



# 2015 Oregon Educator Equity Report Highlights

A Presentation to the  
African American Student Plan Work Group-November 2015

Full Report available at: <http://education.oregon.gov/portfolio/2015-ed-equity-report/>



# Applying the Oregon Equity Lens

We have a moral imperative to ensure that our K-12 educator workforce is as diverse as the students and families served and that culturally and linguistically diverse educators are retained and able to advanced in their careers.



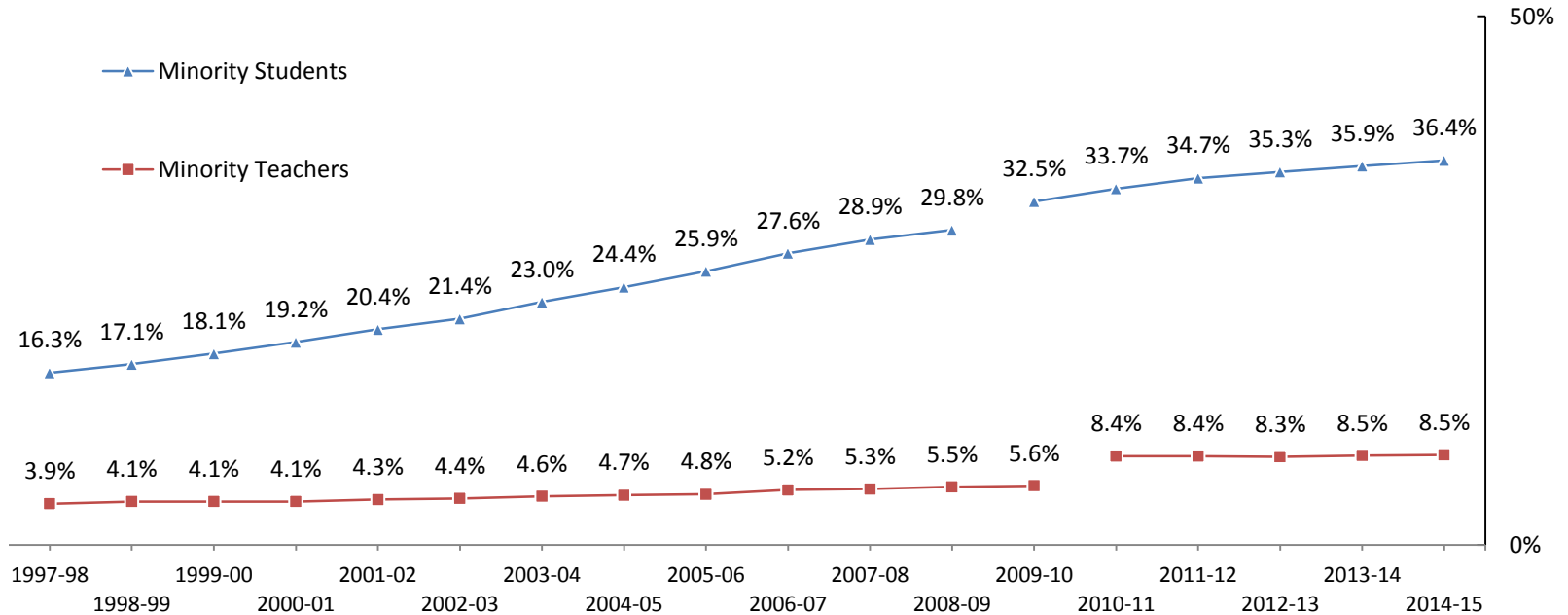
# Applying the Oregon Equity Lens

Teacher and leader effectiveness in Oregon public schools will be strengthened if our state's educator preparation providers prepare all teachers and leaders who are effective in teaching all students.

