

Educator Advancement Council**Standing Directors Meeting**

August 6, 2020

9am – 10:00am

By phone: +16699006833,,81350576302#

Vision: Oregon educators across the state are supported in engaging and teaching every child to help them realize their dreams.

Mission: We empower, support and diversify Oregon's educator workforce through local, educator-led networks and statewide resources to provide the quality teaching and learning Oregonians desire.

9:00	1.0 Call to Order	Chair Koskela Elizabeth Castillo-Lopez Chair Koskela
	1.1 Roll Call	
	1.2 Agenda Review	
9:10	2.0 Membership Subcommittee Recommendations	Daniel Ramirez
9:30	3.0 Diversifying Oregon's Pathways in Education (DOPE) Adjustments	Daniel Ramirez
10:00	4.0 Adjourn	Chair Koskela



Educator Advancement Council

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‘The simple truth is that this disease is causing suffering and inequity across the world, to people’s bodies, their livelihoods, their spirits and emotional well-being. Furthermore, we are only as strong as the most vulnerable person in our community, so now, more than ever, it is imperative for us to decolonize from individualism and reconnect with ways of community care.’ - Jade Begay

Membership Applications

Position	#	BIPOC	County
Middle School Teacher	1	0	Washington
High School Teacher	1	1	Lane
K12 Educator	3	1	Clackamas; Deschutes; Jefferson
K12 Administrator	7	3	Deschutes, Benton, Lane, Malheur, Washington, Multnomah
Educator Service District	2	0	Harney, Wasco
Non-Profit Organization	5	3	Multnomah (4) , Douglas
Early Learning Provider	1	1	Multnomah
Community Based Organization	3	3	Multnomah (2), Malheur



Application

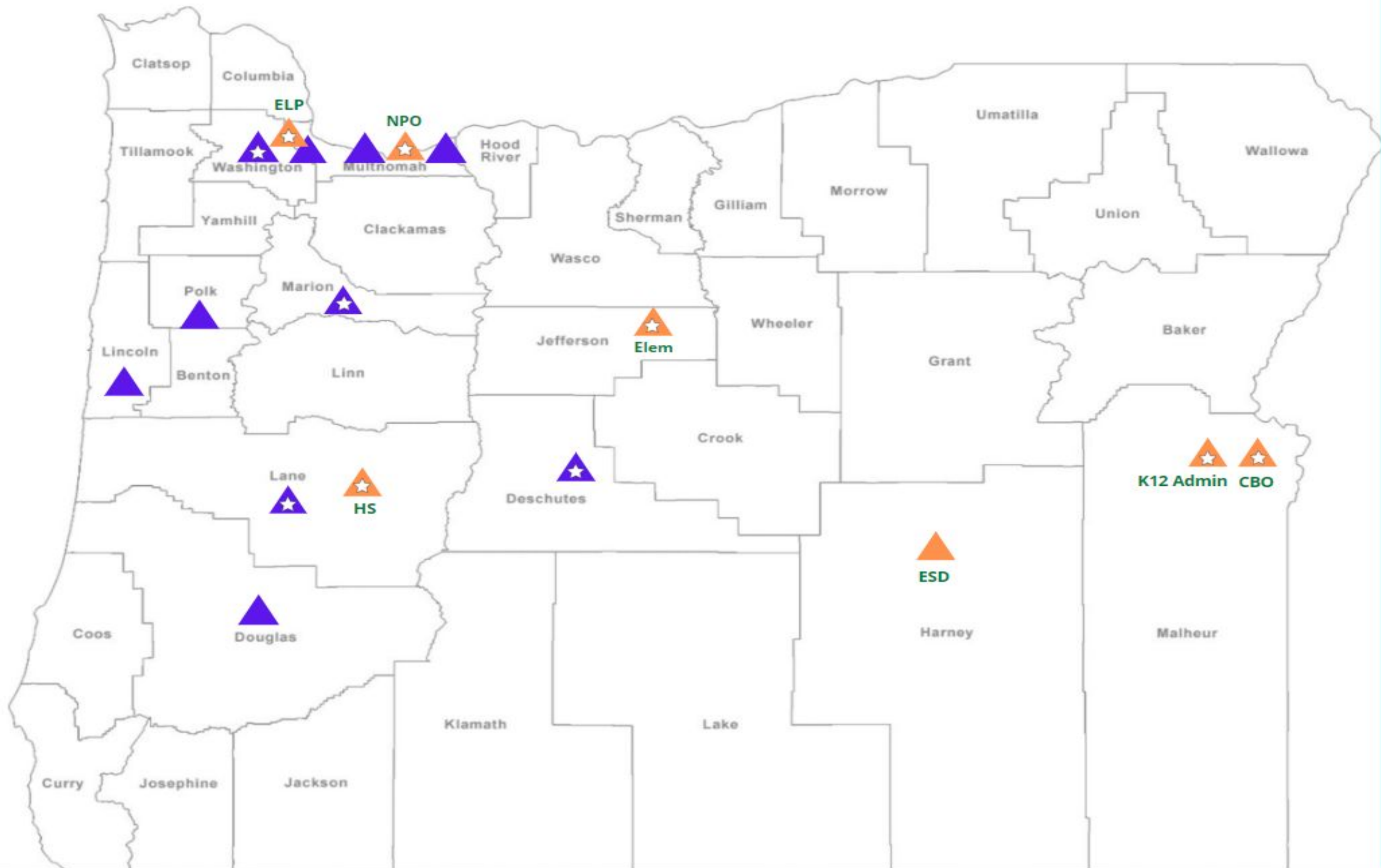
- 1. Personal statement**
- 2. Organizational support**
- 3. Individual support**

