



HOOD RIVER COUNTY
SCHOOL DISTRICT
Excellence. Every student. Every day.

April 10, 2019

TO: Board of Directors

FR: Catherine Dalbey, Director of Human Resources

RE:Hiring for Diversity

EXPLANATION:

Human Resources Director Catherine Dalbey will provide information on the District's trends towards pursuing the Board's goals of diversifying the HRCSD workforce. The Board will also hear information specific to current efforts and future plans to recruit and retain a culturally and linguistically diverse workforce.

PRESENTER(S): Catherine Dalbey, Director of Human Resources

SUPPLEMENTARY

MATERIALS: Hiring for Diversity Slides

RECOMMENDATION:None

PROPOSED MOTION:None



Hiring for Diversity

April 10, 2019



HRCSD Board of Directors

Board Goal 3

- Increase and maintain the number of bilingual staff members
 - 2015-16 - 69
 - 2016-17 - 78
 - 2017-18 - 90
 - 2018-19 - 105

Oregon Teacher Data

- 37.6% of the students in Oregon identify as not white
- 89.3% of the teachers in Oregon identify as white
 - Data from 2018 Oregon Educator Equity Report

Change from 2017/18 to 2018/19

Oregon Statewide Data

+195 linguistically or culturally diverse teachers

+13 linguistically or culturally diverse administrators

+264 linguistically or culturally diverse instructional assistants

Hood River County School District Data

- 49% of the students in Hood River identify as not white
- 93% of the licensed educators in Hood River identify as white
- 19% of the licensed educators in Hood River are Spanish Speakers*

Hood River County School District Data

- 49% of the students in Hood River identify as not white
- 67% of the classified staff in Hood River identify as white
- 19% of the classified staff in Hood River qualify for the Bilingual Differential

ORAL PROFICIENCY LEVELS IN THE WORKPLACE

ACTFL Level	ILR	Language Functions	Corresponding Professions/Positions*	Examples of Who Is Likely to Function at This Level
Distinguished	5	<i>Ability to tailor language to specific audience, persuade, negotiate. Deal with nuance and subtlety.</i>	Foreign Service: Diplomat, Contract Negotiator, International Specialist, Intelligence Specialist	<ul style="list-style-type: none"> Highly articulate, professionally specialized native speakers Language learners with extended (17 years) and current professional and/or educational experience in the target culture
	4			
Superior	3	<i>Discuss topics extensively, support opinions, hypothesize. Deal with linguistically unfamiliar situations.</i>	University Language Professor, Financial Services Marketing Consultant, Foreign Area Officer, Lawyer, Judge, Court Interpreter	<ul style="list-style-type: none"> Well-educated native speakers Educated language learners with extended professional and/or educational experience in the target language environment
Advanced High	2+	<i>Narrate and describe in past, present, and future. Deal effectively with an unanticipated complication.</i>	Physician, Human Resources Communications Consultant, Financial Services Senior Consultant, Quality Assurance Specialist, Marketing Manager, Financial Advisor, Broker, Military Linguist, Translation Officer	<ul style="list-style-type: none"> Language learners with graduate degrees in language or a related area and extended educational experience in target environment
Advanced Mid			Banking and Investment Services Customer Service Representative, Fraud Specialist, Account Executive, Medical Interpreter, Patient Advocate, Court Stenographer, Court Interpreter, Human Resources Benefits Specialist, Technical Service Agent, Collections Representative, Estimating Coordinator	<ul style="list-style-type: none"> Heritage speakers, informal learners, non-academic learners who have significant contact with language Undergraduate majors with year-long study in the target language culture
Advanced Low			K-12 Language Teacher, Nurse, Social Worker, Claims Processor, Police Officer, Maintenance Administrator, Billing Clerk, Legal Secretary, Legal Receptionist, 911 Dispatcher, Consumer Products Customer Services Representative, Retail Services Personnel	<ul style="list-style-type: none"> Undergraduate language majors
Intermediate High	1+	<i>Create with language, initiate</i>	Fire Fighter, Utilities Installer, Auto Inspector, Aviation Personnel, Missionary, Tour Guide	<ul style="list-style-type: none"> Language learners following 6-8 year sequences of study (e.g., AP) or 4-6 semester college sequences
Intermediate				

Staff Ethnicity

	Classified	Certified	Total
Hispanic	83	16	99 (18%)
White	184	260	444 (79%)
Asian	2	6	8 (1%)
Am Indian	3	1	4 (<1%)
Black	1	0	1 (<1%)
Multi	2	5	7 (<1%)
Total	275	288	563

Promising Practices

- Equity Training/Focus
- Dual Language/Biliteracy Programs
- Biliteracy Seal
- AVID
- CTE Programming
- District/Post-Secondary Partnerships
- GED Support

Western Oregon University

- Bilingual Teacher Scholar Program

Portland State University

K-12 EDUCATION



Quick facts

- Undergraduate or graduate pathway to licensure
- 2 years, 66 credits
- Bachelor's or Master's degree
- ESOL endorsement included
- Community of bilingual learners
- TEACH grant eligible

Bilingual Teacher Pathway (BTP)

Preparing Portland's bilingual professionals to become teachers

The Bilingual Teacher Pathway (BTP) program is a teacher preparation program designed to fill critical shortages of bilingual/bicultural teachers. In partnership with local school districts and community agencies, the BTP program prepares current bilingual/bicultural district employees to become licensed elementary teachers. Students in the BTP program take courses (including student teaching) as a cohort over two years, while continuing to work in their district. Upon completion of the program, students will be able to integrate their cultural wisdom into learning environments that respect the needs of the children in their classrooms, as well as partner with the home and community. BTP places an emphasis on preparing students to teach all learners in the classroom.

Students can apply to the program at either the undergraduate or the graduate level.

Columbia Gorge Community College

- Teacher Pathway Program between Columbia Gorge Community College and Oregon State University

Affinity Group

- Two Meetings
 - Priorities

You're Invited:
A Gathering of Hood River County
School District Employees of Color



Monday, April 8
4:00-6:00 PM

at the Hood River Valley High School - Room E19/20

This is a gathering for employees of all Hood River County schools. Meet with colleagues of color to share experiences and expand your professional network. Hors d'oeuvres and beverages provided. Please join us! Questions? Contact Patricia Ortega-Cooper; patricia.cooper@hoodriver.k12.or.us or 541-387-5714.