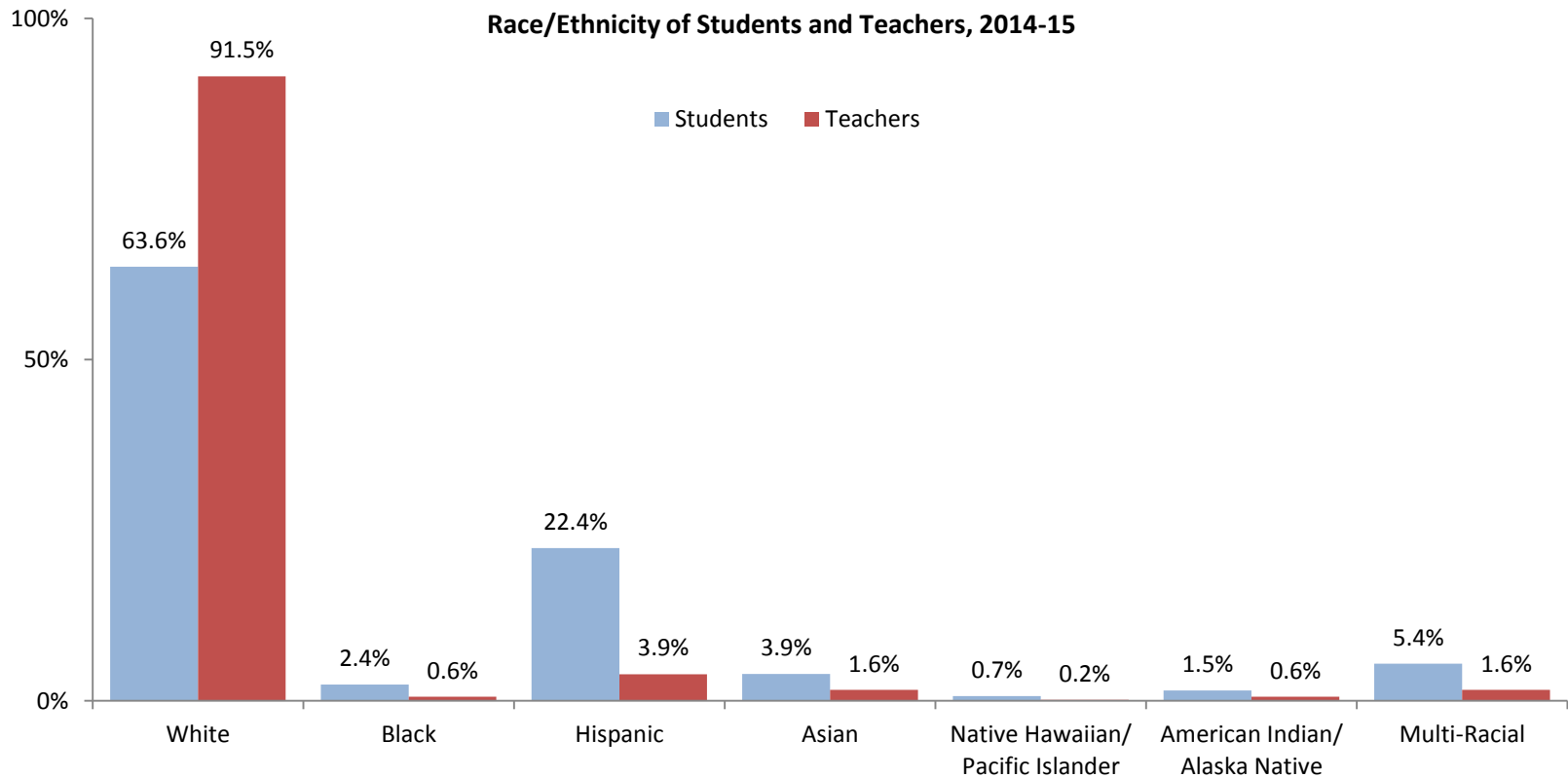
Ineffective and misaligned policies can negatively affect a district's ability to hire or retain the best candidates (i.e., candidates who possess the "grit" needed to succeed in our most challenging schools).



