



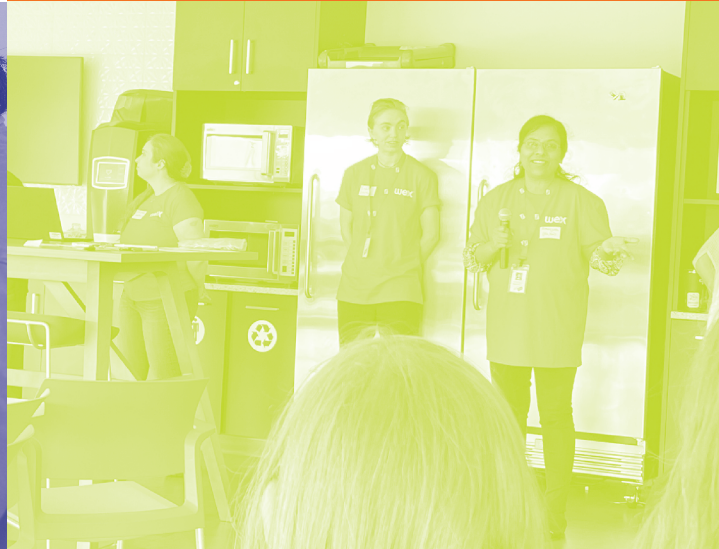
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EDUCATE MAINE



