

Getting Real with Equity in Oregon Education: OEIB's Educator Equity Advisory Group

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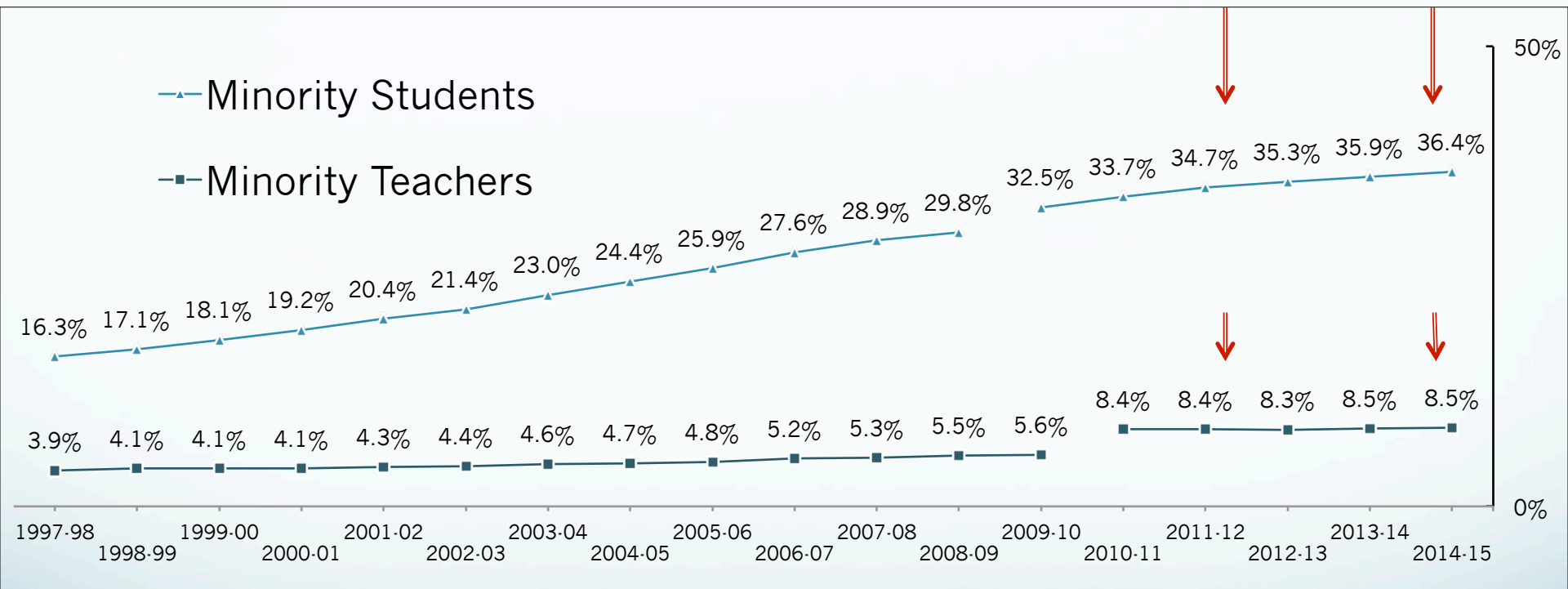
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COSA 41st Annual Seaside Conference

