



**CHALK  
BOARD  
PROJECT®**

# Educator Advancement Council

## Elevating the voices of educators and students

### What is the Educator Advancement Council?

In 2017, Senate Bill 182 passed with overwhelming bipartisan support and established the Educator Advancement Council (EAC). With a \$60 million biennial investment (formally the Network for Quality Teaching and Learning Fund), the EAC will help improve how we recruit, prepare and support our educator workforce. The EAC puts professional educators in the driver's seat; its 23 members are directly involved in the education system working as classroom teachers, administrators, community leaders, and state agency leaders. Their charge is to design a statewide system of support for teachers at all stages of their career including:

- Creating a system that honors educators' deep understanding of their **local needs**;
- Supporting a flexible and nimble approach to spark **innovation and leverage resources**;
- Using **proven practices**, some that have been seeded by philanthropy, that are evidence-based;
- Investing in recruiting and retaining a **diverse workforce**; and
- Providing an alternative to competitive grants, so that **funding is accessible to rural and urban districts alike**.

### Why are the EAC + Networks Important to Chalkboard Project?

For more than a decade, Chalkboard Project has invested in research and projects aimed at learning how to best support an effective educator workforce. Key lessons include: the impact of teachers on student outcomes, the importance of a diverse and culturally competent workforce, and that providing supports for our newest teachers is critical to retention.

Our work has demonstrated better and more sustainable outcomes in places where teachers are empowered and leaders work collaboratively, where data and information about the experiences of students, families and teachers are routinely used to understand system barriers, and where they regularly measure what is working to improve student learning. We have also learned that one size does not fit all when it comes to supporting teachers and students.

The Educator Advancement Council has the potential to build upon these learnings and ensure Oregon educators are continually learning, growing and improving in order to better serve all students.



## EAC

The Educator Advancement Council connects \$60 million in state resources to the needs of individual districts and educators. The goal of the system is clear—build opportunities for educators to problem-solve and try out changes in their teaching practices that will better serve students. In order for the funds and the process to be equitably distributed across the state, the EAC will create Educator Networks.



## Networks

Educator voice and expertise will help inform how Educator Networks identify local problems along the educator career pathway, from teacher preparation to professional growth to leadership. Sponsored by a school district, early learning hub, federally recognized tribe, higher education institution or nonprofit, the networks will be distributed throughout the state and will facilitate a process to help educators uncover why local problems exist.



## Educator Growth

Educators from districts throughout Oregon will work side-by-side, share resources and expertise, and examine data to better understand their students and community. Networks will connect educators to each other and to best practices. They will also support districts in deepening their definition and use of data by actively engaging teachers, students and families.

## What is the EAC Trying to Solve?

Teachers often feel isolated from one another, yet there is so much potential for learning across classrooms, districts and regions.

*The EAC networks will connect school districts across the state to expand resources and connect teachers to improve their practice.*

While we have high hopes for the newest change or program, we rarely check back to see if it is having an impact and how it might need to be adjusted.

*The Networks will help school districts adapt their new ideas quickly and then check to see if they are having the intended impact or need adjustment.*

Oregon's education system continues to perpetuate inequities for students of color and students living in poverty.

*The Networks will work with educators to understand data and lived experiences of their community and deepen cultural competencies to achieve meaningful outcomes for every student.*

Educators don't always have the freedom, support or time to try out new things that will improve their professional practice.

*The EAC provides an innovative, flexible and nimble approach to supporting educators and sparking innovation.*

The Network for Quality Teaching and Learning dollars were primarily distributed via competitive grants. While grants are an important tool for piloting new approaches and targeting scarce resources, they are not optimal for creating a sustainable statewide system.

*The EAC is working to develop a funding process that will serve the needs of more districts by leveraging existing funds and knowledge through Educator Networks.*

Effective partnerships with philanthropic organizations have the potential to increase resources and promote greater effectiveness.

*Through the networks, partnerships will be built to better leverage cross-sector relationships and resources.*

A big challenge of state level policy-making is that no two communities have exactly the same needs. What is needed (and what works) in Joseph or Vale is rarely what is needed in Eugene or Portland.

*The EAC Networks will center the local needs of each participating school district, helping them to develop change ideas based on data and community input.*