

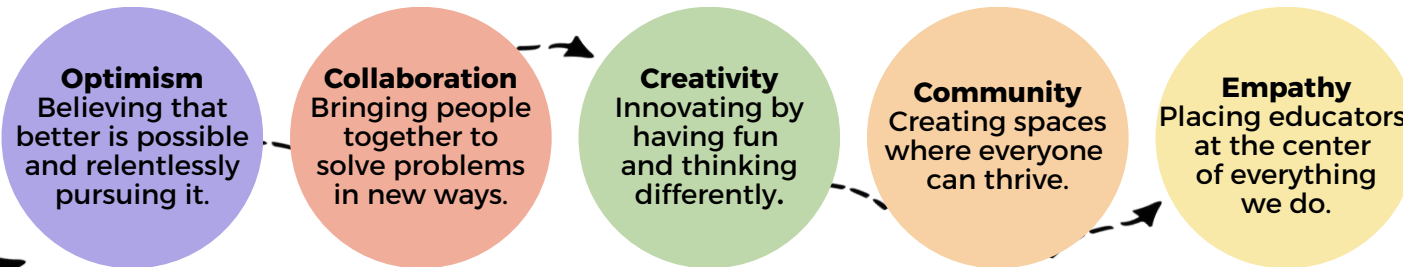
# Understanding MCREN

The Multnomah Clackamas Regional Educator Network is one of ten Regional Educator Networks in Oregon that partners with educators to create, test, and scale meaningful change to support our school community.

**Our Mission:** All students deserve great educators.

**Our Vision:** Empowering & enabling educators to be their greatest.

**Our Values:**



## Policy Goals of all Regional Educator Networks in Oregon:

**Enhance a culture of leadership and collaborative responsibility** that elevates and advances the teaching profession among professionals employed by early learning services, schools serving students in kindergarten through grade 12, education service districts, educator preparation providers, nonprofit organizations, professional associations and community-based organizations.

**Enhance access for educators to high-quality professional learning** that supports culturally responsive practices; is guided by the needs of educators served by the educator network; maximizes collaborative leadership among teachers and administrators; and reflects professional learning standards.

**Strengthen and enhance existing evidence-based practices** that improve student achievement and that reflect changing students' needs and demographics.

**Improve the recruitment, preparation, induction and support of educators** at each stage of the educators' careers.

**Enhance leadership and career advancement opportunities** for teachers and increase the perspectives of teachers in identifying priorities for funding educator professional learning and educator supports.



# MCREN's Theory of Improvement

## Problem of Focus

**MCREN's AIM:** Nurture and expand a high-quality pool of engaged educators who are reflective of student racial demographics in Multnomah and Clackamas counties.

### Primary Driver #1: Healthy School and/or District Cultures

An environment that empowers educators by valuing their voice, agency, and time; fostering a deep sense of belonging and connection with students, families, and colleagues; while actively elevating culturally diverse perspectives through a commitment to equity and inclusion.

#### Secondary Drivers

##### SD 1.1

Develop processes and structures for building connection, community, and collaboration.

##### SD 1.2

Create a culture of collaborative leadership and collective responsibility within schools and districts.

##### SD 1.3

Provide support for managing stress, workload, and overwhelm.

##### SD 1.4

Implement inclusive, equitable, and culturally sustaining strategies and structures.

### Primary Driver #2: Educators Feel Effective and Impactful

Educators feel like they have the training, skills, and resources to do their job effectively. Educators believe they are having a positive impact on their students' academic and social growth, especially for those experiencing predictable and disproportionate outcomes.

#### Secondary Drivers

##### SD 2.1

School principals have the skills and resources to meet the needs of their educators, students, and the community.

##### SD 2.2

Educators have access to enhanced leadership and career advancement opportunities.

##### SD 2.3

Educators have the skills & resources to provide impactful (relevant, culturally responsive, & transferable) instructional practices.

##### SD 2.4

Educators have the skills & resources to positively engage and address the unique social, emotional & behavioral needs of all students.

\*Secondary Driver Definition: A secondary driver is a focus that MCREN believes will yield a high-leverage improvement that would improve the condition of the primary driver and, thereby, our AIM.