

# Diverse Educator Pathway Program

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# Hillsboro School District Diverse Educator Pathway Program



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**Scan** 



# What We Will Cover

1. **What We Know**
2. **What We Have Done**
3. **What We are Building**
4. **How You can Start**
5. **Q&A**





# HILLSBORO SD SCHOLARS

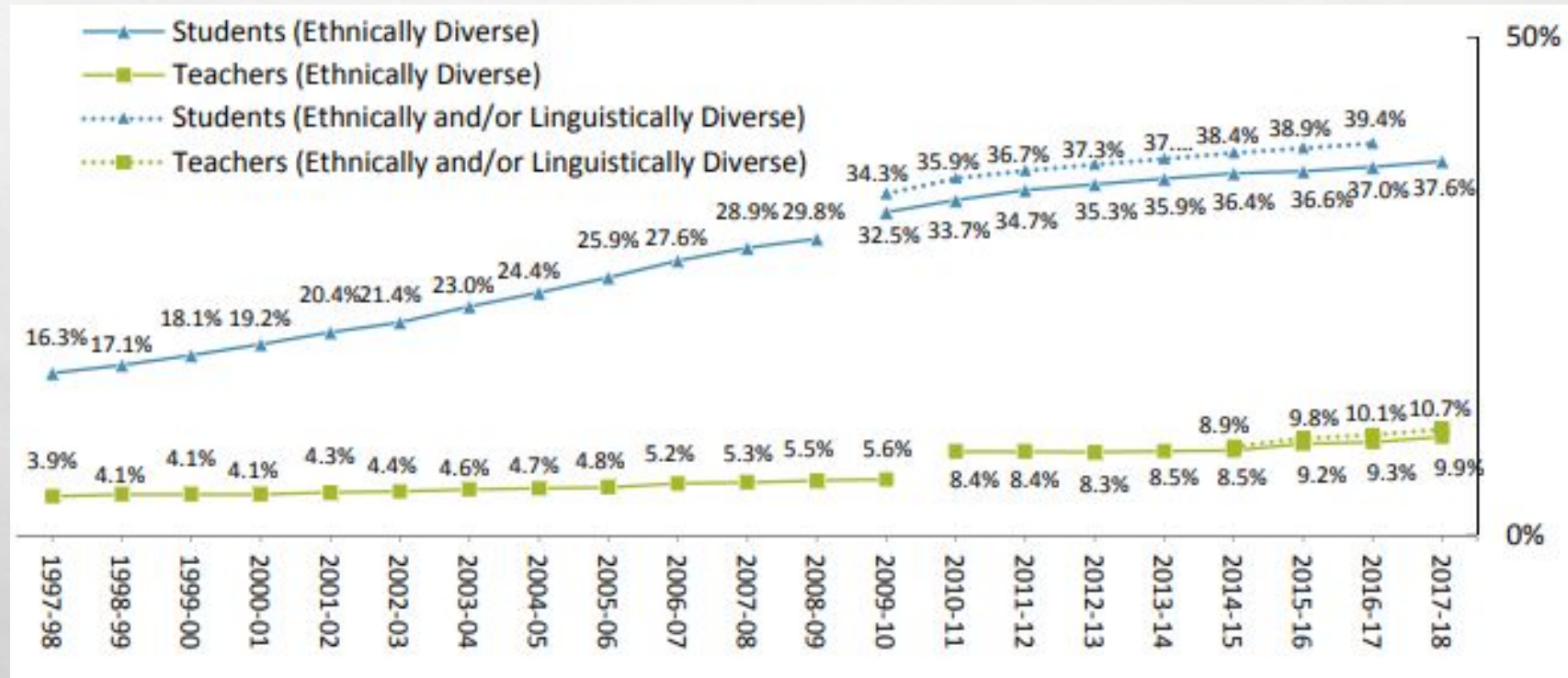
## Snap-shot

- **History of WOU Scholars at HSD**
- **Entering 9<sup>th</sup> Year of program**
- **First Cohort Spring 2015**
- **First Cohort Hired Fall 2020**



# What we know

**Oregon's teaching workforce is over 90% white, while the student population is increasingly racially diverse. In Washington County over 50% of students are students of color.**



