

# Goal 7 of the EL Strategic Plan: Where we are and where do we want to be?

2014 State English Learners Alliance Conference

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# Adoption of an Oregon Equity Lens

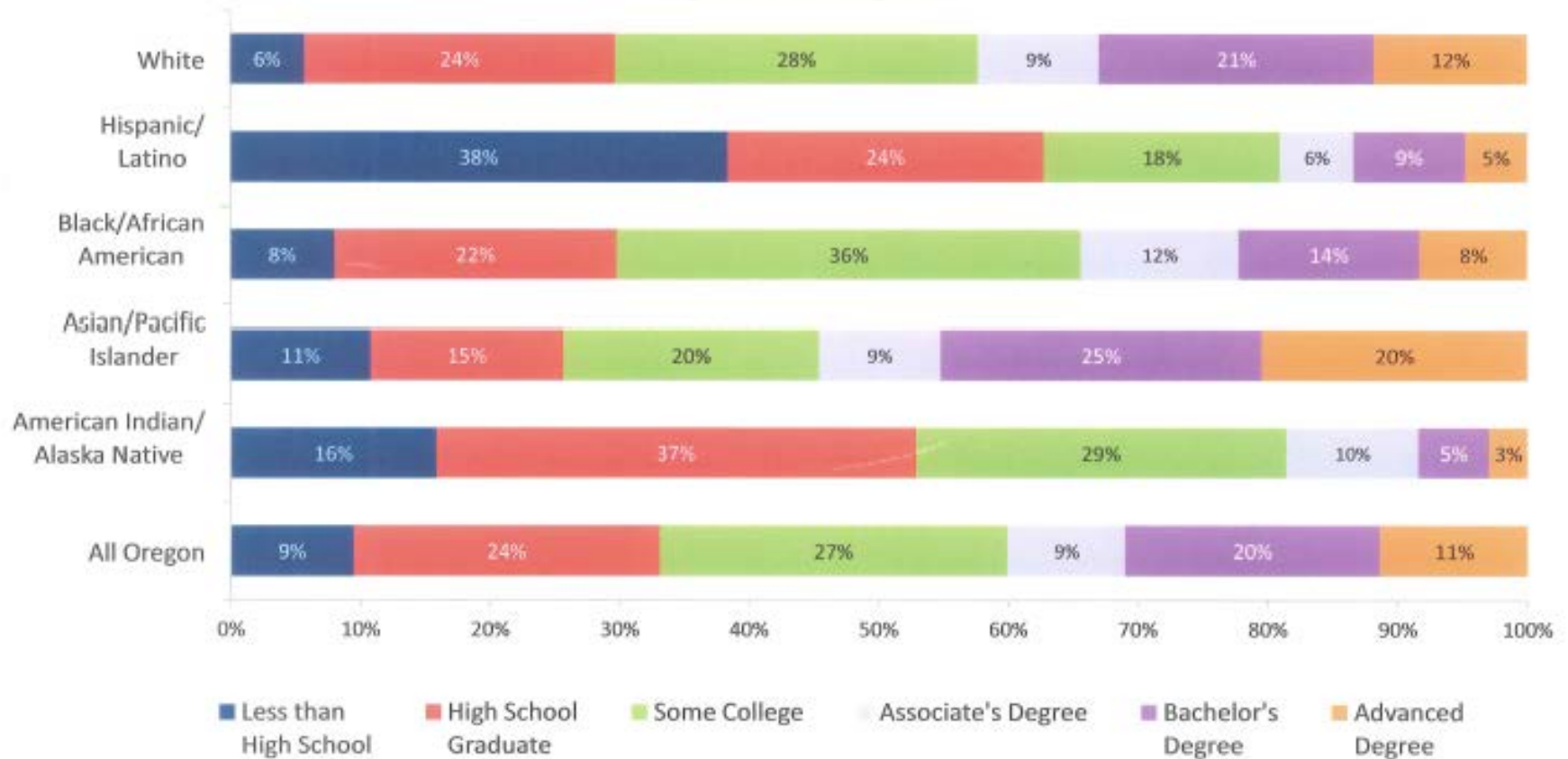
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- We believe that speaking a language other than English is an asset and that our education system must celebrate and enhance this ability alongside appropriate and culturally responsive support for English as a second language.

