



achieve

Financial Assistance

The Pay-It-Forward, Pay-It-Back Program is a revolutionary approach to financial support. In this program Lane County Teacher Pathways Program pays the participants' tuition* at our local teacher preparation programs, and participants contractually agree to pay back the program costs (pre-tax and without interest) during the first three to five years of teaching.

The program is working to ensure that all Pathways participants are hired locally. Payments will then be automatically withdrawn, pre-tax, from the participants' paycheck. Within three to five years, all participants will have paid off the cost of their licensure program and will be settled in a fulfilling, lucrative career.

**Teacher Pathways covers the cost of tuition but is not intended to completely fund a student's education. Participants will need to pay application fees, housing textbooks, testing fees, licensure fees and other educational items as needed.*

Lane County Teacher Pathways is a collaborative effort:

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Teach

Lane County Teacher Pathways

Created with support from the Paul G. Allen Family Foundation and The Chalkboard Project.



the big picture:

Growing the Teachers of Tomorrow

The Lane County Teacher Pathways Program is collaboratively funded by six local educational institutions: Bethel, Eugene, and Springfield Public Schools along with Lane Community College, the University of Oregon and Pacific University. Together we are committed to supporting local residents as they pursue a career in the field of education.

Specifically focused on candidates who have completed their bachelor's degree, the Lane County Teacher Pathways Program provides funding for tuition expenses related to a fifth year licensure program on a Pay-It-Forward, Pay-It-Back basis. Our goal is to increase workforce diversity in three areas: linguistic, cultural, and socio-economic.

While the diversity of our students has steadily increased, the diversity of our teaching staff has remained stagnant. Together, we are working to create a financial bridge toward licensure, mentorship through the program and, as a result, expand the number of engaging, culturally relevant classrooms in our region.

This program seeks to mitigate the existing systemic barriers and construct a new path toward licensure that supports all students. Through the Lane County Teacher Pathways Program, we are strengthening reciprocal, respectful relationships between our students and our institutions. Working together, we are changing the face of education.



2014-2015 Cohort
Lane County Teacher Pathways

focused solutions can produce big changes

The Lane County Teacher Pathways Program is focused on providing students with engaging, talented, effective teachers who come from diverse backgrounds and are knowledge-able. We are searching for passionate, culturally competent, collaborators who are curious, creative, and thoughtful.



Prerequisites

Candidates for the Lane County Teacher Pathways Program must hold a bachelor's degree and qualify for a licensure program at either University of Oregon or Pacific University.

Licensure Program Applications Score:

- GPA (prefer a 3.0 or higher)
- Letters of Recommendation (focused on working with youth)
- Preparatory Coursework
- State-Required Tests: Basic Skills Test (unless candidate has a Masters or PhD already) Personal Essay (same as that in the LC Teacher Pathway's application)

The above are areas scored in the application process - candidates who score more in some areas will offset lower scores elsewhere. Entry is based on the candidate's total score.

Application

The Teacher Pathways application process mirrors and complements that of the University of Oregon and Pacific University.

All applications will be screened by representatives of the contributing institutions, teachers, and administrators. After the screening, applicants will be informed either that they are moving forward into the interview process or why they will not be advanced to the next round. Specific feedback will focus on steps candidates can take to prepare for the next round of applications.

Interviews

Applicants moving forward to the interview phase will participate in the newly adopted behavior-based process. This process is focused on identifying candidates who have a growth mindset – who strive to learn and grow and lift up the people around them.

Each interview round focuses on the same abilities, skills, aptitudes in a unique way:

• Round 1: Interview

- This traditional interview focuses on the abilities and skills the candidate has cultivated already along with their reasons for pursuing a career in education.

• Round 2: Presentation

- Each candidate will be asked to prepare and provide a presentation on two of three provided prompts.

• Round 3: Discussion

- Working as a group, candidates will read an article and then discuss the topic with an interview team.

Orientation and Support

Candidates selected for the Teacher Pathways Program will then attend an orientation and signing event. The first requirement of the program is to apply to a licensure program by May 1 (UO or Pacific).