

GROW YOUR OWN AND BILINGUAL TEACHER PATHWAY PROGRAMS

\$4 million invested



What is this initiative?

This investment **addresses unfinished learning for multilingual students** with systemic strategies to **increase the number of bilingual educators in Oregon**. The project supports districts and higher education organizations with Grow Your Own and Bilingual Teacher Pathway Programs with grants to strengthen and expand existing programs or initiate new programs. The investment also includes the creation of a Statewide Collaborative for Bilingual Teacher Pathways.

Goals

Statewide Collaborative for Bilingual Teacher Pathways.

This initiative will develop an **interagency collaborative** to enhance professional development and professional support and community for bilingual teachers.

- » **Recruitment and Retention of Bilingual Educators.** Efforts will expand and boost current Grow Your Own and Bilingual Teacher Pathway programs and professional development focused on **supporting bilingual educators and administrators** throughout the state. Supplement State grants to provide tuition remission and other resources for bilingual educators.
- » **Recruitment and Mentorship Programs.** Increase and retain the number of **racially, ethnically, and linguistically diverse educators** who remain beyond the first three years of their careers by pairing new educators with mentors.



Benefits

Research shows that **academic disparities and unfinished learning are addressed** best when students receive high-quality instruction by educators that mirror their racial, ethnic, and linguistic diversity. This investment supported the allocation of grants to 33 Oregon districts that have used these funds to recruit, retain, and develop linguistically and culturally diverse educators, provide dual language programs in purchasing high-quality curricular resources, and provide multilingual educators with professional development related to best instructional practices to support the academic excellence of multilingual learners.



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Use of the Elementary and Secondary School Emergency Relief Funds in Oregon

Since 2020, Oregon has received \$1.62 billion in Elementary and Secondary School Emergency Relief Funds to support the needs of all students, with a focus on historically excluded communities disproportionately impacted by the pandemic. The state has allocated 90 percent of its allotment to school districts to spend based on their community's unique needs. ODE has distributed the other 9.5% (0.5% used for Administrative costs) to support 12 equity-driven initiatives designed to address unfinished learning, support our students' and staff's health, safety, and mental wellness, and strengthen high-quality, culturally-sustaining instruction and leadership. These initiatives are designed for all students and are specifically centered on equitably serving Oregon's Black, Latino, Latina, Latinx, Indigenous, Asian, Pacific Islander, and Tribal students, students with disabilities, students who identify as LGBTQ2SIA+; emerging bilingual; and those navigating foster care, houselessness, and poverty, and those with limited access to resources due to rural location.