
[princi_elem] Eugene School District Grow Your Own Program

From : Mike Ingman <ingman_m@4j.lane.edu>

Tue, Feb 07, 2023 11:17 AM

Sender : princi_elem <princi_elem-bounces@4j.lane.edu>**Subject :** [princi_elem] Eugene School District Grow Your Own Program**To :** assist midd <assist_midd@4j.lane.edu>, assist high <assist_high@4j.lane.edu>, princi midd <princi_midd@4j.lane.edu>, princi high <princi_high@4j.lane.edu>, princi elem <princi_elem@4j.lane.edu>

Building Administrators,

4J is actively recruiting employees who wish to become licensed teachers and counselors as a part of our Grow Your Own (GYO) teaching and counseling staff. As a district, we are always looking to support our staff members' career development aspirations. We are also interested in developing a world class and highly diverse teaching faculty.

At 4J School District, diversity, equity, and inclusion are at the core of who we are. We believe diversifying the workforce will help us better serve students and families. We as a district are committed to fostering varied perspectives and employing adults that better resemble our student body. We believe these actions will generate a stronger sense of belonging for the students and families we serve. Creating a culture of Equality isn't just the right thing to do, it's also the smart thing. We believe, through the efforts of diversifying our workforce, we can internally and intentionally grow in our understanding and support of our community. To grow our own workforce, we will build an organization that develops stronger connections to the communities we serve.

How: A joint collaboration between the Office of Diversity, Equity, and Inclusion, Instruction, the Office of the Superintendent and Human Resources in 4J to create a networked Cohort that will help pathway participants to achieve their goal of career advancement through job placement, financial support, and mentorship. The school district has identified funds to be used in support of staff pursuit of licensure or an advanced degree. Participants that apply to be a part of this program must be a 4J employee (teacher, coach, substitute, EA, bus driver, etc.). **Individuals who would diversify the workforce are strongly encouraged to apply.** The program is designed to minimize, if not eliminate, economic barriers for selected participants to reach their goal of becoming a licensed educator.

Who: Any Eugene 4J School District employee can apply. Applicants must have a bachelor's degree, be recommended by their building principal or department supervisor, and have 2 years experience working in schools.

****Preference will be given to those candidates that are diverse. This is in keeping with the district Vision 2020 in diversifying our teaching workforce by actively recruiting scholars who are culturally or linguistically diverse.*

****Preference will be given to people pursuing Licensure in Special Education.*

When: Applications will be closing on February 28. To be considered for this opportunity, complete the application form that is linked below.

Important Dates for 4J Application:

January 3 - Application Opens - 8:00 am

February 28 - Application closes - 5:00 pm

March 1 - March 8 - Screen Applicants

March 9- March 10 - Notify Applicants of Interviews

March 13 - March 17 - Interview Applicants

March 20 - 24 - Notify Professional Development Award recipients

If you have staff members that are interested in becoming teachers or counselors please send them the appropriate link below. We ask that you are thoughtful in thinking about those staff members that meet the qualifications and you think would be an asset to the District:

Pathway to Teaching:

<https://forms.gle/ys5AmYiRkUWoHJs77>

Pathway to Counseling:

<https://forms.gle/NvRX3d1mU2J3TZ2G8>

If you know of people in your building that do not meet the qualifications to apply to the Teacher or Counselor Pathway (example: do not have a bachelor's degree), but wish to begin their pathway to further their career they can also apply. This could include people that want to be teachers, but could also be people that want to move into a position like electrician, HVAC technician, or mechanic. Please give them the link below. This is a different way that employees can work on furthering their career.

Career Development Application:

<https://forms.gle/UKbVUiwKPi75fWVG6>

If you have any questions or concerns please do not hesitate to reach out either by email or on my cell phone (541) 285-0622.

Respectfully,

Mike Ingman
Human Resources Administrator
Eugene School District 4J

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