# Educational Attainment: Race/Ethnicity

Highest Level of Educational Attainment in Oregon by Race/Ethnicity  
Ages 25 through 64

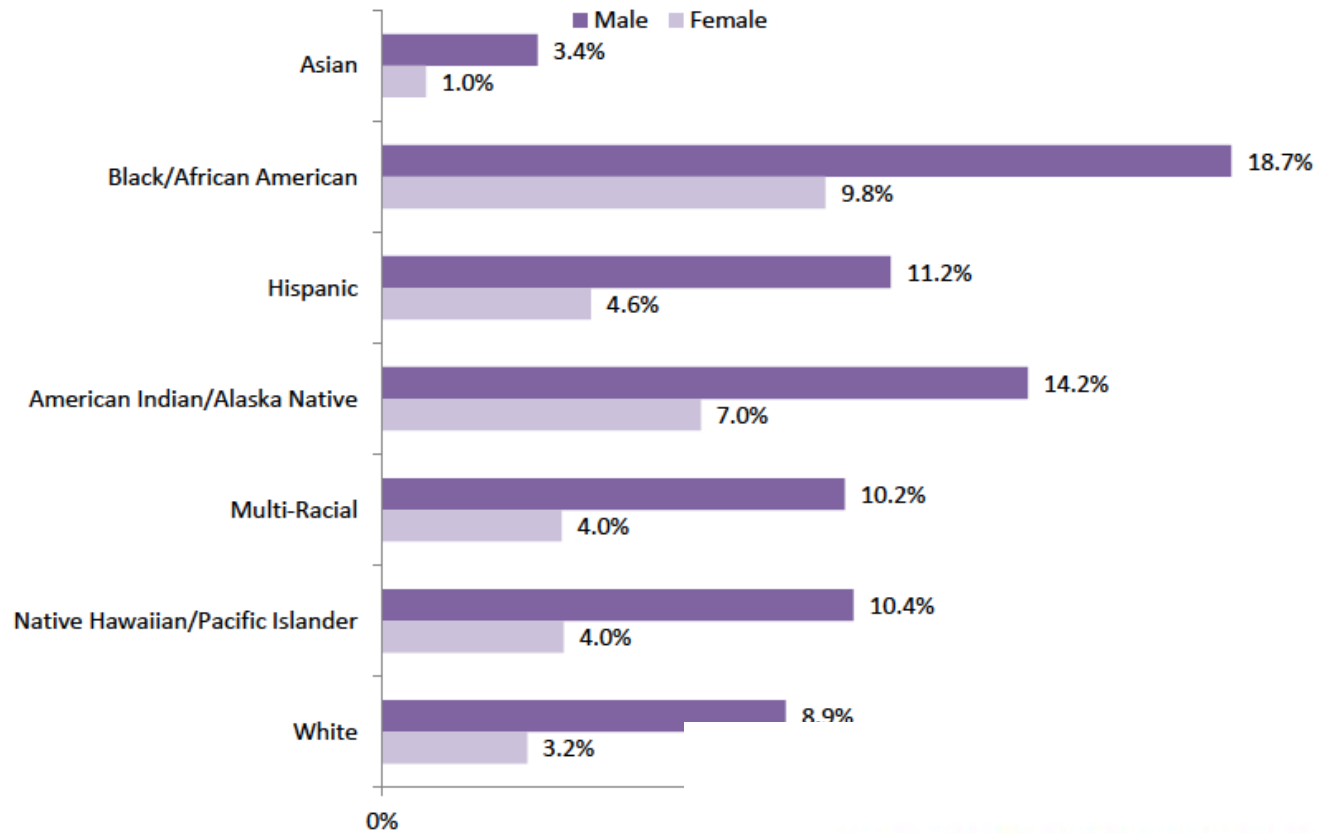


Source: US Census, American Community Survey 2012

# Discipline Disparities

## Discipline Incidents by Gender and Race/Ethnicity

Percent of Students enrolled on May 1, 2013 with One or More Suspensions or Expulsions in the 2012-13 School Year