# Oregon Ethnically Diverse Students and Teacher Comparisons- 17 yrs.



# 2014-15 Race and Ethnicity of Students & Teachers in Oregon Public Schools



# Changing Diversity in K-12 Demographics

- Thirty school districts with over 40% students of color
- Districts include a range in size (82 to 47,647 total enrolled students)
- Districts are diverse in geographic location
- Among these districts, most increased in diversity (1%) from 2013-14 to 2014-15



# Oregon Districts with the Most Diverse Student Population

<u>School District</u>	<u>2014-15 Total Enrollment</u>	<u>% White (Non-Hispanic)</u>	<u>% Historically Underrepresented**</u>
<b>1</b> Woodburn SD 103	5745	18%	82%
<b>2</b> Jefferson County SD 509J	2966	29%	71%
<b>3</b> Gervais SD 1	1056	30%	70%
<b>4</b> Umatilla SD 6R	1382	30%	70%
<b>5</b> Nyssa SD 26	1150	32%	68%
<b>6</b> Ontario SD 8C	2404	33%	67%
<b>7</b> Parkrose SD 3	3345	34%	66%
<b>8</b> Reynolds SD 7	11702	36%	64%
<b>9</b> Milton-Freewater Unified SD 7	1793	41%	59%
<b>10</b> David Douglas SD 40	10988	42%	58%
<b>11</b> Morrow SD 1	2215	43%	57%
<b>12</b> Forest Grove SD 15	6101	44%	56%
<b>13</b> Mt Angel SD 91	683	45%	55%
<b>14</b> Hermiston SD 8	5297	48%	52%
<b>15</b> Centennial SD 28J	6242	48%	52%

# Oregon Districts with the Most Diverse Student Population

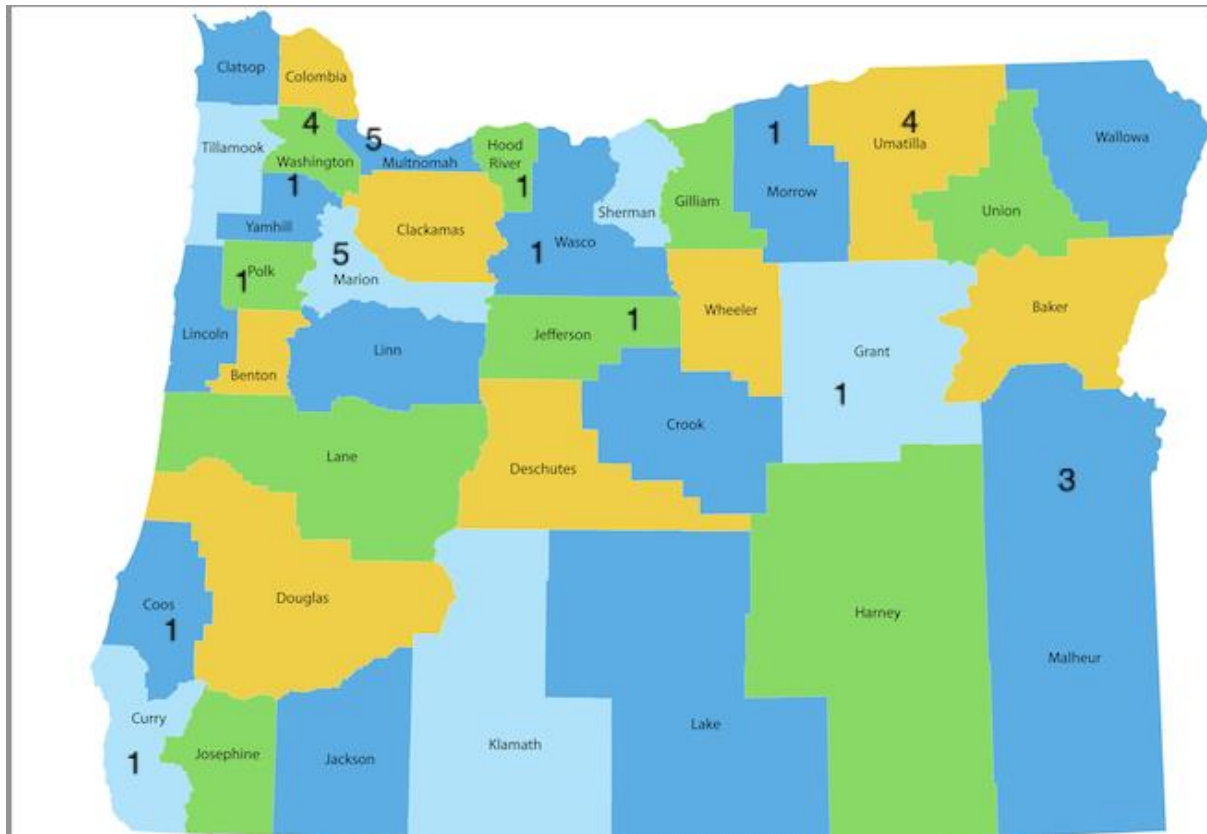
<u>School District</u>	<u>2014-15 Total Enrollment</u>	<u>% White (Non-Hispanic)</u>	<u>% Historically Underrepresented**</u>
16 Salem-Keizer SD 24J	40698	49%	51%
17 Hillsboro SD 1J	20884	49%	51%
18 North Marion SD 15	1959	50%	50%
19 Beaverton SD 48J	39763	50%	50%
20 Central SD 13J	3110	50%	50%
21 Hood River County SD	4146	50%	50%
22 Stanfield SD 61	511	54%	46%
23 Dayton SD 8	978	55%	45%
24 Portland SD 1J	47647	57%	43%
25 Long Creek SD 17	28	57%	43%
26 Annex SD 29	83	58%	42%
27 Powers SD 31	133	58%	42%
28 North Wasco County SD 21	3119	59%	41%
29 Brookings-Harbor SD 17C	1575	59%	41%
30 Tigard-Tualatin SD 23J	12676	60%	40%

