

# Taye Spears, Director of Diversity, Equity, & Inclusion, David Douglas School District

- Using GYO funds to pay BIPOC Instructional Assistants during student teaching.
- Had to cap amount at \$5,250 (tax issues) but now partnering with Multicultural Educators Rising to add additional \$5,000.
- Partnering with Multnomah ESD's GYO to pay for CC coursework at PCC and textbooks and Warner Pacific offering 21 credits to IAs.
- All IAs are eligible for \$1,500 per year and using an additional reserve of funds (\$20K) to supplement for non-BIPOC IAs.
- Those on emergency license are eligible for pay through General Funds.
- Provides mentoring by a BIPOC teacher.



## David Dallas, Teach Oregon Director, Eastern Oregon University



Using a transcript review to determine what course outcomes Instructional Assistants have already mastered.



This allows their hours of experience to count toward practicums and they were able to waive ESOL requirements based on work experience.



New IA Pathway program approved by TSPC in Spring 2022 requires IAS to teach five continuous mini units (5 lessons each) in each of the four core academic areas.



EOU used their HECC Equity Plan funding for tuition remissions.



Note: TSPC's proposed OAR shifts student teaching from 15 weeks to 600 hours, offering more flexibility.