**Goal 7 – Oregon provides support to provide all educators with the knowledge and skills they need in their positions to better serve English Language Learners.**



# Objectives

**1a.** All new initial licensed teachers prepared in Oregon acquire basic knowledge regarding English Learners and language acquisition that helps them provide students access to academic content regardless of language skills of teacher or students.

**1b.** All new initial licensed administrators prepared in Oregon acquire basic knowledge regarding English Learners and language acquisition that helps them provide students access to academic content regardless of language skills of teacher or students.

# Objectives

- 2.** All existing teachers and administrators employed in Oregon acquire knowledge and strategies regarding English Learners and language acquisition helping them provide students access to academic content regardless of language skills of teacher or students.
- 3.** Oregon increases the number of licensed bilingual teachers available to work in schools.
- 4.** Oregon offers TSPC approved preparation for prospective and current educators focused on Dual Language education.

# Measures of Success for the Plan



- Oregon has more “linguistically” and “culturally” aware (trained) general education teachers and administrators.
- More currently employed educators pursue ESOL endorsement for licensure renewal.
- Oregon’s supply of licensed bilingual teachers increases and better reflects Oregon’s changing demographics.
- More bilingual educators pursue ESOL endorsement.
- Districts implementing dual language classrooms have a supply of skilled educators to implement programs.



# Changes at TSPC

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## Teacher Standards and Practices Commission

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### Current News



For information concerning future Commission meetings [click here](#).

Due to budget and staffing reductions, starting April 1, the Commission will no longer mail out printed paper licenses, and will be reducing the amount of "out-going" paper mail as much as we possibly can. Licensure information will be posted on the Web.

Effective April 2013, the Commission no longer mails out printed paper licenses and paper letters. Licensure information will be posted on the Web. Find your personal information under Educator Look Up.

### Online Services

Educators

School / District / ESD

College / University

General

Test Services

### For Specific Audiences

Renewal and Upgrade Instructions

Professional Development

TSPC IS GOING PAPERLESS

Out of State Applicants

### General Information

#### Status of Applications:

We are currently processing applications received on **11/1/2013**. If you filed a complete application before this date, please email us at [contact.tspc@state.or.us](mailto:contact.tspc@state.or.us)

Once your application has been processed you will receive an EMAIL notification. Licenses are no longer printed and mailed.

#### Status of Email Responses:

# Steps Towards Progress

- *TSPC supports the integration of stronger preparation standards and skill sets to work with second language p-12 students for all educators including teachers, administrators, licensed personnel service educators and higher education faculty teaching in TSPC-approved licensure programs;*

# Steps Towards Progress

- *Following adoption of the standards, all educator preparation programs will submit a report to the Commission of how they are implementing the ELL standards into their programs, the assessments for these proficiencies; and how they are providing professional development for their higher education faculty in each area of the proficiencies to the Commission by no later than December 31, 2015.*

# ELL Knowledge, Skills, Abilities and Dispositions Adopted by TSPC

- A) Language: Candidates, and higher education faculty know, understand, and use the major concepts, theories, and research related to the nature and acquisition of language to construct learning environments that support English Language Learners (ELL) and bilingual students' language and literacy development and content area achievement.