\*List was developed based on 2014-2015 ODE Student Fall membership data. All districts with greater than 40% non-white students are included.

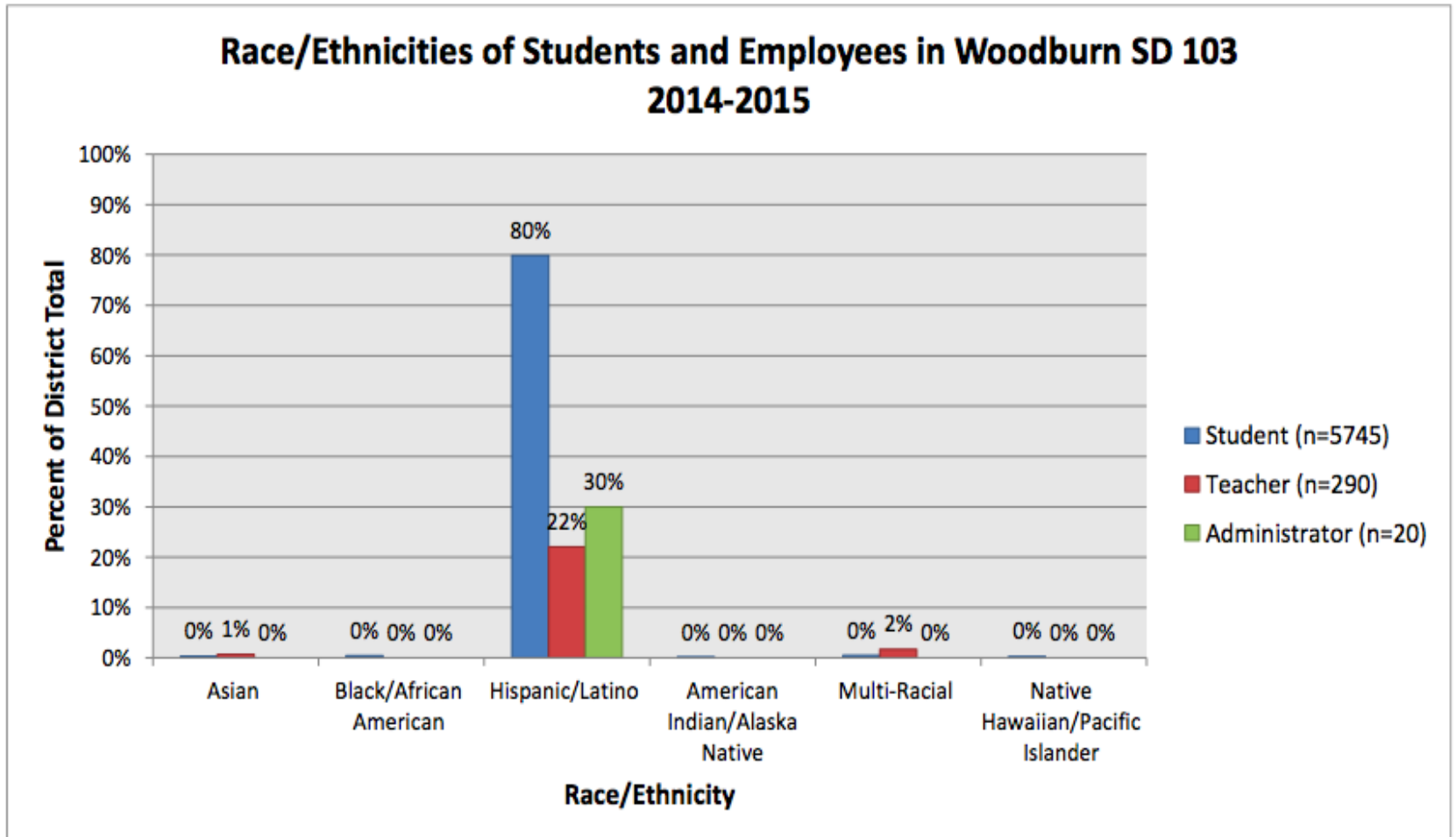
\*\*This column reflects the sum of all other race/ethnicity categories aside from white. These include: American Indian/Alaskan Native, Asian, Native Hawaiian/Pacific Islander, Hispanic/Latino, and Multiracial (students who identify with more than one race/ethnicity)