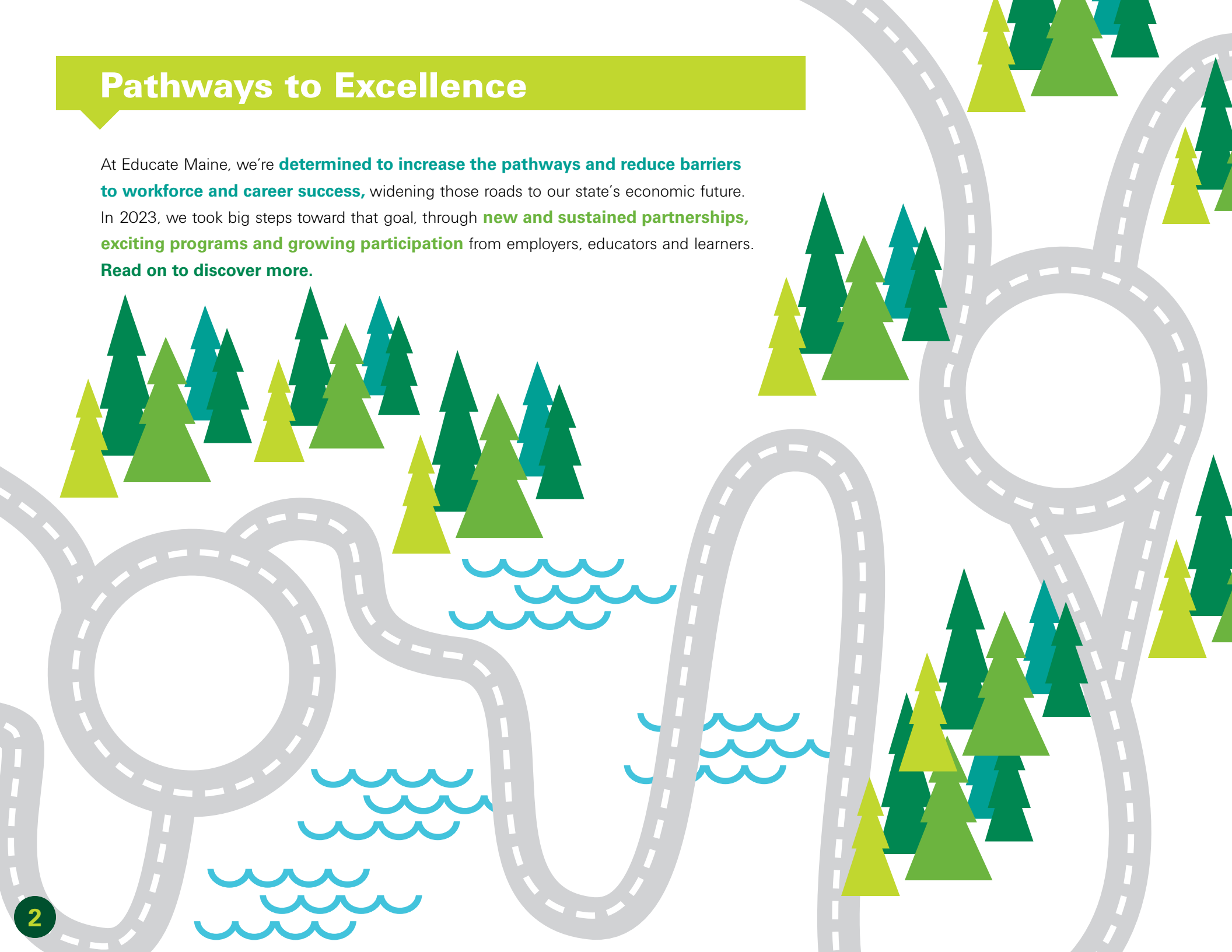
Pathways to Excellence

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Pathways to Excellence

At Educate Maine, we're **determined to increase the pathways and reduce barriers to workforce and career success**, widening those roads to our state's economic future. In 2023, we took big steps toward that goal, through **new and sustained partnerships, exciting programs and growing participation** from employers, educators and learners. **Read on to discover more.**



Dear friends,

The year 2023 saw wonderful growth and success for the individuals, educators, and organizations served by Educate Maine. As we developed new programs and reached more students than ever statewide, we focused our efforts on creating and articulating new pathways in education and training. Our team expanded as well: Jon Delorme and Meg Krieger joined the workforce development team and we expanded our communications efforts by welcoming Kate Carlisle.

Educate Maine's work to champion investments in Maine's education system was a central priority in 2023. Through the commitment of more than 120 of our partners in MaineSpark and the support of the Legislature and Administration, Maine has now reached 55 percent of adults with a degree or credential of value. With continued support, Maine will reach its goal of 60 percent by 2025, to help make sure workers have the credentials needed to thrive in our local economy. Educate Maine continues to update the Education Indicators of Maine report with disaggregated data to highlight essential indicators of student success, from early childhood through adulthood.

The year brought significant investment in education and workforce initiatives thanks to the leadership of Governor Mills, the support of legislators, and the advocacy of our staff. These investments included wage support for early childhood educators, expansion of pre-K funding to make these programs more available to Maine students, support for PK-12 schools to meet the state's 55% funding obligation, continued support for free school meals, expansion of free community college, and additional support for Maine's higher education systems.

Each of these investments relates directly to increasing the educational attainment of Maine people, a central part of Educate Maine's mission. As a business-led nonprofit, Educate Maine focuses on strengthening the alignment between educators and employers in Maine to develop a larger and career-ready workforce. This priority integrates into each of Educate Maine's programs. Maine Career Catalyst (MCC), with the support of FocusMaine, continued to expand student internships in communities and sectors across Maine.

In 2023, 60 students participated in this program. MCC launched the first aquaculture pre-apprenticeship in the country with the support of FocusMaine, the Gulf of Maine Research Institute, and the Maine Aquaculture Association. The Educate Maine team has scaled pre-apprenticeships and apprenticeship

programs across Maine, thanks to the support of the Maine Department of Labor and Jobs for the Future. We had 31 people taking part in those programs.

In addition, Project Login, our program focused on growing the tech workforce, expanding Girls Who Code chapters in regions across Maine, facilitating high quality teacher professional development for new computer science teachers, and engaged with national partners like Microsoft, Code.org, and Million Girls Moonshot to reach rural Maine students.

Supporting educators and elevating the teaching profession has been a huge part of Educate Maine's work over the last decade. The Maine Teacher of the Year and Education Leaders Experience programs have touched more than 500 educators across Maine.