# ELL Knowledge, Skills, Abilities and Dispositions Adopted by TSPC

- (B) Culture: Candidates, and higher education faculty know and understand the major concepts, principles, theories, and research related to the nature and role of culture and cultural groups to construct learning environments that support ELL students' cultural identities, language and literacy development, and content area achievement .

# ELL Knowledge, Skills, Abilities and Dispositions Adopted by TSPC

- (C) Planning, Implementing, and Managing Instruction: Candidates and higher education faculty know and understand the use of standards-based practices and strategies related to planning, implementing, and managing ESL and content instruction, including classroom organization, teaching strategies for developing and integrating language skills, and choosing and adapting classroom resources.

# ELL Knowledge, Skills, Abilities and Dispositions Adopted by TSPC

- (D) Assessment: Candidates and higher education faculty understand issues of assessment and use standards-based assessment measures with ELL and bilingual learners of all ages

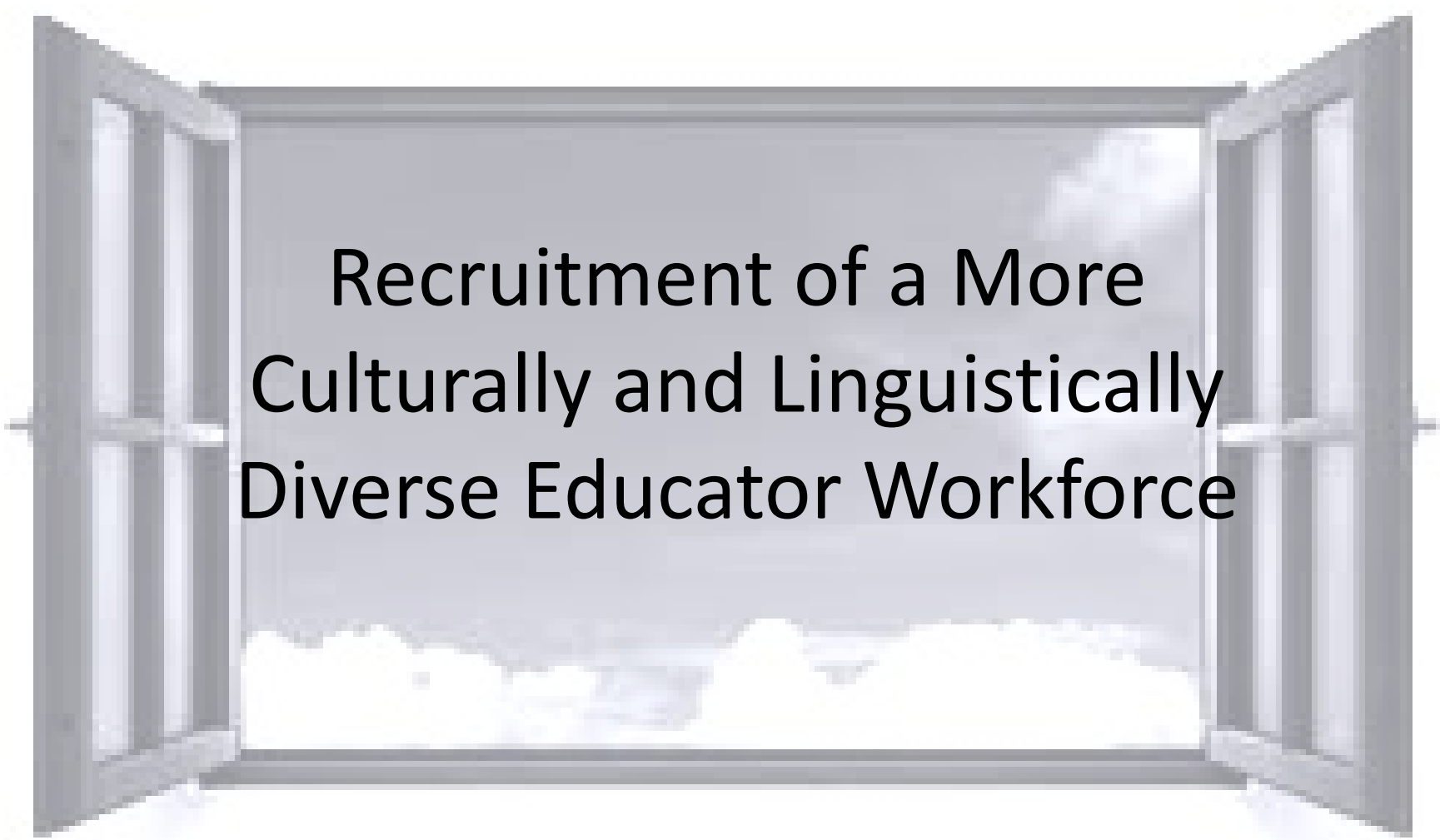
# ELL Knowledge, Skills, Abilities and Dispositions Adopted by TSPC

