



Rural Teacher Pathway Project

Lincoln County School District
Every Child, Every Day, Future Ready



Lincoln County Education Workforce Challenges

- Bilingual, biliterate, bicultural
- Living wages--classified
- Housing
- Background check
- Stability
- Access to higher education
- Consistent workforce



LCSD Human Resources: Current Status

- Hire 55 licensed staff each year (about 20%)
- Double effort on HR staff; term 55, hire 55
- Costs the District around \$9,000 per licensed hire
 - (Learning Policy Institute, <https://learningpolicyinstitute.org/product/the-cost-of-teacher-turnover>)
- Hire 75 classified staff each year (about 25%)
- Double effort on HR staff, term 75, hire 75



LCSD Efforts to Attract and Retain

- Focused on certified
- Focused on already certified or with a Bachelor's
- Restricted licenses/flexibility
- Tuition reimbursement (\$100,000) for continuing education



Barriers to Higher Education

- Cost
- Location
- Access-first generation
- Full time work and school
- Models of success in our community



Eligibility & Financial Benefits

LCSD graduates

Oregon Promise-Education Pathways

- Early Learning Certificate
- AAOT-Education Major at WOU

LCSD Teaching Assistant 3.5 (17.5 hours per week)

- \$10,000 budgeted per student, per year



Rural Teacher Pathway Project Details

Education as a Career Pathway!

- Three placements each year for two years
- Coordinated with AVID tutoring
- Flexibility in daily/weekly scheduling
- Opportunities to work for LCSD on school breaks/before-after school is out
- K-12, SpEd, ESOL, Reading, hard to find placements
- Student teaching placement in year 4
- Encourage dual endorsements