



LINCOLN COUNTY  
SCHOOL DISTRICT

Human Resources Office  
1212 NE Fogarty, Newport, OR 97365  
Mailing Address: PO Box 1110, Newport, OR 97365  
T 541-265-9211 | F 541-574-0511 | www.lincoln.k12.or.us



## ***Lincoln County School District-Grow Your Own Teachers (GYO) Rural Teacher Pathway Project***

What is the **Grow Your Own Teachers** Program?

The Lincoln County School District, Oregon Coast Community College, and Western Oregon University have partnered together to provide a pathway for LCSD classified staff to become teachers or other licensed staff. In an effort to diversify our workforce, LCSD received a Grow Your Own grant from the Oregon Department of Education to provide financial opportunities to existing staff to pursue further education in becoming a licensed educator. Preference will be given to those classified staff who are bilingual, bicultural, biliterate, or meet other diversity criteria.

### ***Who is Eligible and What is the Process?***

1. Current classified staff with at two school years (6 hours daily) of successful service to the District preferred.
2. Applicants from Lincoln County School District who are bilingual, bicultural, biliterate or otherwise diverse.

#### ***Diverse Categories***

- Race
- Ethnicity
- Language
- Gender
- Culture
- Religion
- Differing abilities

- [Rural Teacher Pathway Program Application](#)

3a. Applicants who meet the criteria and interview successfully with Lincoln County School District Human Resources Director.

3b. Applicants who meet with Ben Kaufmann, Navigate Program Manager, at Oregon Coast Community College (process information below) and are accepted into OCCC.

4. Employees who successfully take OCCC education courses (winter and/or spring term up to 12 credits per term) and continue to work 4 hours daily in LCSD. **\*\*Please understand we are in a major staffing shortage. Release time for courses will depend on a consistent substitute to support the building. LCSD is willing to be creative in other types of release time.**



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## *Program Specifics*

- Selected employees will work 4 hours in their existing positions and be released for remaining hours of their position with no change in benefits or pay.
- The daily release time is to engage in college level education focused coursework and observe in LCSD classrooms.
- Employees would take education pathway courses through OCCC or continue on from an Associate's Degree to a 4-year degree reimbursed at the OCCC course rate.
- All associated OCCC tuition and fees paid for by LCSD.
- All associated OCCC books paid for including the use of a Chromebook.

## *LCSD Requirements*

1. Submit one letter of recommendations from current supervisor.
2. Submit one letter of recommendation from another LCSD employee.
3. Submit a one-page essay, within the application, describing why you want to be a teacher or other licensed educator.
4. Apply online at: [Rural Teacher Pathway Program Application](#)

## *OCCC Requirements*

1. Apply to OCCC at <http://www.oregoncoastcc.org/getting-started/>
2. **For the K12 Teacher Pathway:** Make an appointment with Ben Kaufmann, OCCC Navigate Program Manager, [ben.kaufmann@oregoncoast.edu](mailto:ben.kaufmann@oregoncoast.edu), or Student Services at (541) 867-8501
3. Bring high school and/or college transcripts if possible
4. Learn about scholarship information and transferring to WOU!



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## ***Hard to Fill Positions***

Lincoln County School District experiences difficulty in filling these positions and is always looking for staff to fill specialist positions in addition to traditional classroom teachers.

- Speech Pathologist
- School Psychologist
- Reading Teacher
- English as a Second or Other Language Teacher
- Special Education
- Music

Still have questions?

Jennie Scarborough, LCSD Human Resources Specialist

541-265-4422

[jennie.scarborough@lincoln.k12.or.us](mailto:jennie.scarborough@lincoln.k12.or.us)

Tiana Tucker, LCSD Human Resources Director

541-265-4436

[tiana.tucker@lincoln.k12.or.us](mailto:tiana.tucker@lincoln.k12.or.us)

Ben Kaufmann, OCCC Navigate Program Manager

541-867-8512

[ben.kaufmann@oregoncoast.edu](mailto:ben.kaufmann@oregoncoast.edu)