In 2023, Educate Maine announced the development of the Teach Maine Center, a program focused on educator recruitment, retention, and advancement as a response to the educator workforce crisis happening in our state. Designed for teachers by teachers, the Teach Maine Center reimagining of what it means to be an educator in Maine. Thanks to the support of the Maine Department of Education, this Center will elevate the teaching profession and make sure Maine's educators are valued, supported, and provided robust opportunities to advance.

We are excited about the work ahead in 2024. The Maine Mobile BIOLAB launched in early March and will visit more than a dozen middle schools across Maine in the last few months of this school year. This program will help middle school students learn about careers in the life sciences and facilitate hands-on STEM education in many of Maine's most underserved schools.

The BIOLAB is just one example of the work we are excited about in 2024. Thank you for supporting Educate Maine. With your help, we have been able to impact thousands of students, engage and support educators from all 16 counties, and partner with schools, higher education, and employers to improve the lives of the people of Maine.



Sincerely,
Jason L. Judd, Ed.D.
Executive Director

A Year by the Numbers



It Takes a Village

The reach and success of Educate Maine's programs **would not be possible without the multiple employers, businesses and philanthropic organizations** who support our many pathways to innovation and success.

They Include:

Alfond Scholarship Foundation
Bangor Savings Bank
Bank of America Charitable Foundation
Bowman Constructors
Casella Waste Systems
CEI
Cianbro
Code.org
Community Concepts
CourseStorm
Cumberland County Federal Credit Union
Dead River Company
Enercon
Energy Efficient Investments
Fiber Materials Inc.
Finance Authority of Maine
First National Bank
FocusMaine
Fortinet
Foundation for Portland Public Schools
Geiger
Gorham Savings Bank
Gulf of Maine Research Institute
Hannaford Supermarkets

Harriman Architects
Harvard Pilgrim Health Care
HighByte
Hussey Seating
Husson University
Idexx
Jobs for the Future
Live and Work in Maine
LL Bean
Machias Savings Bank
Maine Business Education Partnership
Maine Community College System
Maine Community Foundation
Maine Department of Education
Maine Department of Labor
MaineHealth
Maine Marathon
Maine Math and Science Alliance
Maine
Odyssey of the Mind
Maine Savings Federal Credit Union
Maine Space Grant Consortium
Maine State Board of Education
Maine State Lottery
Maine Technology Institute

Margaret Chase Smith Policy Institute
Martin's Point Health Care
MELMAC Education Foundation
Microsoft Philanthropies
Midcoast Charitable Foundation of Maine
MMG Insurance Company
Moody's Collision Centers
NASA
Nellie Mae Education Foundation
Northern Light Health
Norway Savings Bank
Fritz and Susan Onion
ProSearch
The Roux Institute at Northeastern University
Silver Lake Estates
Spirit Aerosystems
Thomas College
Tyler Technologies
University of Maine System
University of New England
Unum
Upright
WEX

Teacher of the Year

More than a “pageant,” the MTOY program is a process—of **professional development, advocacy, and amplification of the teaching role**—one of the cornerstones of economic success. Highlights from 2023:



Matt Bernstein,
2023 Maine Teacher
of the Year Highlights

■ Inspiring Future Educators:

Matt Bernstein’s year as the 2023 Maine Teacher of the Year began with the “Casco Teaches” Intensive, where he introduced high school students to teaching as a future profession, elevating the importance of the teaching profession and inspiring future educators.

■ National Recognition and Advocacy:

Matt actively participated in the Council of Chief State Officers (CCSSO) sponsored National Teacher of the Year Orientation, engaging in professional development in education policy, teaching practice, and advocacy, aligning with the program’s objectives to elevate educators and advocate for important issues.

■ Legislative Engagement:

Matt and the 2022 County Teacher of the Year cohort joined the Education Leaders Experience Lambda Class for the Mock



Legislature/Policy Day, where educators learned about the legislative process, contributing to the program’s goal of building a network of teacher leaders and enhancing advocacy skills.

■ National Representation:

Matt represented Maine educators on a national level in Washington, including at a White House ceremony with President Biden, promoting the state’s education system and advocating for students and teachers.

