

Appendix F: Educator Recruitment, Retention, and Training Action Plan

The CTE State Plan is four-year strategic plan outlining broad goals to guide Oregon's work around CTE. Action Plans serve as our work plan and as a means to measure the state's progress. The following table outlines the progress made around Educator Recruitment, Retention, and Training goals during the first year.

Area	Goal / Strategy / Action / Benchmarks	% Complete	Status
1	Goal 1 – Improve the recruitment and retention of CTE, including individuals in groups underrepresented in the teaching profession and those transitioning from business and industry.	2%	
1.1	Strategy 1.1 – Collect and analyze data to better understand current recruitment and retention practices and priorities.	0%	
1.1a	Provide available data related to the recruitment and retention of CTE educators on the ODE website (on hold)	0%	
1.1a	Data sources identified – ODE, HECC/CCWD, TSPC	0%	On Hold
1.1a	Webpage created	0%	In Progress
1.1b	Develop and maintain a statewide CTE educator database system in collaboration with Community College/Workforce Development (CCWD) and the Teacher Standards and Practices Commission (TSPC)	0%	
1.1b	Data base in development.	0%	In Progress
1.1b	Data base in use.	0%	In Progress
1.1c	Analyze CTE licensure, educator assignment and local and regional workforce needs data and share with statewide education and business and industry partners	0%	
1.1c	Analysis of data documented on meeting agendas with regional coordinators, region education networks and workforce partners	0%	In Progress

Area	Goal / Strategy / Action / Benchmarks	% Complete	Status
1.2	Strategy 1.2 – Actively recruit teachers from cultural and linguistic backgrounds that mirror Oregon’s student population	8%	
1.2a	Clearly articulate the accessible pathways for business and industry experts wanting to enter the teaching profession	25%	Completed
1.2a	Ongoing technical assistance provided to applicants, regional coordinators and TSPC evaluators	0%	Ongoing
1.2a	Application process clarified and streamlined	75%	Completed
1.2a	New pathways identified.	0%	In Progress
1.2b	Partner with statewide education networks to create a comprehensive recruitment strategy focused on historically underrepresented and underserved communities	0%	
1.2b	Regular meetings scheduled with the Educator Advancement Council executive director and region education network coordinators	0%	On Hold
1.2b	Recruitment of CTE teachers specifically included in statewide educator recruitment efforts for all license types	0%	In Progress
1.2c	Develop an inclusive and intentional statewide framework for future pk-12 educators as part of CTE programs in middle and high school	0%	
1.2c	Workgroup(s) convened to develop statewide program of study framework for education.	0%	In Progress
1.2c	Statewide framework piloted.	0%	On Hold
1.3	Strategy 1.3 – Collaborate with pre-service education institutions to develop a robust, inclusive, and intentional CTE teacher pipeline.	0%	
1.3a	Develop new partnerships with Oregon schools and colleges of education to create CTE teacher preparation programs	0%	

Area	Goal / Strategy / Action / Benchmarks	% Complete	Status
1.3a	Membership established with Oregon Association of Colleges of Teacher Education (OACTE)	0%	In Progress
1.3a	CTE modules included administrator preparation	0%	In Progress
1.3b	Infuse CTE into administrator licensure programs	0%	
1.3b	CTE modules included administrator preparation	0%	In Progress
1.3c	Research innovative CTE educator preparation programs with a focus on academic and technical skill integration	0%	Ongoing
1.3c	Technical assistance provided to current programs at Portland Community College and Clackamas Community College	0%	Ongoing
1.3c	Research and technical assistance ongoing as new programs develop	0%	Ongoing
1.3d	Support pre-service education institutions currently providing coursework for CTE educators to expand and enhance their offerings	0%	Ongoing
1.3d	Ongoing technical assistance	0%	Ongoing
1.3d	Serve on advisory council(s)	0%	Ongoing
1.4	Strategy 1.4 – Provide strong induction of new CTE educators into the profession.	0%	
1.4a	Connect new and experienced CTE educators to local, regional and statewide professional development and resource networks	0%	
1.4a	Meetings with regional coordinators and region education networks to create network system for CTE educators	0%	Ongoing
1.4a	Resource hub created	0%	In Progress
1.4b	Identify successful apprenticeship and mentoring programs for CTE educators to share promising practices	0%	