# Geographic Distribution of Top 30 Most Diverse Districts by County

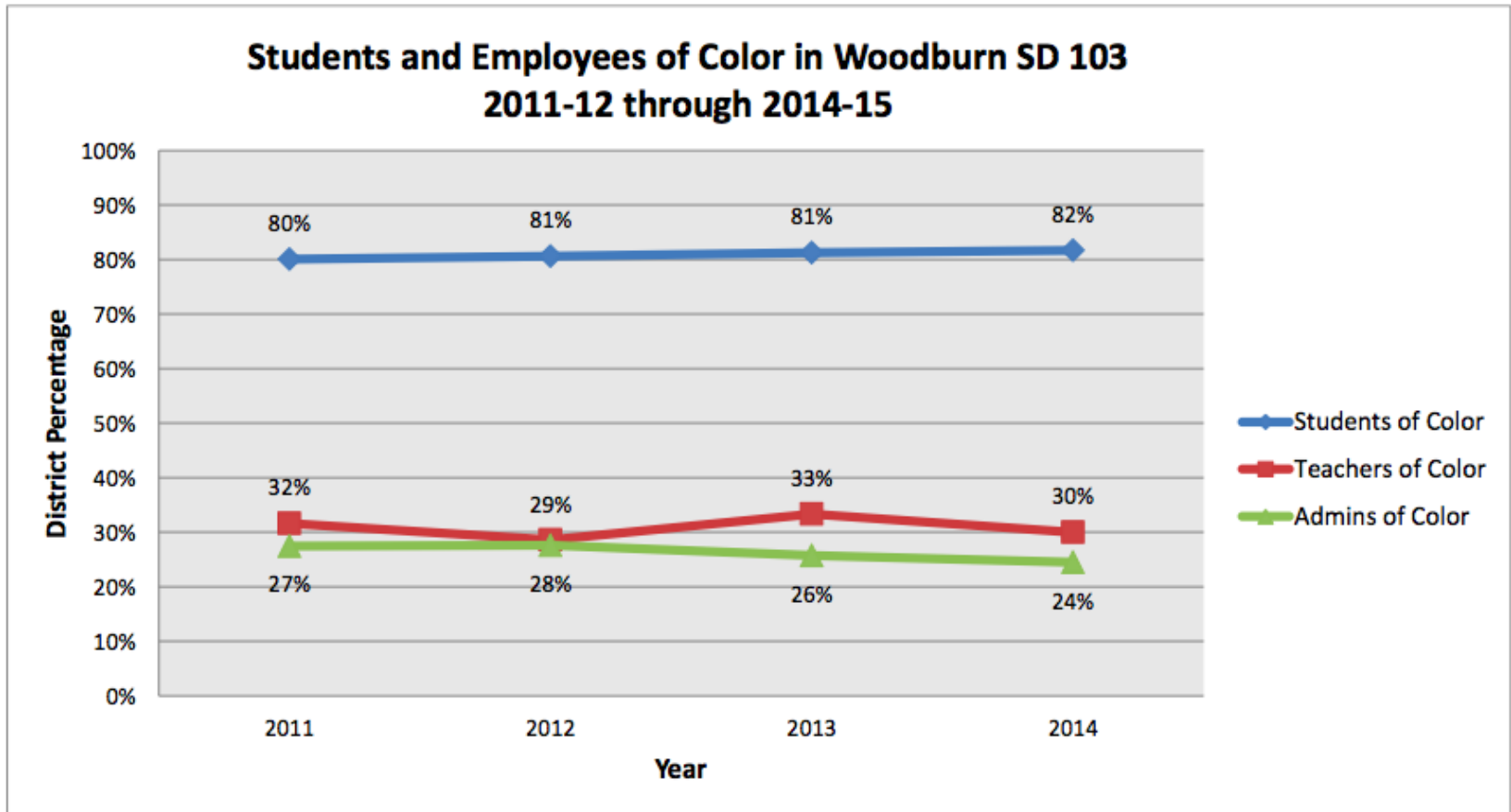


# Sample Data Chart





# Sample Three Year Snapshot



*“I was always given (i.e., known as “stacking or stuffing the classroom”) the hardest students (behavioral problems and/or health issues). I always had far more in my rooms than the other teachers who were treated more preferentially. This didn't deter me from teaching, and my students always scored extremely well on state tests. What this DID do was wear me out.”*

*The school didn't make me feel as if I was an asset. They made it seem as if they took a chance on me, that I should be lucky. I felt more like a hindrance.”*

*-Survey respondent*



*“Make sure that you find a school that’s mission you can really buy into. If you can’t buy into a mission, then you’re just wasting your time and energy.”*

*- Survey respondent*

*“There is nothing like walking into a room full of people who look like you and have had similar experiences as you. It is simply healing.”*

**Anibal Rivera, 1999 PTP Graduate**



# 2013 Changes to 1991 Minority Teacher Act

- SB 755 assigned this work to OEIB to coordinate
- Revised definition to include individuals whose first language is not English
- Set goals of 10% increase over July 2012 level of:
  - Culturally & linguistically diverse students prepared in teacher preparation programs
  - Culturally & linguistically diverse educators employed in school districts
  - Culturally & linguistically diverse administrators employed in school districts