Sources: Fall Membership and Staff Position Collections

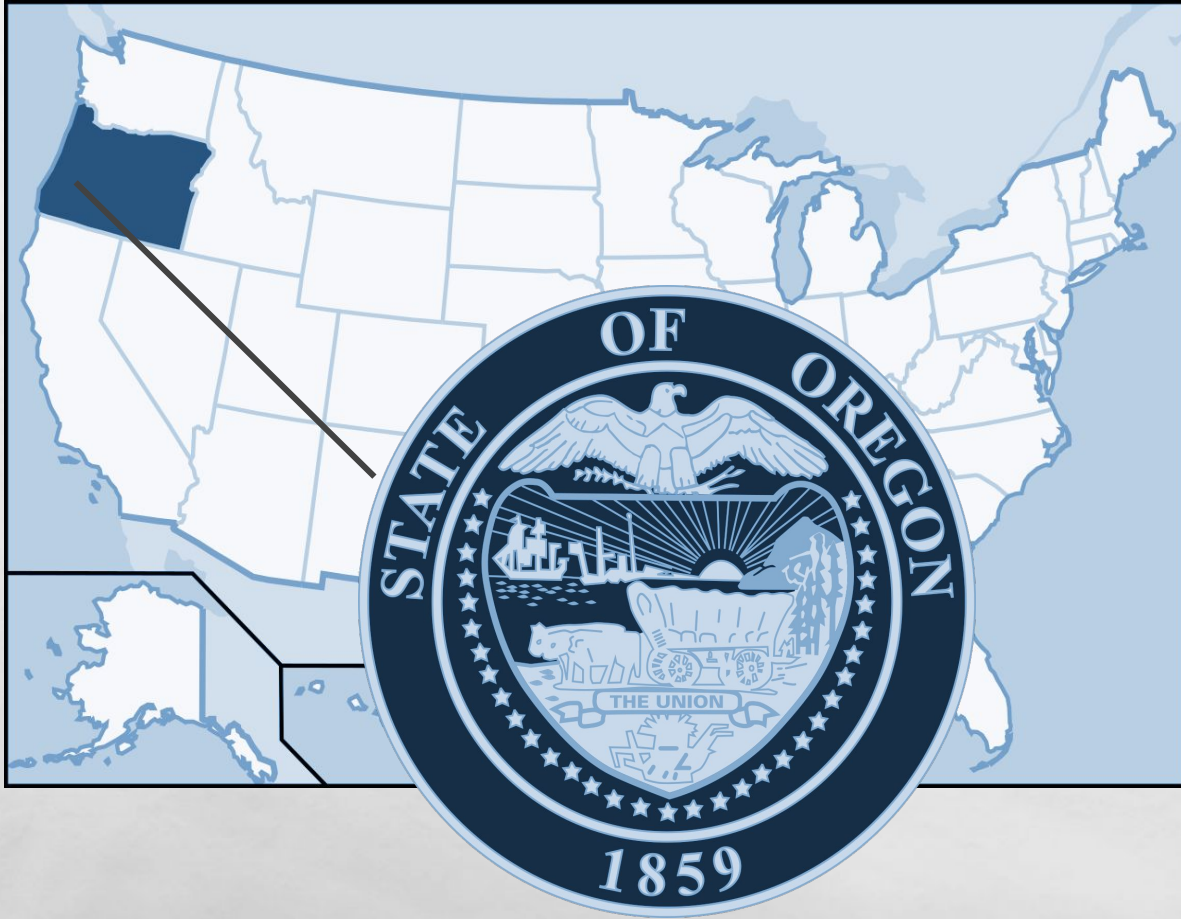
Note that in 2009-10 for students, and 2010-11 for teachers, the guidelines for reporting race/ethnicity changed – see the Federal Race and Ethnicity Reporting Assistance Manual for details. These data may not be comparable to prior years



# Washington County

School District	2016-17 Total Enrollment	Percent White and Non-Hispanic Students	Percent Students of Color	Percent Teachers of Color	Percent Admin of Color
Beaverton SD	40806	49%	51%	12%	18%
Forest Grove	6219	42%	58%	26%	33%
Hillsboro SD	20686	47%	53%	12%	30%
Tigard-Tualatin	12808	58%	42%	11%	19%

# Statewide Opportunities



State funding to  
support diverse  
educator pathways

Educator  
Advancement  
Council to form  
Regional Educator  
Networks

# TRANSITION TO WASHINGTON COUNTY





# Stop and Reflect



1. ¿Cómo podemos aumentar la conciencia sobre el trabajo del programa Grow Your Own (GYO) en las estructuras de comunicación de su comunidad?/How can we increase awareness around GYO work in your community's communication structures?
2. ¿Qué conocimientos tiene sobre la demografía de su comunidad? ¿Podría su distrito brindar apoyo para que los jóvenes y adultos puedan estar preparados para los caminos en el área de la educación? Si no es así, ¿qué acciones deben llevarse a cabo?/What do you know about the demographics in your community? Could your district provide support so that youth and adults can be prepared for educator pathways? If no, what action steps need to take place?

