As a Sapsik’ʷałá grant recipient, you are part of a growing cadre of federally supported highly qualified American Indian/Alaskan Native teachers working to improve the teaching and learning of Indigenous students and all students at the elementary and secondary level.

As you complete your UOTeach MEd, we want to help you focus your job search on positions that meet your Sapsik’ʷałá federal payback agreement. This is defined as:

- A full-time K-12 licensed teacher in a field you’ve been trained.
- Working at a school to benefit American Indian and Alaskan Native students.
- The school or district you work at must be able to explain how your work is benefitting American Indian/Alaska Native students.

This is required to meet your service payback obligations to the U.S. Department of Education Office of Indian Education. When you are hired, you need to work with the federal payback system to submit any required documentation, such as a letter from your school or district explaining how your service benefits American Indian/Alaska Native students.

**Timeline:** Students who receive grant support for training at the Master’s level agree to work on a full-time basis (or full-time equivalent basis) for one month for each month for which they received Sapsik’walá Program grant assistance, equivalent to two-years of teaching. You will have a 6-month grace period to find a position before cash payback begins.

**Induction:** You are provided with one-year of induction services through the federal grant. In your first year of full-time teaching, you will work with a veteran teacher mentor. The services offered through this program may also include cohort seminars and support to attend a professional conference. Grant recipients are highly encouraged to take full advantage of these support mechanisms.

### Career Planning & Support

1. The UOTeach EDST 609 (winter) & EDST 609 (spring) seminar course will focus on helping you prepare for your Job Search and marketing yourself for Job Fairs and interviews. You should alert your instructor of your requirements.

2. The COE / UOTeach Search Resources:
   a. **COE Educator Job Fair**, is typically held in March at the UO Ford Alumni Center. This Job Fair is designed to help students learn about different districts and their hiring practices, practice marketing themselves to district hiring representatives, learn about upcoming district opportunities, and possibly get some interviews [https://blogs.uoregon.edu/teacherjobfair/program/](https://blogs.uoregon.edu/teacherjobfair/program/)
   b. **District and Job Fair links**: [https://blogs.uoregon.edu/uoteach/job-fairs/](https://blogs.uoregon.edu/uoteach/job-fairs/)
   c. **COE Job Board**: [https://coe.uoregon.edu/jobs/](https://coe.uoregon.edu/jobs/)
   d. Approved time off from your student teaching to attend the **Professional Educator Fair** in Portland OR typically in early April. Register at [www.oregonedfair.com](http://www.oregonedfair.com)

3. **Growing Network of Sapsik’ʷałá scholars in Oregon** (as well as across the US). The following districts have stated a high-need for Indigenous teachers and have committed to considering Sapsik’ʷałá students for teaching positions. Sapsik’ʷałá students must teach at a school with high populations American Indian/Alaskan Native student populations, the following schools and school district qualify for service payback:
   - Klamath County SD
   - Chemawa Indian School
   - Chiloquin Elementary
   - Nixyaawii Community School 9-12
   - Pendleton SD
   - Siletz Valley Early College Academy
   - Siletz Valley Schools
   - Lincoln County SD
   - Warm Springs Academy K-8
   - Yakama Nation Tribal School 9-12
   - Toledo Schools
   - Willamina SD

4. There are many other schools that meet the requirement for service payback. Criteria Search Resources include:
   - [https://pdp.ed.gov/OIE/Scholar](https://pdp.ed.gov/OIE/Scholar) Department of Education payback system
   - [https://bie.edu/Jobs/Apply/index.htm](https://bie.edu/Jobs/Apply/index.htm) Bureau of Indian Education (see state listings)
   - [http://teach.niea.org/job-board/](http://teach.niea.org/job-board/) National Indian Education Association open positions