

STATE BOARD OF EDUCATION – TOPIC SUMMARY

Topic: 5.b—Oregon’s 2015 Educator Equity Report

Date: October 22, 2015

Staff/Office: Hilda Rosselli, Chief Education Office

Action Requested: **Informational Only** **Adoption** **Adoption/Consent**
Agenda

ISSUE BEFORE THE BOARD: Update on efforts to recruit, prepare, hire and retain a more culturally and linguistically diverse educator workforce that better reflects the demographics of the PK-12 student population.

BACKGROUND: Include the following points when possible:

- SB 755 requires a report on progress toward goals set in 2013 and HB 3375 has refined the goals, terminology, and reporting mechanisms.
- Oregon now has 30 districts in which between 40 - 82% students of color yet the diversity of the educator workforce have not kept pace with the changing demographics.
- Oregon’s earliest efforts in this area resulted in the Oregon Minority Teacher Act passed by the Legislature in 1991 but little progress has been made due to the state’s inability to address the issue systemically.
- Collaborative efforts between Chief Education Office, Oregon Department of Education, and Teacher Standards and Practices Commission resulted in a 2015 report and a work plan developed by a 20 member state advisory group.
- State level leadership in this area can impact change to promote emerging effective practices, professional development, and continued focus on ensuring that Oregon’s educators reflect the faces, languages and experiences of students in the state.
- A 2014 status report was shared over a year ago and the board expressed interest in an update in 2015 and an opportunity to learn how strategic investments have or have not impacted progress on the state goals.

POLICY QUESTIONS:

- What role can the state play in providing resources and guidance to help districts conduct anti-bias professional development to examine their practices around recruiting, interviewing, and hiring?
- Should districts with higher percentages of students of color receive additional support to increase the diversity of their educator workforce?
- What efforts are needed to align educator workforce policies with the ODE American Indian Alaska Native Education State Plan and English Learners Strategic Plan and African American Plan?
- What increased coordinated efforts are needed between the State Board of Education, Higher Education Coordinating Commission, and Teacher Standards and Practices Commission to improve cultural and linguistic in Oregon’s educator preparation programs and meet the needs of hiring districts?
- What supports are needed to ensure that culturally and linguistically diverse educators are retained and provided opportunities to advance in their careers?

STAFF RECOMMENDATION: Identify needed levels of funding and develop legislative “asks” for 2015-17 session.