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## 2019 Legislative Agenda • COSA

### HB 2742 - Growing and Diversifying Oregon's PreK-12 Workforce

#### SUMMARY

**HB 2742 will grow and diversify the K-12 licensed and Pre-K educator workforce by expanding "Grow Your Own" educator pipeline programs that remove financial barriers for the next generation of educators and emphasize recruiting staff of color and bilingual staff.**

#### THE CHALLENGE

Oregon's preK-12 education workforce is heading for a crisis on two major fronts. On one front, school districts and early education providers are experiencing significant difficulties in finding qualified applicants to fill open positions in schools. Nearly thirty percent of the current education workforce is eligible to retire, and the number of students enrolled in teacher preparation programs in Oregon has decreased significantly in recent years. On the other front, Oregon's current education workforce does not reflect the cultural and linguistic diversity of our student population. Research has clearly shown that teachers of color can improve social and academic outcomes for all students.

#### THE SOLUTION

Districts across Oregon already have successful "Grow Your Own" programs in partnership with institutions of higher education, early learning providers, and community-based organizations. These programs help to cultivate the next generation of educators and fill gaps in local districts' workforce needs by supporting individuals on pathways to employment in pre-K and K-12 education, but they need to be able to prepare far more educators. By investing in the expansion of "Grow Your Own" programs across the state, we can remove financial obstacles for teacher candidates and create an education workforce that is reflective of the students that we serve.

#### POLICY AND FUNDING RECOMMENDATIONS

HB 2742 will invest \$16.7 million in 2019-21 to facilitate the expansion of "Grow Your Own" educator pathway programs by creating the "Next Generation Educator Recruitment and Development Account." This fund will exist as a grant-in-aid program managed by the Oregon Department Education; grants will be distributed to school districts that partner with colleges and universities to grow and diversify their local education workforces. Funded programs are required to: a) recruit culturally and linguistically diverse candidates, b) provide culturally responsive mentoring, c) offer meaningful pre-service training on cultural competency and the social and emotional needs of students, d) demonstrate transferability of credits to all participating institutions, e) have culturally competent hiring practices, and f) secure a service commitment of at least two years from participants.

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