

# Diverse Educator Pathway (DEP)

**NWRES**D



# What is the DEP

In collaboration with school districts, community colleges and universities, the NWRESD launched the Diverse Educator Pathways (DEP) program in 2019 in accordance with the Oregon Educator Equity Act of 2015's goal "to increase the representation of racial, ethnic and linguistic groups who have historically been underrepresented in the state's educator workforce."

The DEP creates opportunities that support Oregon's future BIPOC educators on their path to teacher licensure. Participants receive culturally relevant guidance and support from the DEP's team of diverse professionals.

Our main priorities are to:

- Increase the number of racially/linguistically diverse DEP participants.
- Promote the importance of representation in the educator workforce.
- Expand relationships with various school districts and higher education institutions.



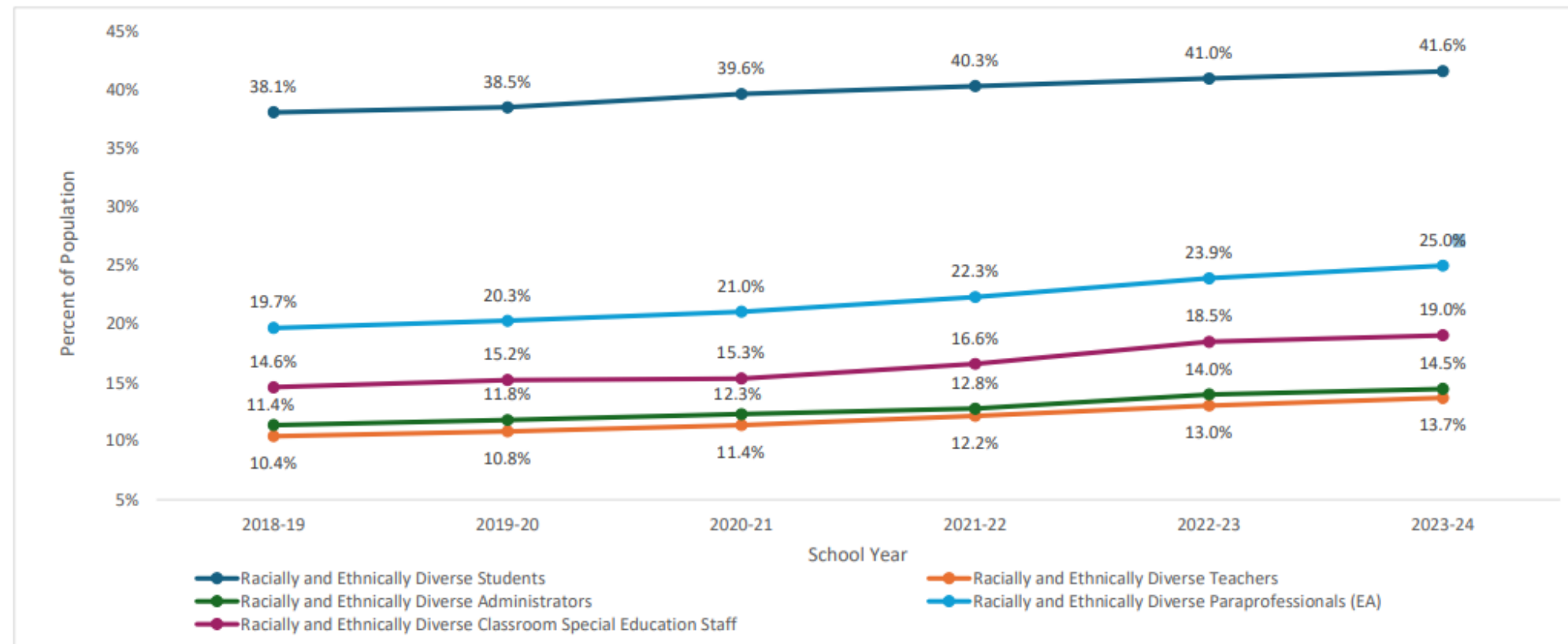
## The Why Behind the DEP

“A wealth of research supports the positive effects of teachers of color on the academic and life outcomes of students of color, and a new working paper from the Annenberg Institute adds two new and important findings to the mix: 1) white students also measurably benefit from having teachers of color; and, 2) teachers of color are more likely to bring certain positive attributes to the job that may explain why the benefit of having a teacher of color goes beyond a role model effect.” ~National Counsel on Teacher Quality



# The Data

**Figure 18.** Proportion of Educators Identified as Racially and Ethnically Diverse by Educator Role, 2018-19 to 2023-24



*Source.* ODE Staff Position Collection and ODE Fall Membership (2018-19 - 2023-24)

*Note:* Count for 2023-24 staff roles identifying as racially and ethnically diverse: Teachers n = 4,412, Administrators 383, Educational Assistants n = 3,891, Classroom Special Education Staff 2,436.



# Qualifications & Requirements

- You must be a student, a classified staff, or a community member
- Be linguistically and/or culturally diverse
- College bound with the desire to work in education as a classified staff member, teacher, occupational therapist, physical therapist, speech pathologist, counselor, administration, etc.
- Be willing to communicate with DEP team for updates and to get assistance with program needs
- Agree to apply and interview with the Neah-Kah-Nie District



# Resources and Support

- Financial aid and scholarship support
- Professional development opportunities
- Summer internship opportunities
- Free credit bearing college classes
- Academic Support
- Prep Courses
- Advising
- Mentoring
- College Tours



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## Current DEP Participants

**High  
School**

**Classified  
Staff**







*Thank  
You*