■ Leadership and Professional Development:

Matt’s leadership involved keynote speeches, conference participation, and presentation of his work on Wabanaki studies, contributing to the program’s aim of amplifying the voice of educators and enhancing their personal and professional development.

2023 County Teacher of the Year Selection Process and Programming Highlights

Record-Breaking Nominations and Selection: An astonishing 567 nominations for the 2023 County Teachers of the Year highlighted the recognition and honor bestowed upon Maine’s educators. The County Selection teams, led by the 2021 and 2022 County Teachers of the Year, selected 16 exceptional educators from across the state.

State House Recognition and Induction: The 2023 County Teachers of the Year were recognized at the Maine State House. Discussions with Deputy Commissioner of Education Dan Chuhta aimed to shape Maine’s education landscape.

Advocacy and Collaboration with Senator Angus King: Collaborative efforts with Sen. Angus King’s office engaged the 2023 County Teachers of the Year and 2023 Maine Teacher of the Year Matt Bernstein in discussions addressing critical topics in Maine schools and the teaching profession. Topics included educator recruitment, student mental health, and support systems for students, families, and communities.

Professional Development and Collective Action: A daylong professional development session hosted by the University of New England enabled County Teachers of the Year to engage in a ‘story exchange’ and meet with Commissioner of Education Pender Makin to discuss education policy. This event culminated in planning for collective action to elevate the teaching profession in Maine. The 2023 County Teachers of the Year also continued their efforts to elevate educators and the teaching profession through their #LoveMaineSchools project, gaining significant online traction and advocating for various education topics at state and national conferences.



In October, Joshua Chard, a dedicated second- and third-grade looping teacher, was named the 2024 Maine Teacher of the Year. This recognition was a testament to his exceptional contributions to education, exemplifying the program’s commitment to recognizing and honoring Maine’s outstanding educators. Joshua’s journey is poised to inspire future educators and elevate the teaching profession.

Legacy County and State Teachers of the Year - 2023 Highlights

Advocacy in the Legislature:

Legacy County and State Teachers of the Year played a crucial role by providing valuable testimony to the Joint Standing Committee on Education and Cultural Affairs during the 131st Maine Legislature’s first session. Their efforts addressed pivotal education bills, including teacher participation on the State Board of Education, minimum teacher salary, early childhood education, and intellectual freedom for Maine learners.

Empowering Educators with continued professional learning:

The participation of 2023 State Finalists Heather Anderson and Ashley Bryant in the National Network of State Teachers of the Year Leadership Conference in Louisville enriched their careers and empowered them to create positive change within Maine’s education system. Kelsey Stoyanova and Heather Whitaker’s selection for the first Collective Care for Educators Wellness Retreat in New York City resulted in valuable insights into educator well-being, with ideas for implementing similar wellness experiences for Maine educators.

Inspiring Future Educators:

A collaboration between Matt Bernstein, Emily Albee, Ashley Bryant, and Kelsey Stoyanova with Thomas College’s Lunder School of Education resulted in the “Teacher in Residence” program.

Maine Career Catalyst



There are as many paths to a satisfying career as there are careers. Maine Career Catalyst supports many of them through its **experience and training programs, including pre-apprenticeships, apprenticeships, internships and the new Aquaculture Pioneers plan.** Here's what some apprentices and employers had to say:



"This is a MUST! The support and learning I have gotten is great, especially when it's in the field I am interested in. It's important to give being an apprentice a shot so you can choose a path instead of being forced into one."

Eli Jacques
Computer Technician apprentice at
Compusult, Inc.



"I have grown stronger in my confidence and curiosity within the building world. I have the space and time to ask questions, see how others complete tasks, and try my best at it with great feedback."

Delaney Perry
Passive House Builder apprentice at
Maine Passive House



"Here at Camden National Bank, we take every opportunity to support our community. Participating in the Maine Apprentice program gives us an authentic opportunity to help our customers, businesses, and communities thrive."

