Approval of June 26, 2019, minutes

Martha Richards moved to approve the consent agenda as presented, seconded by Bill Graupp. The motion passes.

3.0 Reports - Information Item

3.1 Interim Executive Director Update

Hilda Rosselli reviewed the goals and immediate initiatives of the EAC. She reviewed staff engagement and upcoming meetings with a request for Directors to keep staff informed when they present on behalf of the EAC. Staff have sent EAC director vacancy seat information to over 2500 educator and community groups in order to solicit applications for the two open seats (K12 educator; Community-based organization). Information is also posted on our website [here](#). Directors have been asked to share information with their networks in order to spread the request. We are specifically looking for representation from coastal and eastern areas of the state. Directors were provided with the 2019 [Educator Equity Report](#) and a brief summary of report highlights were reviewed.

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 (503)373-0053 at least 48 hours in advance. To subscribe to meeting notices please register [here](#) or www.oregon.gov/eac to also find upcoming meetings and prior meeting materials.

4.0 Request for Applications Update - Discussion Item

Hilda Rosselli reviewed there have been 42 distinct entities who downloaded the EAC Request for Applications for Educator Networks. Additional entities who already have ORPIN credentials may have also downloaded the RFA. Answers to commonly asked RFA questions have been posted to the EAC website [here](#). A scoring pool of 29 individuals have been identified to do a first read of proposals on July 29, 2019. On August 1 notices of proposals deemed by the ODE Procurement office as meeting qualification criteria will be released. There will be a scorer training webinar on August 2 at 1 p.m. directors may choose to participate in. We estimate scorer ratings on RFA (request for application) will be completed by Tuesday, August 20, 2019.

5.0 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.*

No public comment.

6.0 Working Groups

- Technical Assistance RFP Draft
- REN Metrics & Outcomes
- REN Plans

Directors participated in breakout sessions for the three working groups on Technical Assistance, REN plans and REN Metrics/Outcomes; directors previously indicated their preferences for which working group to participate in and then staff balanced out the groups. Groups will summarize their discussion to before the Council at 11:30 a.m.

Ben Cannon left at 10:30 a.m. and Veronica Dujon joined us as his surrogate
Nick Viles arrived at 10:45

11:30 Report out

Technical Assistance (TA)

- Recommend 2-year contract with mid-point performance requirements in year 1;
- Pre-application webinar for RFP
- One or multiple providers – depends on provider
- Use resources at EAC and ODE to add potential TA for regions
- Draft 2-year plan of what the work will look like
- Time-line process; Issue RFP in early August, on August 2, 2019, at 1 p.m. keep open for 4 weeks, staff will get legal direction from DOJ regarding scoring to define potential conflicts of interest
- Goal is to have TA starting at the same time as capacity grants
- Ad Hoc committee in the month of September (digital work)
- Directors identified to participate on Ad Hoc committee if approved by Department of Justice (DOJ)

REN Plans (to include)

- Creating a draft template REN plan for consistency and clarification to show the process is set up as a structure, engages improvement process emphasizing equity, and identifies priorities.
- Initial request for money to implement plans and a way to measure outcomes.
- How does REN plan ensure it provides and maintains 51% educator voice?

- Alignment issues – early learning to higher education (engage REN in discussing how it will be inclusive of these voices; alignment across continuum of educator)
- Robust discussion on equity
- Ad Hoc committee will be developed
- How do we ensure RENs understand the nature of the work – systems change, continuous improvement?

REN Metrics & Outcomes

- Provide a user friendly template which doesn't ask for reporting information we already have statewide
- Request detail of participants
- Request a narrative with limited characters
- Three possible templates to develop (January, May, July)
- Areas to include in template:
 - problems of practice
 - desired outcomes
 - number of people involved
 - financial spending status
 - structure of committee
- Local and statewide survey
- Are we meeting statewide goals?
- Survey to coordinating bodies of each region to get direct feedback. Satisfaction, voice, etc.