# Framework: Diverse Educator Pathway Program



- **Commitment:**
  - **Program coordination**
  - **Employe students over the summer while in college**
  - **Hire students upon successful completion of program**
- **6 district steering committee**
- **Formed Steering Committee, Mariana Zaragoza started in November**



# Scholars Process:

**Apply to:**

**\*Postsecondary Options**

**\*FAFSA/ORSAA**

**\*Apply for SCHOLARS**

**\*OSAC WOU SCHOLARS**

**\* SCHOLARSHIPS**

**\* INTERVIEW IN FEBRUARY**

**\*SELECT MARCH & AID PACKAGE**

**\*INTERNSHIP IN SUMMER**

**\*START END OF SEPTEMBER**

**\*YEARLY VISIT IN WINTER BY SCHOOL DISTRICTS**



# Costs & Credits

## Participating School Districts

- Beaverton
- Hillsboro
- Tigard-Tualatin
- Forest Grove
- Sherwood



## Educator Pathways

	COMMUNITY COLLEGE PATHWAY		WESTERN OREGON UNIVERSITY
Major	→ Oregon Transfer Model (1-2 yrs.) Elementary Licensure	Major	→ Elementary, Middle, High School Licensure
Scholarships	→ Oregon Promise (2.5 GPA) <a href="https://oregonstudentaid.gov/oregon-promise.aspx?lang=es">https://oregonstudentaid.gov/oregon-promise.aspx?lang=es</a>	Scholarships	→ Bilingual Teacher Scholars Program <a href="https://oregonstudentaid.gov/oregon-promise.aspx?lang=es">https://oregonstudentaid.gov/oregon-promise.aspx?lang=es</a>
Paid District Summer Internship	→ Pays up to \$3,000/per summer/student	Paid District Summer Internship	→ Pays up to \$3,000/per summer/student

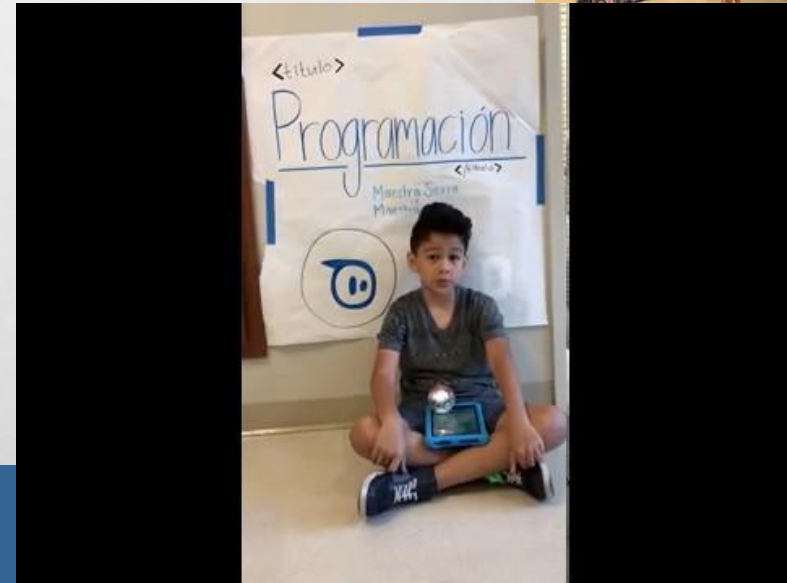
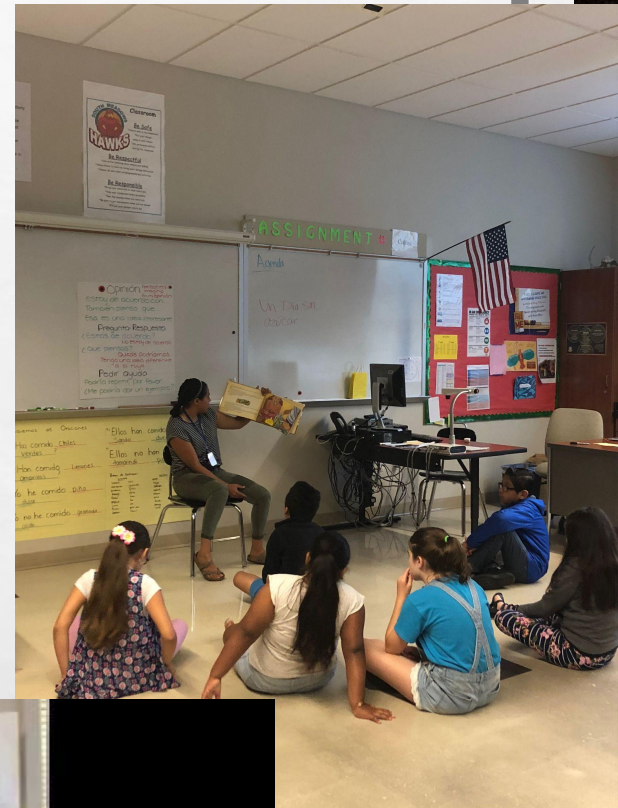