- (E) Professionalism: Candidates and higher education faculty demonstrate knowledge of the history of ESL teaching. Candidates keep current with new instructional techniques, research results, advances in the ESL field, and public policy issues. Candidates use such information to reflect upon and improve their instructional practices. Candidates provide support and advocate for ELL and bilingual students and their families and work collaboratively to improve the learning environment.
- (F) Technology: Candidates and higher education faculty use information technology to enhance learning and to enhance personal and professional productivity.



# Dual Language

- EL work group reviews models of dual language offerings in other states and drafts proposal recommending TSPC licensure standards and requirements for teachers and administrators focused on Dual Language education.
- Interested programs submit Dual Language proposals to TSPC for approval and programs begin implementation.

An open window with a view of a cloudy sky and a body of water. The window is framed in grey and has two panes on each side. The view outside shows a bright, overcast sky with white clouds and a body of water in the distance. The text is centered in the window.

Recruitment of a More  
Culturally and Linguistically  
Diverse Educator Workforce

# Projected Job Market in Oregon

Projected primary,  
secondary, and  
special education  
teachers in 2020

**48,890**

New hires between 2010-2020

**4,976**

New positions

**11,482**

Replacements

**16,458**

**Total**

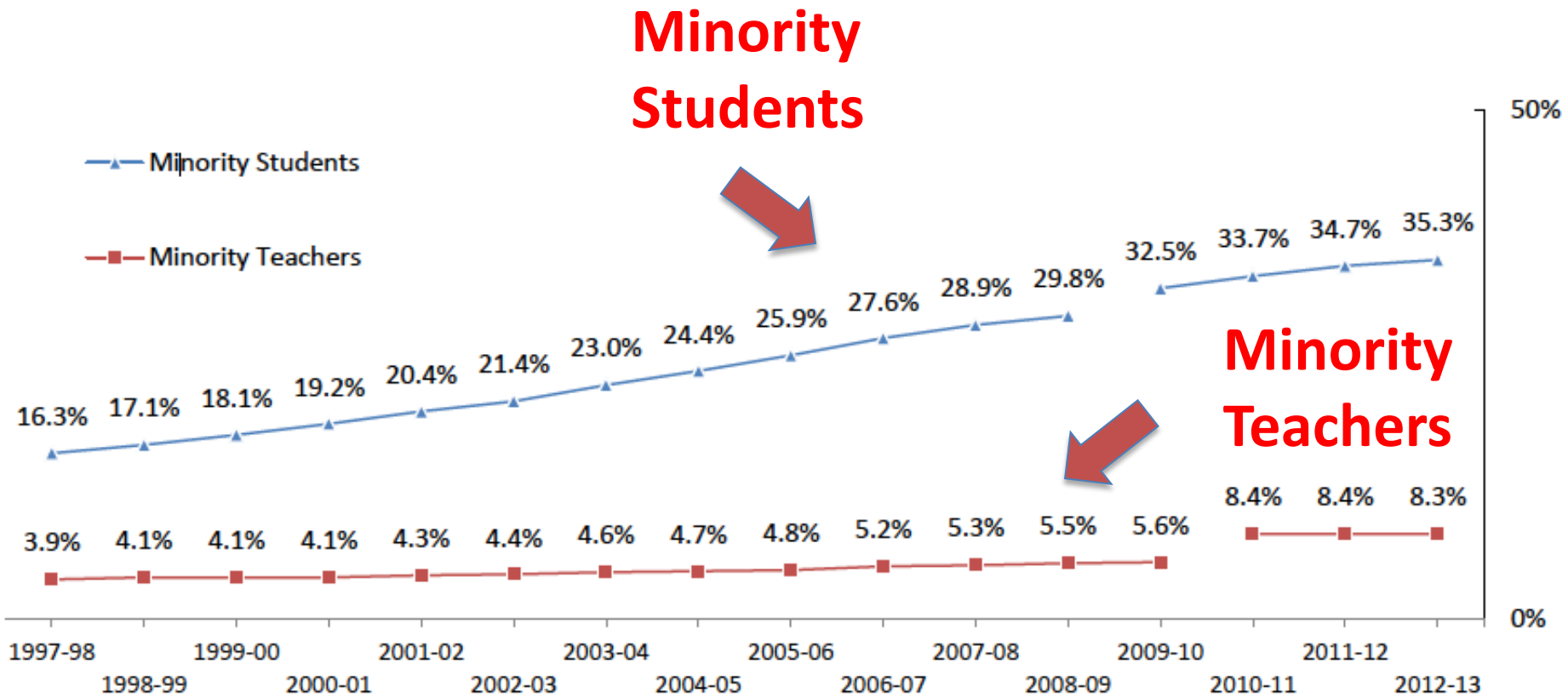
(33% of the current workforce)

EconW (2013)

Source: Oregon Employment Division

These data incorporated projected population growth to arrive at the 33% figure, a percentage of the total anticipated workforce.

