

Northwest Regional Education Service District Diverse Educator Pathways Grow Your Own Partnership Grant <<School District>> School District

The Northwest Regional ESD (NWRES D) Diverse Educator Pathways (DEP) has received funding through the Educator Advancement Council, Grow-Your-Own/Teacher Partnership Pathway Grant to build on the success of the Diverse Educator Pathways, ODE Grant No. 14259 (amended as of September 1, 2022). Through this funding, we will establish a networked model of support & technical assistance which includes our rural/coastal districts, as a method to successfully recruit racially/linguistically diverse candidates into their educator workforce. To ensure school-based staff have the dedicated time to participate in our network and build or advance local GYO networks, we will provide a **\$3,000** stipend per District Connector (with a maximum of four Connectors per district) and a flat **\$750** for District Affinity Group Facilitator(s) to support staff-time. If you have further questions, please reach out to Marina Alvarez, Diverse Educator Pathways Coordinator, (malvarez@nwresd.k12.or.us).

Grant Goals

The establishment of new recruitment pathways, increased numbers of racially/linguistically diverse participants (students, classified staff, and community members), participant credit attainment and the establishment of DEP participant affinity groups. We will continue to focus on recruitment of culturally/linguistically diverse participants into teacher preparation programs using community-based practices rooted in equitable and culturally relevant strategies, in alignment with our commitment to serving as an anti-racist, multicultural organization and the State's Equity Lens & Equity Initiatives. This program expands our reach within rural Washington County, Tillamook County, and into Clatsop County.

How much money are partners going to receive?

<<Grant Amount>> for <<School District>> School District

Dependent on the needs of the school or district:

- **\$3,000 per Connector** (with a maximum of four (4) Connectors per district) to be used as a stipend or buyout of up to 0.5 FTE (depending on staff salary schedules)
- **\$750 for Affinity Group Facilitator(s)** to be used as a stipend or buyout of up to 0.25 FTE (depending on staff salary schedules)

Any funds not used must be returned to NWRES D by June 3rd, 2023. Partners will be required to provide appropriate documentation regarding the use of funds at the end of the grant period. Documentation should be received no later than June 30, 2023.

Roles & Responsibilities of District Diverse Educator Pathways Connector(s) & Affinity Group Facilitator(s)

To accomplish the goals of this grant, district staff will work in collaboration with the Diverse Educator Pathways Coordinator to strengthen existing systems and shift practices with the aim of removing any identified structural, institutional, or systemic barriers to participation; better understand the needs, assets, and aspirations of pathways participants in their districts; and collaborate with regional network of all GYO staff doing similar recruitment work across districts to promote co-learning and ongoing support.

Recommended Qualifications: Knowledge, Skills and Abilities Needed:

1. Flexibility to attend and collaborate in weekly check-ins with Diverse Educator Pathways Coordinator and monthly professional development workshops
2. Ability to work with all universities (as determined by participants)
3. Strong relationships and connections with students, school, and/or community
4. Equitable, culturally-responsive approaches to working with BIPOC
5. Alignment with the [Agency's Equity Lens](#) and [Equity Initiatives](#)
6. Excellent, independent problem solving and searching skills

District Pathways Connector(s) will:

- Collaborate with the DEP in the recruitment of racially/linguistically diverse students, classified staff, and/or community members.
- Meet with recruited participants weekly or every other week to deliver workshops (ex: financial aid support, college application process, scholarship essay support, etc.) and/or conduct check-ins with individuals.
- Collaborate with the Diverse Educator Pathways Coordinator to better understand the needs, assets, and aspirations of pathways participants in their districts through the use of empathy interviews and feedback surveys.
- Maintain grant data logs for each participant pertaining to their pathway plan; including financial aid completed, school chosen, times met to support, etc. Templates will be provided by the Diverse Educator Pathways Coordinator.
- Develop and/or promote family advocacy by engaging the whole family as part of the participant's pathway experience and community of support. This involvement could include meeting with parents to provide language specific financial aid supports or career exploration events, as examples.
- Communicate and collaborate with higher education partners to facilitate the transition of our participants into their institutions. Recommended partners include staff from Financial Aid, Admissions, and Student Services.
- Participate in quarterly Diverse Educator Pathways Steering Committee meetings and one-on-one coaching for the grow your own network coordinated by Marina Alvarez, Diverse Educator Pathways Coordinator. Convenings will consist of professional

development opportunities to learn about best practices for participant recruitment, support, and retainment based on individual district and community needs.

- Assist student, staff, or community members in enrolling, participating, and successfully completing an education credit bearing course at Tillamook Bay Community College and/or Clatsop Community College.

District Pathways Affinity Group Facilitator(s) will:

- Establish local affinity groups with DEP participants by implementing the sessions described in the Diverse Educator Pathways Playbook as a way to address recruitment and retention of participants.
- Collaborate with the Diverse Educator Pathways Coordinator to better understand the needs, assets, and aspirations of pathways participants in their districts through the use of empathy interviews and feedback surveys.
- Provide support for reporting and evaluation of the effectiveness of affinity group sessions as related to recruitment and retention of pathway participants.

Essential Functions of District Pathways Connector(s) & Affinity Group Facilitator(s)

1. Serve as the point-of-contact for the recruitment of new racially/linguistically diverse participants interested in becoming future educators.
2. Facilitate workshops on financial aid, college applications, and all other information needed to pursue a teaching license.
3. Provide culturally relevant, one-on-one support for each individual recruited into the program.
4. Attend convening and coaching sessions offered by the DEP team.
5. Meet regularly with the DEP Coordinator to provide updates on recruitment and participant support.

What you will receive:

- Deeper knowledge about building and sustaining teaching pathways in Oregon, through grassroots community work.
- Collective knowledge on culturally relevant strategies to implement when working with BIPOC communities.
- Professional learning support from NWRESD and Washington County Diverse Educator Pathways staff.

Dates:

September 1, 2022 through June 30th, 2023 per amendment of grant #14259

This Agreement is between Northwest Regional Education Service District (the ESD) and <<School District>> School District.

Your signature below indicates that you have read and agree to the terms described above.

<<School District>> School District	Northwest Regional Education Service District	Northwest Regional Education Service District
Name: <u><<Super>></u>	Name: <u>Jerome Townsend</u>	Name: <u>Dan Goldman</u>
Title: <u><<Title>></u>	Title: <u>Director Of Instruction</u>	Title: <u>Superintendent</u>
Date: _____	Date: _____	Date: _____
By: _____	By: _____	By: _____
Authorized School District Signature	Program Administrator Signature	Superintendent Signature