# Summer School Internship

- **Lesson Plans**
- **Family Outreach and Partnership**
- **Teaching Experience and Mentoring**
- **Feedback and PD- Coaching**
- **Financial Support**
- **Scholars are Role Models**

## Recent Changes

- **Added another visit to build community**
- **Reciprocal Mentorship and Tutoring**
- **Hired a full time In-district BTP Connector**



# Commitment of Students



- **Agree to interview and “return” to my home district upon successful completion of the program.**



# Partnerships and Funding (More is Needed)!



- **Seeking out and cultivating additional scholarship opportunities for youth who are not DACA recipients.**
- **Spots are limited based on funding.**

# Student Support

- **Active recruitment**

- **1:1 support in application and scholarship process**



- **Summer Internship and PD**

- **Monthly check-ins while in College**



# Stop and Reflect



3. ¿Qué componentes del marco del programa GYO le llaman la atención?/What components of the GYO framework resonate with you?
4. ¿Qué componentes del marco del programa GYO no están claros o son confusos? Si usted está pensando «*no entiendo*», dialogue con su grupo./What components of the GYO framework are unclear or confusing? If you're saying "*I don't get it*," discuss that with your table group.

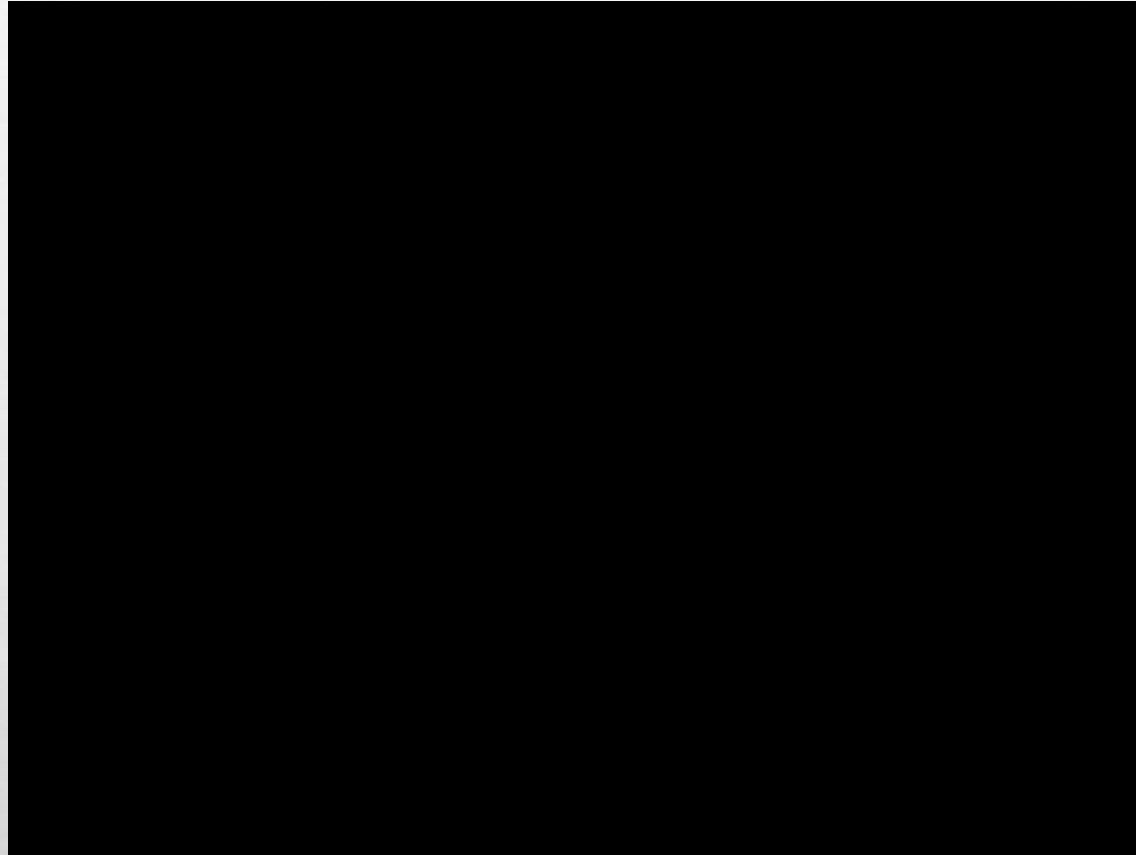
# OPPORTUNITIES FOR GROWTH

- **Specialist STAFF**
- **EARNING HIGH SCHOOL CREDIT**





# A word from our scholars:



# Stop and Reflect



5. ¿Cuál es su próximo paso para poder avanzar tomando en cuenta esta información?/What is your next step taking this information back to move it forward?



# Questions? Contact us!



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