# Oregon Minority Students and Teachers



Sources: Fall Membership and Staff Position Collections

# Educator Recruitment

- Passage of SB 755 amending the Minority Teacher Act by adding persons whose first language is not English to the Oregon Minority Teacher Report and state goals
- Formation of a Minority Educator Advisory Group representative of our student demographics charged with developing and monitoring progress on plan to increase the diversity of our workforce by 10% by 2015 and more each subsequent year
- Supply and demand data related to the Minority Teacher Report monitored annually and shared with OEIB board, Governor, and legislators

# Educator Recruitment, Preparation, and Retention

- Passage of HB 3233 which included funding to support recruitment, preparation, and retention initiatives

## Pipeline Grants

- Eastern Oregon University
- Salem-Keizer School District
- Klamath County School District
- High Desert ESD:
- Portland Community College

## Retention Grants

- Hillsboro School District
- Pendleton School District
- Portland Public School District

# Educator Recruitment, Preparation and Retention

- Districts and universities working together to support teacher preparation programs
- Five funded partnerships
  - Central Oregon
  - Pac 7
  - Portland Metro
  - Salem-Keizer
  - Springfield



# Additional activities

- Design and launch of a statewide educator recruitment website
  - Multiple languages
  - Voices of educators
  - Explanation of licensure system
  - Links to all educator preparation programs
- Design of Instructional Assistant Career Pathway models due to the Legislature Summer 2014
- Investment in professional development and preparation partnerships to support early learning workforce