Iris Alexander
Learning & Development Specialist,
Camden National Bank



“Offering a registered apprenticeship program is a great way to secure a pipeline of talent for your industry. Partnering with Educate Maine makes the process of launching an apprenticeship simple and easy, and the positive impact the apprenticeship experience can have in the early stages of a person’s career is immense. Offering a registered apprenticeship program is a win-win for the employer and apprentices.”

Kim Cotta
Fixed Operations,
Talent Development Manager
Darling’s Auto



Education Leaders Experience



The Mu Cohort of the Education Leader Experience got off to a great start, visiting 10 employers and university campuses to learn about everything from engineering to agriculture. The cohort visited businesses ranging from broccoli farms to manufacturers and made valuable connections across the state. The ELE program, now more than a dozen years old, is administered by Educate Maine in partnership with Unum, UNE Online, and the Maine Principals’ Association. ELE alumni say they’ve gained valuable insight to take back to their schools and students, experience to enhance their careers, and friends to last a lifetime.

With the support of our partners at Unum, the Mu cohort learned from business leaders and state economic



development leaders, explored agriculture in Aroostook County, and planned for a Mock Legislature Day at the Statehouse. Recruitment for the latest cohort (Team Nu) is underway.

Project >Login



Dennis Welsch

Program Director Angela Oechsle launched an award-winning Project>Login podcast, which came in at #3 of best computer science 'casts chosen by Goodpods. Available wherever you get your podcasts.

PROJECT >LOGIN

Engage. Educate. Employ.

Project>Login, along with MIT, the Maine Department of Corrections and Brave Behind Bars, developed a virtual networking and career exploration event for justice-impacted individuals who want to learn about tech-sector opportunities. Participants included Idexx, Bangor Savings Bank, the Jackson Laboratory and Two-Degrees.io.



Girls Who Code

With code.org and other partners, Educate Maine sponsored six GWC camps that let girls learn about everything from building robots to designing video games. Here's what campers and a camp leader had to say:

"There's no girl who has touched the moon. And I actually thought about being a doctor!"

-Rita, 3rd Grade

"I really like video games. My mom wanted me to know more about the video games I like in general and know how they're made."

-Claire, 5th Grade

Joe Henderson, technology coordinator at McArthur Public Library, worked at the GWC camps. He benefited too:

"Educate Maine has allowed me to amplify the skills, aptitudes and interests that I have for helping other people - helping them in ways I couldn't do on my own."



2023 CS Summer of Fun!

The CS Summer of Fun is a weeklong program for educators, offering both intensive prep for teaching computer science and a survey class for those who are new to incorporating CS in their curriculum.

“This has been an amazing week! Code.org content has everything a teacher needs to hit the ground running with computer science and be confident they can succeed. This training helped me to understand the curriculum to a point that I am confident in the resources available and that I will be supported to success.”

“As an incoming computer science teacher with limited teaching experience and zero CS experience, I feel that the Summer of Fun program was instrumental in helping me feel ready to tackle a CS curriculum from day one.”

2023 Memories



Advocacy



Catalyst



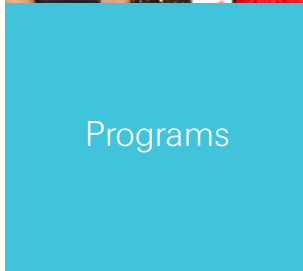
Workforce



Leadership



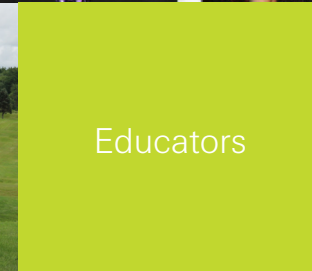
Development



Programs



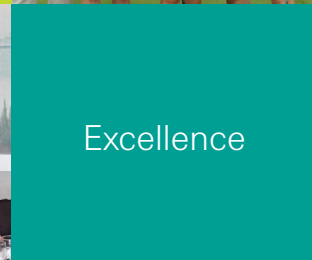
Educators



Networking



Excellence



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EDUCATE MAINE



We invite you to stay connected



23

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