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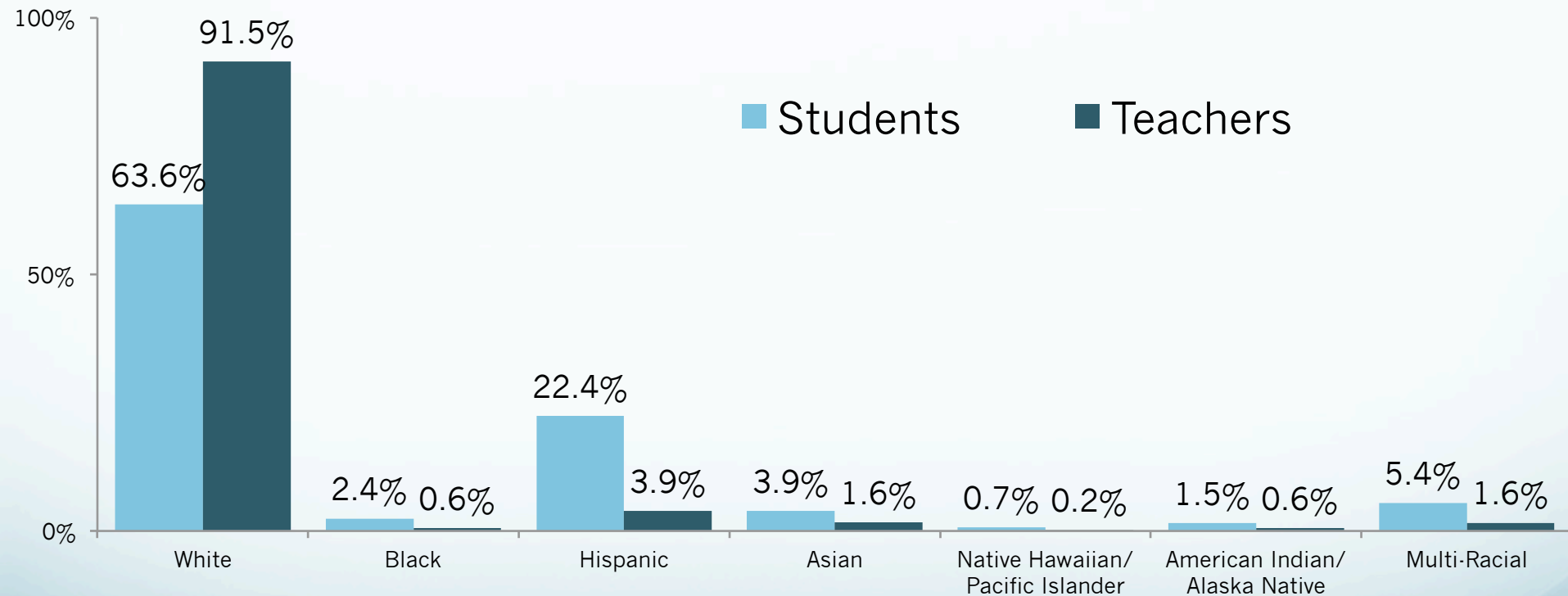
Oregon Students of Color and Teachers of Color 1997/98 – 2014/15



Source: Fall Membership and Staff Position Collections.

Note that in 2009/10 for students, and 2010/11 for teachers, the guidelines for reporting race/ethnicity changed – see <http://www.ode.state.or.us/news/announcements/announcement.aspx?=4630> for details. These data may not be comparable to prior years.

Race/Ethnicity of Oregon Students and Teachers, 2014-15



Source: Fall Membership and Staff Position Collections

Note: Multi-Racial does not include students or staff who reported Hispanic Ethnicity – they are all reported under Hispanic.

See <http://www.ode.state.or.us/news/announcements/announcement.aspx?=4630> for more information.

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:
 - Minority students prepared in teacher preparation programs
 - Minority teachers employed in school districts
 - Minority administrators employed in school districts

2015 Legislative Changes in HB 3375

- Changed name of report from “Minority Teacher Report” to “Oregon Educator Equity Report”
- Replaces the word “teacher” with “educator” to include both teachers and administrators
- Replaces the term “minority” with “diverse” using the existing definition from SB 755
- Sets a bold audacious goal

HB 3375 2015 Legislation

“The goal of this state is that the number of diverse educators employed by school districts and education service districts reflects the number of diverse students in the public schools of this state.”

Progress on 2015 Report

- On track for new report being released July 1, 2015
- Coordination of community specific focus groups in various areas of the state facilitated by OEIB staff
- Providing more detailed gap analyses on Oregon's most diverse K-12 student school districts and the diversity of their respective workforces