# Progress towards SB 755 2015 Goals

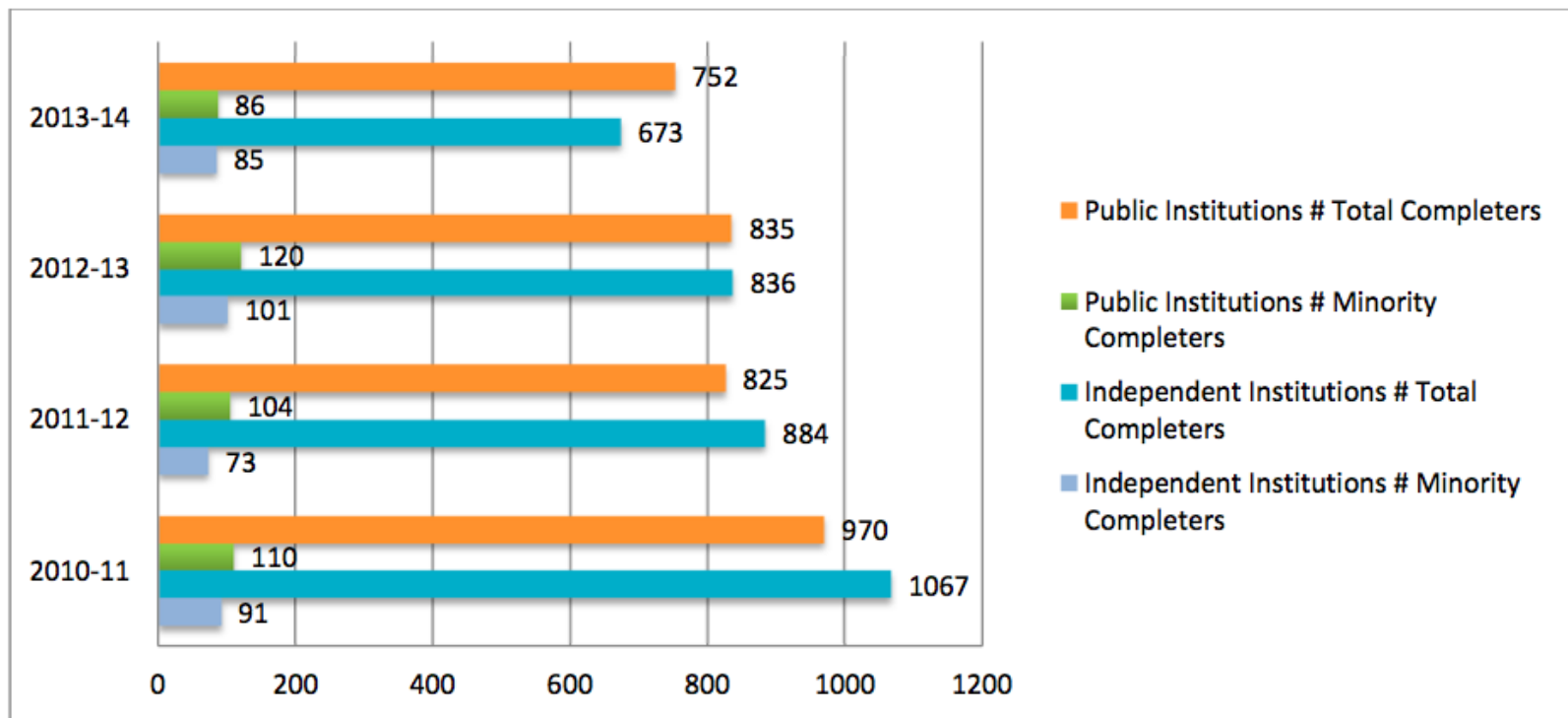
Goal Description	2011-12 Baseline	Target # for 2015	2015 Actual Number	Goal Status
Number of diverse teachers employed by Oregon school districts and education service districts increased by 10% compared to July 2012.	2,392 diverse educators employed	2,631 (10% increase)	2,625 employed (9.7% increase from 2012)	
Number of diverse administrators employed by Oregon school districts and education service districts increased by 10% as compared to July 2012.	199 diverse educators employed	218 (10% increase)	229 employed (15% increase)	
Number of diverse students enrolled in Oregon public teacher education programs increased by 10% compared to July 2012.	198 enrolled	217 enrolled (10% increase)	116 enrolled (82 fewer enrolled)	
Number of diverse students enrolled in Oregon private teacher education programs increased by 10% compared to July 2012.	238 enrolled	261 enrolled (10% increase)	157 enrolled (81 fewer enrolled)	

# Shifts in Oregon Teacher and Administrator Workforce Diversity

<b>2011-12</b>	<b>Linguistically and Racially/Ethnically Diverse Educators</b>	<b>Teachers Administrators</b>	<b>2,392 199</b>
<b>2014-15</b>	<b>Linguistically and Racially/Ethnically Diverse Educators</b>	<b>Teachers Administrators</b>	<b>2,625 229</b>

