



Honorable Margaret Doherty, Chair
Honorable Theresa Alonso-Leon, Vice-Chair
Honorable Cheri Helt, Vice-Chair
House Education Committee

February 18, 2019

We write today to support HB 2742 – we support the focus on diversifying the educator workforce outlined in the bill and agree that increasing the cultural competence and diversity of our workforce should be a priority for state investment.

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.

We have also learned that the most effective change happens from the ground up. Students, families, educators and trusted organizations have critical perspectives and actionable ideas to improve persistent education disparities in their communities.

That's why in 2017 we helped pass SB 182, which established The Educator Advancement Council (EAC). The EAC is a group of 23 members (who are directly involved in the education system working as classroom teachers, administrators, community leaders, and state agency leaders) charged with designing a statewide system of support for teachers at all stages of their career, improving how we recruit, prepare and support our educator workforce.

Given our learnings and work with the Educator Advancement Council we think HB 2742 would be stronger if it were to include amendments that:

- Reflect more intentional alignment with the educator networks being developed by the EAC;
- Require districts to engage in intentional and inclusive community processes to ensure that the programs reflect the actual experiences of local communities of color, teacher candidates and educators; and
- More specifically acknowledge the systems changes that must accompany any local effort to recruit or retain educators.

Thank you for your consideration and work on this legislation.

221 NW Second Avenue, Suite 203
Portland, Oregon 97209

voice: 503.542.4325 fax: 971.230.1274

www.chalkboardproject.org