Oregon Districts w/Most Diverse Student Population

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

Oregon Districts w/Most Diverse Student Population

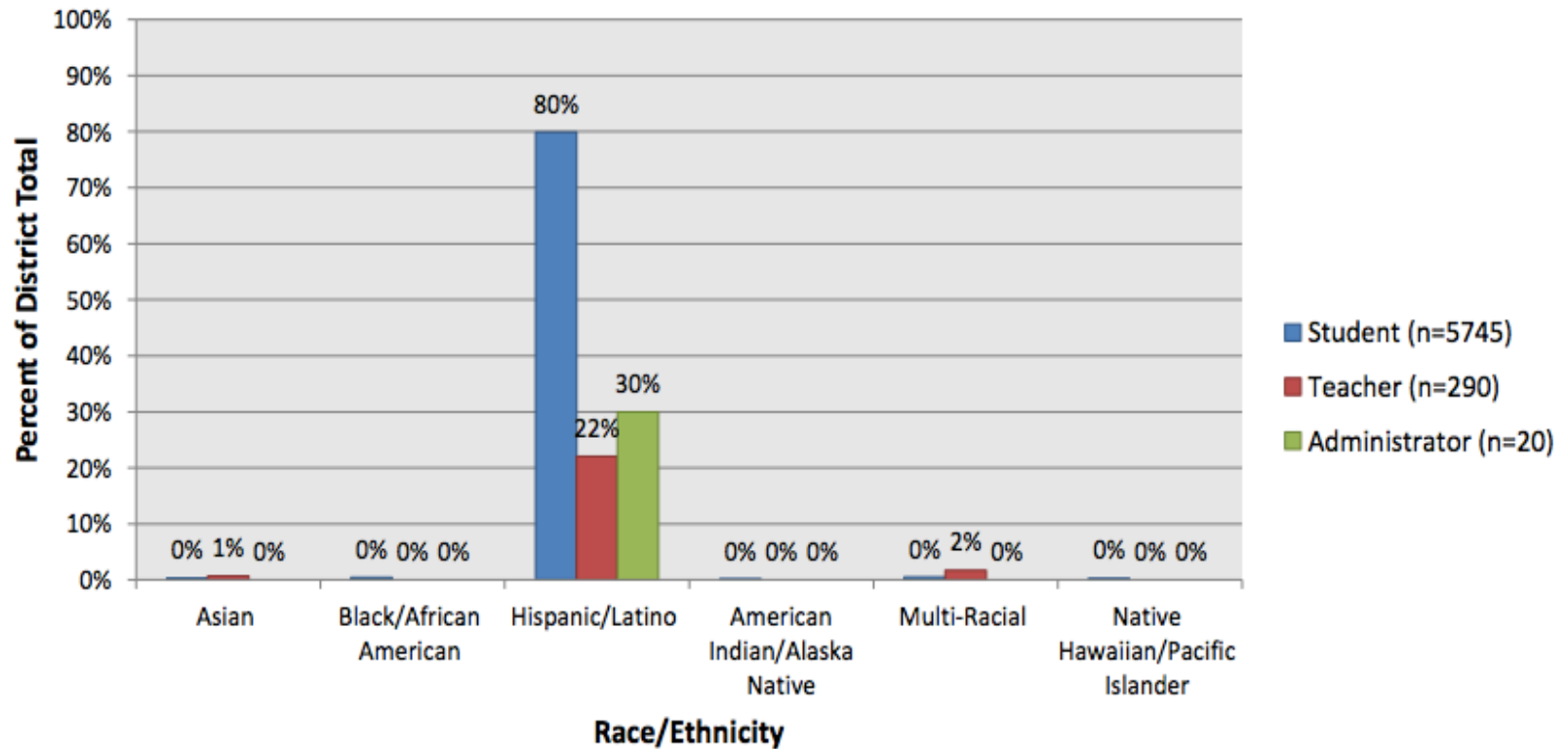
	<u>School District</u>	<u>2014-15 Total Enrollment</u>	<u>% White (Non-Hispanic)</u>	<u>% Historically Underrepresented**</u>
17	Hillsboro SD 1J	20884	49%	51%
18	North Marion SD 15	1959	50%	50%
19	Beaverton SD 48J	39763	50%	50%
20	Central SD 13J	3110	50%	50%
21	Hood River County SD	4146	50%	50%
22	Stanfield SD 61	511	54%	46%
23	Dayton SD 8	978	55%	45%
24	ODE YCEP District	394	56%	44%
25	Portland SD 1J	47647	57%	43%
26	Long Creek SD 17	28	57%	43%
27	Annex SD 29	83	58%	42%
28	Powers SD 31	133	58%	42%
29	North Wasco County SD 21	3119	59%	41%
30	Brookings-Harbor SD 17C	1575	59%	41%
31	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)