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1.4b	Website developed to share information and resources	0%	In Progress
1.4b	Convening held to showcase apprenticeship and mentoring programs	0%	In Progress
2	Goal 2 – Align systems of educator licensure and initial and ongoing professional development to enhance access to business and industry experts and currently licensed teachers who want to add a CTE endorsement.	0%	
2.1	Strategy 2.1 – Streamline licensing and training for new CTE educators.	0%	
2.1a	Analyze regional and statewide needs assessments to identify the challenges to CTE licensure for individuals in groups underrepresented in the teaching workforce, potential applicants from business and industry, and currently licensed teachers wanting to add a CTE endorsement	0%	Completed
2.1a	Needs assessment data analyzed with regional coordinators	0%	In Progress
2.1b	Partner with TSPC on the development and ongoing review of CTE licensure requirements policies and procedures	0%	Ongoing
2.1b	Ongoing monthly meetings with TSPC licensure staff	0%	Ongoing
2.1b	CTE presentation scheduled at TSPC Commission meeting	0%	On Hold
2.2	Strategy 2.2 – Provide professional learning and technical assistance for CTE educators in key areas related to Oregon’s equity stance and aligned with statewide educator workforce needs	0%	
2.2a	Explore administrator training for resource braiding and oversight of CTE programs	0%	
2.2a	Ongoing technical assistance provided to COSA	0%	In Progress
2.2a	Ongoing presentations made at COSA conferences	0%	Ongoing
2.2a	Meeting with University of Oregon administrator licensure program director	0%	Ongoing

Area	Goal / Strategy / Action / Benchmarks	% Complete	Status
2.2b	Provide initial and ongoing professional development for both secondary and post-secondary CTE educators in areas such as trauma-informed practices, culturally responsive teaching methods, classroom management (especially as it may function differently in shops, labs, off-campus learning spaces and job sites), inclusivity consistent with Oregon's equity stance, analyzing data to close gaps, and mentoring and supportive coaching	0%	Ongoing
2.2b	Meetings with current CTE preparation programs to integrate new course content	0%	Ongoing
2.2b	New training developed, presentations made at CTE regional workshops, summits and conferences	0%	On Hold
2.3	Strategy 2.3 – Increase industry and school district awareness of CTE educator opportunities and students' need for access to industry experts.	0%	
2.3a	Explore opportunities for industry experts to engage with students in the classroom other than teaching (career days, completion judging, mentoring and advising, etc.)	0%	Ongoing
2.3a	Ongoing visits scheduled to industry partners across the state to learn about Oregon workforce needs and discuss CTE opportunities	0%	Ongoing
2.3a	Workgroup(s) convened on work based learning and employer engagement strategies	0%	Ongoing
2.3a	Guidance documents created	0%	Ongoing
2.3b	Provide technical assistance to employers, advisory boards, workforce development boards and industry associations	0%	Ongoing
2.3b	Ongoing technical assistance	0%	Ongoing
2.4	Strategy 2.4 – Close communication and awareness gaps between the state, local school districts, and employers regarding the value of CTE programs for students.	0%	
2.4a	Communicate regularly with school districts, employers, and community colleges to promote available CTE opportunities	0%	

Area	Goal / Strategy / Action / Benchmarks	% Complete	Status
2.4a	Ongoing technical assistance provided	0%	Ongoing
2.4a	CTE job board created and available on a website	0%	In Progress
2.4b	Provide guidance to districts and community colleges about how to leverage local employer relationships to connect experts to schools.	0%	
2.4b	Guidance document developed	0%	In Progress