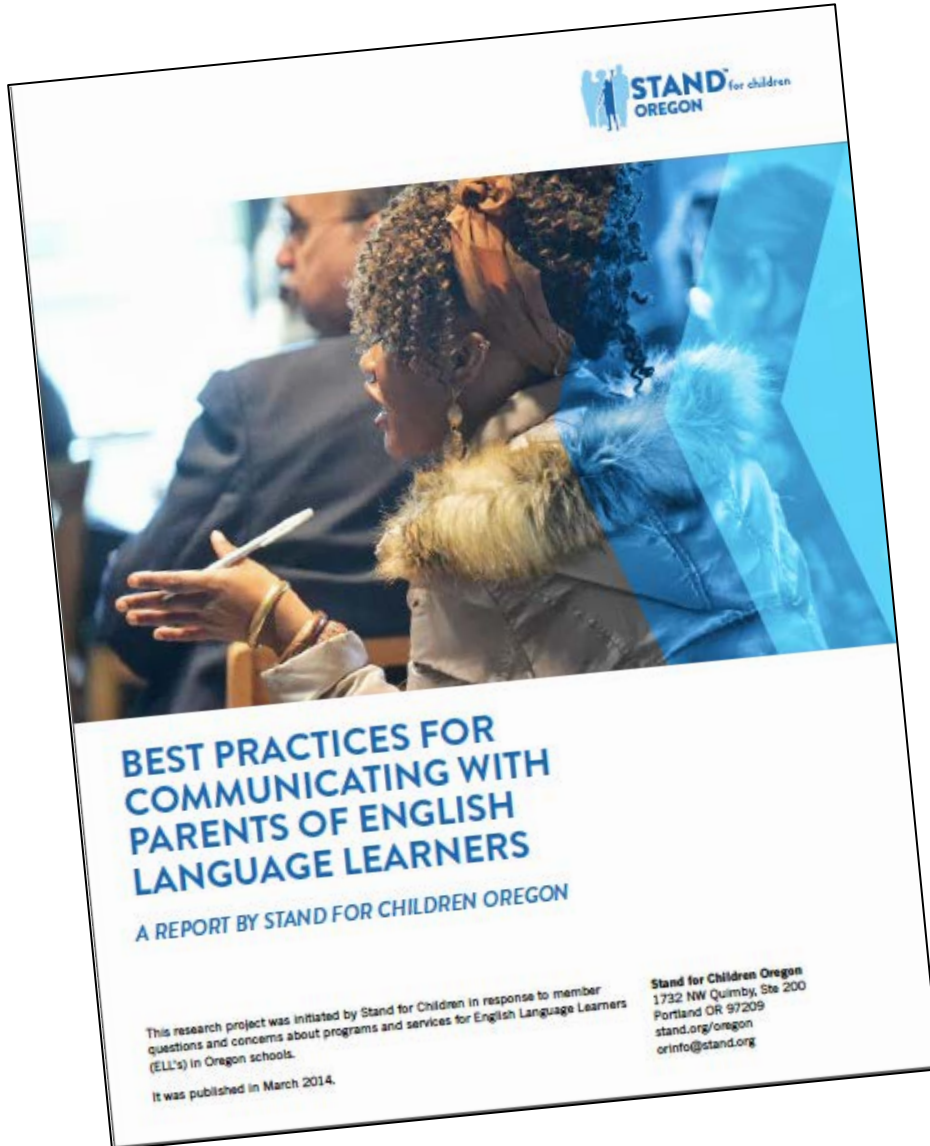


# We need your help...

Helping identify culturally and linguistically diverse candidates who you believe would be great educators!



# New: Stand for Children Report



- Gaps in communication that make it more difficult for parents and guardians to support their children's English language acquisition.
- Supporting educator skills in this area

# Mission

Prepare all English Learner students to be ready with the language and academic skills necessary to access and achieve success in college and multiple career pathways by 2025.

# Official OEIB website

Google OEIB



Oregon Education Investment Board

ABOUT CONNECT ENGAGE MEETINGS



The Oregon Educational Investment Board (OEIB) is chaired by Governor John Kitzhaber and was created in 2011 to oversee an effort to build a unified system for investing in and delivering public education from birth to college & career. We envision a system that links all segments of the educational experience together to ensure each

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