

Grow Your Own Programs

Presentation to Educator Advancement Council

January 4, 2023



Background

The Student Success Act (HB 3427, 2019) directed *state agencies (EAC, ODE, TSPC, HECC) to develop a plan* to provide an *effective combination of programs and initiatives* for the professional development of educators funded by the Statewide Education Initiatives

Account towards increasing:

- Educator retention;
- Educator diversity;
- Mentoring and coaching of educators;
- Participation in educator preparation programs; and
- Educator scholarships.

[The plan](#), approved by Legislature in January 2020, identified Grow Your Own programs as **a model for retaining and fostering the talent and strengths of local potential educators, including early educators.**

About GYO Grants

27

GYO Grantees: 10 education service districts, 6 school districts, 6 community colleges, 5 universities

33%

New GYO Programs: One-third of grantees were newly launched in 2020

1600+

GYO participants: majority are adults, including classified school district employees and community members, as well as high school and college students

10

Partner types: schools and school districts, Tribal governments, community-based and philanthropic organizations, post-secondary, and early learning institutions

- GYO programs partner with educator preparation programs to offer **multiple, articulated, alternative pathways** into education careers
- GYO participants are at **different stages of their careers** and have **diverse career goals**
- GYOs focus on leveraging **local candidate pools and talent** including local high school students, school district classified staff/ volunteers, community members
- GYOs focus on the needs and desires of the local community and members to **address staffing shortages, recruit educators, and create systemic change**

About GYO Grants

Grant Period	Funds Available to Grantees*	Period of Delay	Average Grant Amount	Total Funds Allocated	Total Funds Spent
July 1, 2020 - June 30, 2021	February 2021	7 months	\$252,059	\$6.8M	\$5.9M
July 1, 2021 - August 31, 2022	December 2021	5 months	\$279,323	\$7.5M	\$5.0M
September 1, 2022 - June 30, 2023	December 2022	3 months	\$328,029	\$8.8M	<i>In Progress</i>
Total				\$23.1M	<i>In Progress</i>

**At the start of each period, Grantee access to funds was delayed between 3 and 7 months due to delays in procurement processes, which impacted Grantee spending.*

Participants Served

Race or Ethnicity	Percent
White	43%
Hispanic/Latino(x)	23%
BIPOC/Non-White**	12%
AI / AN / Indigenous	10%
Black / African American	6%
Native Hawaiian / Pacific Islander	2%
Asian	2%
More than one race	2%
TOTAL	100%*

- **Ages** range from 14 to 77 years old
- **Education** status ranges from high school students to PhD students
- **15+ languages of origin**

*Includes 1082 participants for which race or ethnicity data is available.

**Some programs did not disaggregate race or ethnicity.

Participants Served

Participant Career Goals	Percent
Licensure	76%
Career exploration	8%
Certification	5%
Other	5%
Special education (teachers and administrators)	4%
Career advancement	2%
TOTAL	100%*

*Includes 944 participants for which career goal data was available.

Educator Licensure Outcomes

GYO programs help to address educator workforce shortages by **increasing access to and supporting candidates through completion** of licensure programs. *While still growing in capacity and implementation, by 2023 GYO programs will have supported more than **500 newly licensed educators**.*

**Reflects data from 20 out of 27 grantees due to availability of employment data.*

276 Newly Licensed & Employed

GYO participants supported since 2020 that are **now fully licensed and employed teachers (242) or administrators and other school personnel (34).***

241 Projected to Complete in 2023

Current GYO participants who will be **fully licensed teachers (204) or administrators and other school personnel (37)** by the end of the 2022-2023 school year.*

Note: The remaining 1000+ participants are candidates on **emergency licenses**, pursuing **additional endorsements or credentials, completing prerequisite courses** for entry into preparation programs, and high school students **earning college credit** or **exploring educator careers**.

Pre-Collegiate Programs

*Pathways designed for high school students that **link career exploration** with college credit and articulated pathways to licensure and employment*

- Career exploration events/courses
- CTE and/or Dual Enrollment (for college credit)
- Internship/Apprenticeship opportunities
- Graduation and associate degree program alignment
- Articulated pathways into a licensure program



Grantee Findings

- **12 GYO Programs, 7 new programs since 2020**
- **Community colleges:** dual-credit options for high school students and access for rural communities
- **Stronger transfer connections** from 2 to 4 year needed
- **Support for developing high school capacity** for dual credit programs needed

School-Community Programs

*A grassroots pathway designed by a school district or ESD to **support current employees to advance in their careers and community members to become licensed educators***

- Financial support
- Paid release time
- Mentorship & coaching
- Support navigating steps towards licensure



Grantee Findings

- 21 GYO Programs, 11 new programs since 2020
- **Community needs and vision** drive design
- Support for existing school employee career advancement, **contributing to retention**
- **Community-based, non-traditional preparation opportunities** needed (i.e. apprenticeship, residency)
- **Organizational capacity** to provide induction, mentoring, and coaching support needed

University-District Programs

*A pathway **co-designed between a school district/ESD and an educator preparation provider** with students prepared to teach in specific communities.*

- Financial support
- Localized mentorship
- Re-designed coursework and clinical experiences for candidates



Grantee Findings

- 6 GYO Programs, 1 new program since 2020
- Provide **specialized preparation programs** (i.e. for special educators and bilingual educators)
- **Alignment of EPP curriculum, training, and support** to district needs and priorities needed
- Expansion of **pre-service mentorship and support through in-service** needed

GYO Services and Supports

Service or Support	Number of Programs
Scholarships/tuition remission/financial support	24
Pre-service - academic or professional mentoring	23
Preservice - paid release time	17
In-service career advancement for classified staff - Professional development, mentoring, coaching, paid opportunities	10
Novice educator support (professional development, mentoring, coaching)	6

GYO Program Milestones by 2025

Pathway Participation

- Increase the number of high school students participating in an articulated career exploration program with **dual enrollment opportunities** (college-level credit)
- Increase the number of participants in **affordable, regional career pathways into education**, particularly among nontraditional postsecondary students, individuals of color, bilingual/multilingual individuals, and citizens of Tribal Nations

Preparation and Support

- Each GYO program will provide high quality, **culturally responsive training and professional supports** for candidates that result in **increased graduation, employment, and retention rates** of participants
- Each GYO program will be designed to **address local and regional workforce needs through collaborative leadership** across school districts, educator preparation programs, and partners
- Increase the number of GYO programs that offer flexible, **applied learning opportunities** such as **residency or apprenticeship** programs

Career Advancement

- Increase the number of GYO programs that provide **paid opportunities** for school employees to pursue **additional licensure or endorsement for career advancement**
- Ensure regional access to a GYO program that **provides multiple pathways for career advancement** with clearly articulated roles and support

Thank you for your time!



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