LUNCH

7.0 Governor's Office Report/Legislative Update

Lindsey Capps has been appointed as the Ex-officio member from the Governor's Office to the EAC. As the Governor's education policy advisor, his role as an Ex-officio director is to keep the Governor apprised of the work of the Council, represent her through regular engagement with the Council, and to provide oversight, direction and guidance on the Governor's behalf. One of Governor's priorities is growing the diversity and cultural responsiveness of Oregon's educator workforce. The legislature has charged education agencies through HB 3427 to grow their diversity of the educator workforce. Education Agency directors have met to determine next steps in empowering the EAC in their role to grow the diversity of the educator workforce ([HB 3427](#) / [SB 182](#)). A group of agency staff could report back to the Council in September. Part of their discussion in meeting the legislature charge for the Student Success Act could include providing research, reports, convening's, and identifying existing partnerships and programs around the state for EAC to use in informing their work and goals. Additionally, they can help in developing proposals for how dollars would be invested from a systems approach with the Regional Educator Networks beginning this fall. EAC can be a natural venue for necessary policy evaluation and additional legislative requests.

Representative McLain – both the Legislature and Governor's office believe EAC is the central work that develops a more supportive way to get behind our educators from recruitment through the continuum. We want the EAC to have this key work and support you with the right partners. The Legislature is asking for a report back on the EAC in February – to ensure funds that have been allotted now and in the future are at the right amount. Working groups today included information about how to gather information for the Legislature that would allow this work to move forward. They believe in the concept of why EAC was created; to trust in the wisdom of teachers – not a top down model, but a model to assist, provide

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 (503)373-0053 at least 48 hours in advance. To subscribe to meeting notices please register [here](#) or www.oregon.gov/eac to also find upcoming meetings and prior meeting materials.

leadership, and technical assistance support. This is a systems approach which will take some time. Our responsibility is to continuously improve the system process and ability to give the right resources at the right time, review outcomes and have complete transparency. We have 28 new sources of money with Student Success Act. In order to provide the best use of dollars that are not redundant or competing programs with same outcome, ODE is reviewing this information. EAC can look at all areas of professional development and see where we can do a better job integrating both SB 182 and HB 3427.

8.0 EAC Self-Assessment and Reflection – Discussion Item

This item has been moved to a later meeting due to time.

Colt Gill arrived at 1 p.m.

9.0 EAC Executive Director Search Update - Information

Colt Gill, Director at ODE and Krista Campbell, HR Director at ODE along with the EAC Executive Committee reviewed their tasks from the last EAC meeting to:

- realign the timeline based on EACs decision to delay the hiring process,
- propose a hiring process for EAC consideration; and
- develop a process for refining a set of Executive Director attributes for EAC consideration.

Administrative Agent recommendation is that no more than one EAC member on any interview panel in order to comply with Oregon's Public Meeting Laws.

- Entrust the process of hiring the Executive Committee to the administrative agent who will allow one director to participate on each hiring panel. This will enable us to move forward on the currently proposed timeline.
- Develop consensus on desired attributes. This information will be used by the hiring committee to select a permanent position.
- Multiple additional proposals were recommended and asked about the legal ramifications of in complying with Public Meetings Law.

Matt Yoshioka moved to recommend we trust the hiring process of a permanent Executive Director to ODE which includes the EAC Executive Committee formed to advise ODE on this process. A request was made to include as many directors as possible in the process as allowed by Public Meeting Law, seconded by Mark Girod. Discussion. Motion passes.

Paul Andrews reminded us to seek additional language from legislators to allow for EAC engagement of the hiring process in Executive Session.

Krista Campbell reviewed the proposed EAC Executive Director Attributes. These attributes will be included in the job announcement and directors participated in an activity to further refine and determine what to add or edit from the proposed list.

10.0 Wrap Up

The next meeting, currently scheduled for August 21, has been changed to Friday, August 23 from 9 a.m. – 1 p.m. in order to have a quorum present.

Adjourn at 3:15 p.m.