Criteria

- 1. Will their background complement the current work of the EAC**
- 2. Is their rationale for wanting to serve align with the EAC charge**
- 3. Does their application reflect a commitment to an anti-racist agenda, diversity/equity/inclusion, and/or diversifying the educator workforce**
- 4. Commitment to, experience with collaboration in a change environment both a retrospective and introspective engagement with others**

RECOMMENDATIONS

Position	Name	County
Middle School Teacher	none	n/a
High School Teacher	Lean Dunbar	Lane
K12 Educator	Ardis Clark	Jefferson
K12 Administrator	Lisa Longoria	Malhuer
Educator Service District	Shannon Criss	Harney
Non-Profit Organization	Michelle Cardenas	Multnomah
Early Learning Provider	Elena Barreto	Washington
Community Based Organization	Roberto Gamboa	Malheur



VOTE

Position	Name	County
Middle School Teacher	none	none
High School Teacher	Lean Dunbar	Lane
K12 Educator	Ardis Clark	Jefferson
K12 Administrator	Lisa Longoria	Malhuer
Educator Service District	Shannon Criss	Harney
Non-Profit Organization	Michelle Cardenas	Multnomah
Early Learning Provider	Elena Barrato	Washington
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Tier 3: Systemic Reform

- Create and Run a BIPoC Network for Oregon Educators
- Create and Run a Racial Justice Fellowship

Create and Run a BIPoC Network for Oregon Educators:

- Piloted network specifically for BIPoC educators - 200 BIPoC participated
- A series of full and half day sessions for BIPoC educators to connect, align and amplify culturally sustaining pedagogical approaches, and support innovative instruction.

Create and Run a Racial Justice Fellowship:

- Support and funding for 30 BIPoC Fellows
- Deep racial justice, leadership, and project development/implementation
- Propose collaborative projects to create more racially affirming educational spaces

VOTE

Tier 3: Systemic Reform

- Create and Run a BIPOC Network for Oregon Educators
- Create and Run a Racial Justice Fellowship

Create and Run a BIPOC Network for Oregon Educators:

- Piloted network specifically for BIPOC educators - 200 BIPOC participated
- Need ongoing, racially affirming support
- Align and amplify culturally sustaining pedagogical approaches, innovative design, and continuous improvement

Create and Run a Racial Justice Fellowship:

- Support and funding for 30 BIPOC Fellows
- Deep racial justice, leadership, and project development/implementation
- Propose collaborative projects to create more racially affirming educational spaces

Diversifying Oregon's Pathways in Education

Tier 3: Systemic Reform

Previous Proposal

Focused communities of practice (CoP) engaged in professional learning for culturally sustaining pedagogy can address and prevent the harm of the existing structural racism and cultural marginalization in Oregon's K20 schools. More specifically, these CoPs can identify, support and create optimal working conditions. The EAC, in accordance with Section 48 of the Student Success Act, will develop and invest in a system for mentorship, coaching and professional learning between EPPs and K12 systems. The investment in the Oregon CoP framework follows a nested model in which (a) EPP and K12 leadership (deans, administrators and teacher leaders) will receive two-to-one mentoring, (b) Leaders will engage in professional learning on race equity and culturally sustaining pedagogy, and (c) the staff and personnel at the EPP and K12 sites will also receive/have access to the race, equity and culturally sustaining pedagogy professional learning for their community-based needs and strengths.

