

## Instructional Assistant/Paraeducator Pathways to Teaching: Successes to Celebrate and Barriers to Surmount

### Summary of Actions Based on Navigators' Responses from Nov 17, 2022 Forum

TOPIC	Summarized responses	Potential future steps	Progress
<b><i>GROUP 1: Discussion notes shared regarding Instructional Assistant experiences in GYO across the Navigator Network</i></b>			
Financial Barriers	<ul style="list-style-type: none"> <li>• Financial barriers</li> <li>• Fewer financial resources for non-BIPOC candidates</li> </ul>	Create a one stop financial resource doc	Modified financial tool to be launched in early 2023
Communication	<ul style="list-style-type: none"> <li>• Not being sought out by administrators</li> <li>• Need better marketing efforts about funding opportunities</li> <li>• <a href="#">A</a> need for clearer support</li> </ul>	Research funding for a marketing campaign	Research underway and noted in Op Ed for Legislators
The Experience	<ul style="list-style-type: none"> <li>• Emergency licensure without lots of support can cause people to leave the profession</li> <li>• Challenging for some to attend higher ed after being out of school</li> <li>• Need flexible college/university options</li> <li>• Fewer opportunities/pathways for secondary level teachers, particularly Math and Science</li> <li>• Too much red tape in universities</li> <li>• Immigrant and refugee folks, often from Mexico and Central</li> </ul>	<p>TSPC can reimburse tutoring remedial courses</p> <p>Need to analyze current offerings</p> <p>Let candidates know TSPC will reimburse cost for transcript analysis</p>	<p>Noted in Op Ed for Legislators</p> <p>Analyzing OPEN data</p> <p>Reminder to all Navigators to share with candidates.</p>

	America, who were teachers in their country don't have pathways to transfer their degrees/equivalency or don't have access to funding to cover the cost of transcript review.		
<b><i>What is working</i></b>			
Financial Barriers	Salem Keizer School District (SKSD) provides sliding benefits to any classified employee working >4 a day.	More awareness of proactive SD policies & practices	Connecting with SEIU and OSEA
	SKSD provides a year's leave of absence with job protection and if they have a Bachelor's degree, the opportunity to work as a substitute.		Starting to inventory what some districts are offering
	SKSD simplifying the process to access funds for teacher prep costs.		
	Some school districts offer tuition assistance—varying amount of credits can be covered.		Listing these in Financial Tool when Navigators send these to me.
<b><i>GROUP 2: Support and solutions for employment and undoing barriers faced by BIPOC aspiring teachers using the IA pathway</i></b>			
<b>TOPIC</b>	<b>Summarized responses</b>	<b>Potential future steps</b>	<b>Progress</b>
Communication	Use the Shape Oregon's Future website to communicate about barriers and solutions	Develop Op-Ed and/or blog/social media to share needs and solutions	Op-Ed drafted and out for review Will send to EAC, all Legislators on Education Committees and with Sen Dembrow's Work Group
	Identify continuing list of unmet needs and communicate about these needs	Host a forum for K-20 partners focused on IA	Asked WESD if interested in

		Pathways and share solutions	hosting this spring
	Develop a way to show what sending entities provide and what receiving institutions can provide.	Need a visual on the website	
	Modify the OPEN resource listing college programs details and post on website		Now available on the TSPC website
	Keep refining the Financial Resources document shared with Navigators	Create accessible resources for students as well as procedures to follow similar to FAQs for becoming an educator in Oregon.	Modified financial tool to be launched in 2023
Partnerships	Work with SEIU and other related classified employee unions about pathways	Hilda to reach out to leaders of SEIU and OSEA for a meeting	Still underway
	Work with CBOs and foundations to make up the difference in funds needed beyond \$5250	Highlight this solution in forum, website, and social media	
	Combine funds (maybe one partner can cover one aspect of a IA's schooling but not all) (EX: MESD paying for PCC tuition in partnership with DDSD)		
	Share resources and ideas, as well as success stories. We can help each other to reach out to our local school districts, community colleges, and universities	Develop comprehensive list to post on website and to share via social media and events	Also make this the focus of a Spring event
	Create a virtual support group for IAs	Explore funding for this idea	
	Create accessible resources for students as well as procedures to follow similar to FAQs for becoming an educator in Oregon.	Keep refining the Financial Resources document shared with Navigators	
	Develop a shared list of financial resources available to students		Modified financial tool to be

Updated 1.10.23

			launched in early 2023
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