# Private vs. public institution graduates?

**Figure 14: Racial diversity in Oregon's Private and Public Teacher Preparation Programs**

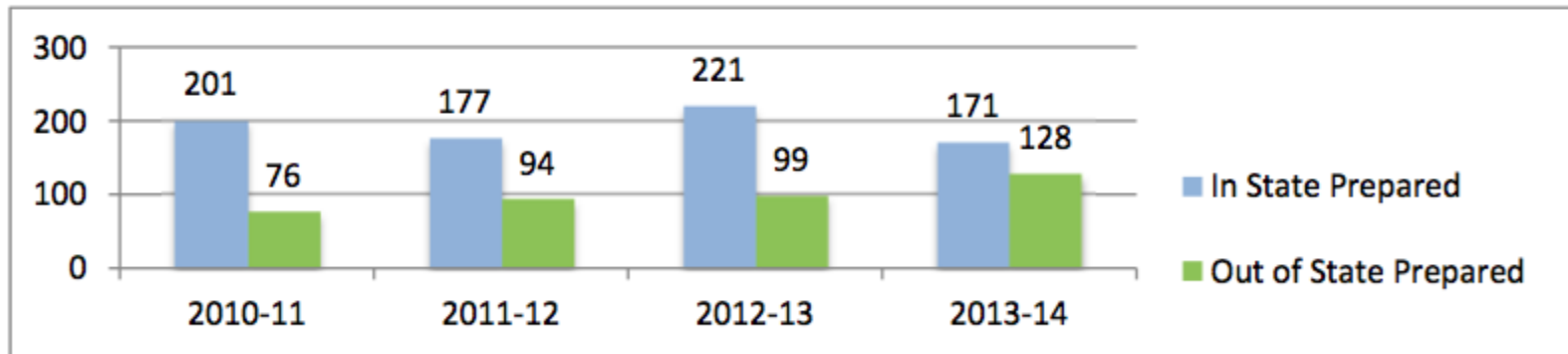


Source: Compiled by the Oregon Teacher Standards and Practices Commission June 2015



# Racially Diverse Candidates: Out of State vs. In State Prepared

Figure 15: Racially Diverse Candidates Licensed to Teach in Oregon



Source: Compiled by the Oregon TSPC June 2015.



# Recommended Goal for Education Preparation Programs 2015-17

In order to help address Oregon's need for more diverse candidates, it is recommended that Schools and College of Education use the most recent demographics of the 2014-15 Oregon public high school graduating class as a target.

This data point will be shared with the Schools and Colleges of Education annually by the Oregon Educator Equity Advisory Group after consultation with the Oregon Department of Education.



# Proactive Steps Taken in Educator Preparation

- TeachOregon projects
- ODE Pipeline grants
- Ed Prep faculty PD series
- Basic Skills Test rule change at TSPC
- Annual reports from Ed Prep on goals and progress towards diversifying the candidate pool
- HECC Performance based funding-Bilingual Ed.
- TeachinOregon.gov website



# TeachInOregon.gov



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## [Why Oregon's Students of Color Need You](#)



Why Oregon's Students of Color Need You



The Important Role of Bilingual Educators



# HB 3375 2015 Legislation

## REVISED GOAL

“As a result of this state’s commitment to equality for the diverse peoples of this state, the goal of the state is that the percentage of diverse educators employed by a school district or an education service district reflects the percentage of diverse students in the public schools of this state or the percentage of diverse students in the district.”



## Proactive Steps Taken: Hiring & Retention

- ODE Retention grants
- More examples from districts using Implicit Bias training for recruiting/interviewing teams
- Federal State Plan to Ensure Equitable Access to Excellent Educators
- Study of Voices of Licensed but now employed Teachers of Color
- Changes in recruitment and hiring practices



# Oregon Educator Equity Advisory Group

Guided by the OEIB Equity Lens, the group's charge:

- Assess, evaluate, and advocate for statewide educational policy and practice that prepares, recruits, and retains culturally and linguistically diverse educators in Oregon.
- Meets monthly
- Includes representatives from:
  - Legislature, Community Organizations, School and District Administrators, Teachers, ODE, OEA, OEIB, OPTA, OSPA, Ed Prep Programs, TSPC, Chalkboard, and HR offices





# Oregon Educator Equity Advisory Group 2015-16 Goals

1. Develop and share annual state report on progress
2. Develop and implement a state plan for recruiting, retaining, and supporting professional career pathways for culturally and linguistically diverse educators
3. Advocate for needed policies and sustainable funding to implement plan



# For Discussion

- In what ways do the goals of the Oregon Educator Equity Advisory Group align with the intent of the African American Student Plan?
- How best can we leverage collective energy between our groups to positively impact both efforts?



Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.

**Margaret Mead**



# QUESTIONS?