Proposed change

Because of the COVID-19 pandemic there has been an inordinate amount of pressure and work placed on administrators to design and implement a new model for education in Oregon. At the same time we recognize that many educators feel under-supported as they navigate the dynamic and complex transition to new models of education. These feelings are exacerbated for BIPOC educators who -in addition to the pandemic - often shoulder the additional work of navigating racially un-affirming environments, supporting BIPOC students and families, and reckon with the disproportionate impact of COVID-19 on their own communities. As a result of this shifting need, the EAC has proposed to create a Racial Justice Institute aimed at achieving culturally and racially affirming environments across our educator preparation continuum.

Although the Racial Justice Institute has a broader and more permanent vision related to the educator workforce in Oregon, the initial focus of the institute will be to create and facilitate communities of practice (CoP) for Black, Indigenous, and educators of color and create a Racial Justice Fellowship. Both of which aim to address and prevent the harm of the existing structural racism and cultural marginalization in Oregon's K-12 Schools, which are especially pertinent during times of constrained resources. This in particular creates a mechanism for the retention of BIPOC teachers.

The Racial Justice Institute is a statewide endeavor that is designed and implemented by the EAC staff (distinct and separate, but aligned with the Regional Educator Networks) that will initially focus on the following key actions during its inaugural year.

Phase 1

- **Create and Run a BIPOC Network for Oregon Educators:** The EAC piloted an initial network specifically for BIPOC educators during the month of March and April with overwhelming engagement and positive responses. Within 48 hours the EAC had 200 BIPOC educators signed up to participate. It was evident during these sessions that BIPOC educators need ongoing, racially affirming support. The Racial Justice Institute will be positioned to offer these spaces. Additionally, these sessions will align and amplify culturally sustaining pedagogical approaches, innovative design, and continuous improvement.

- **Create and Run a Racial Justice Fellowship:** The institute will also create and sustain Racial Justice Fellowship for educators in Oregon. The Racial Justice Fellowship will provide the support and funding for a group of 30 BIPOC educators to engage in deep racial justice learning, leadership and project development coaching, and propose collaborative projects to create more racially affirming educational spaces.

Adjusted Budget:

PROJECT EXPENSES		Racial Justice Institute	
		Project Year 1	Total Project Expenses
Project Personnel Expenses	Rational		
Facilitation of BIPOC Network (~600 persons)	5 Facilitators at no more than \$5000 for four full days	\$100,000.00	\$100,000.00
Facilitation of BIPOC Network	5 facilitators at no more than \$2500 for four half days.	\$50,000.00	\$50,000.00
Stipends for Racial Justice Fellowship	Each of the 25 fellows will receive a \$20,000 stipend to engage in deep antiracist and leadership work and collaboratively implement projects aimed at creating racially affirming environments.	\$500,000.00	\$500,000.00
Facilitation for Racial Justice Fellowship	Two facilitators at 8 half days at \$2500; one full day for two facilitators at \$5000; three coaching sessions for 25 fellows at \$200 dollars per coaching session.	\$80,000.00	\$80,000.00
Subtotal Personnel Expenses		\$680,000.00	\$680,000.00
Non-Personnel Expenses			
Substitutes@600 Educators Full Day	The cost of providing substitutes to any building teacher-leaders or administrators will be	\$564,000.00	\$564,000.00

	covered, not to exceed \$235 per day.		
Substitutes@600 Educators Half Day	The cost of providing substitutes to any building teacher-leaders or administrators will be covered, not to exceed \$235 per day.	\$282,000.00	\$282,000.00
Funding for Racial Justice Equity Projects	The amount given to each Racial Equity Fellow to engage in a project aimed at creating racially affirming environments in their context.	\$300,000.00	\$300,000.00
Communication, supplies, and unexpected costs		\$120,760.00	\$120,760.00
Subtotal Non-Personnel Expenses		\$1,266,760.00	\$1,266,760.00
TOTAL PROJECT EXPENSES		\$1,946,760.00	\$1,946,760.00