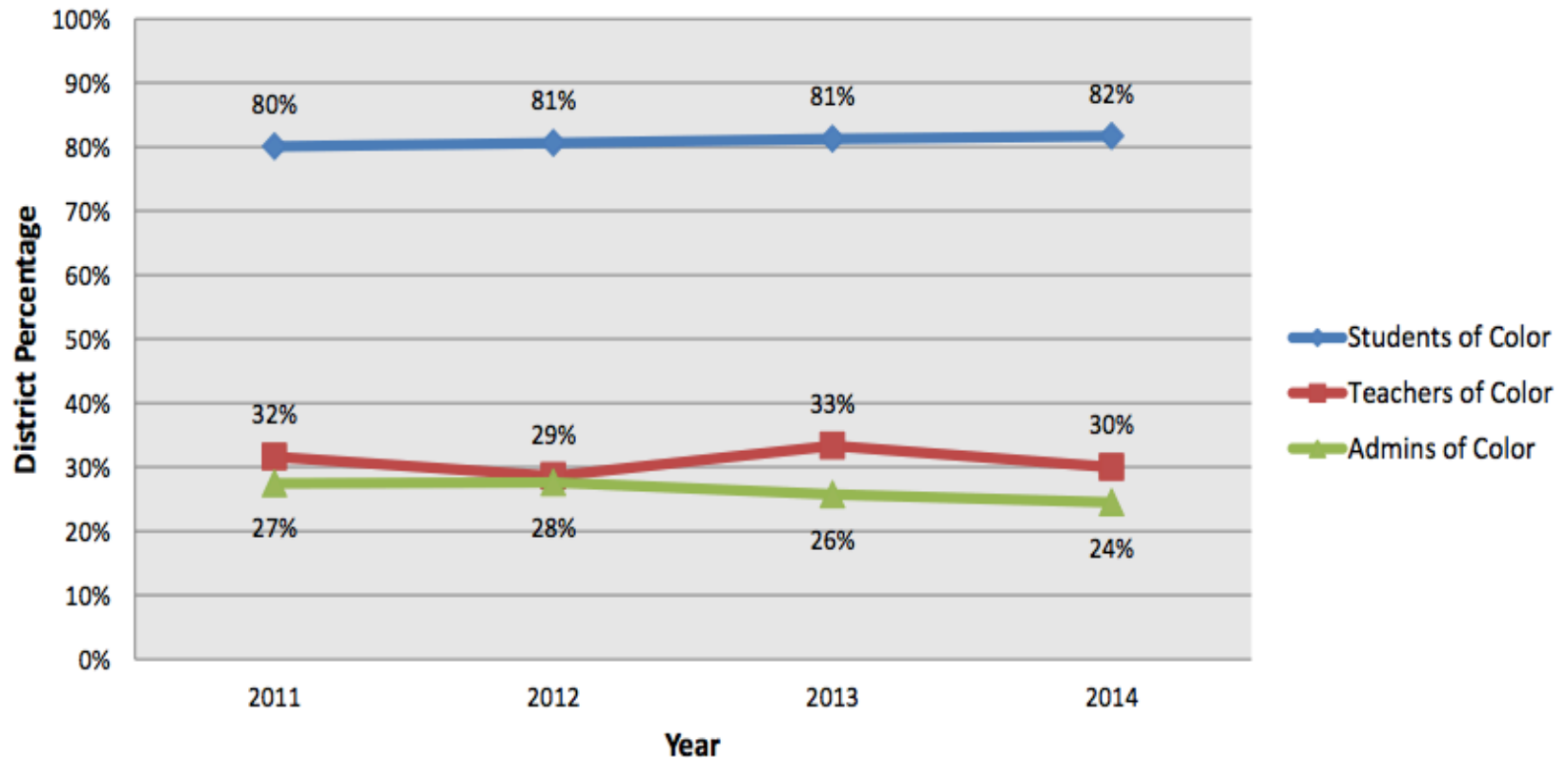
Sample Data Chart

**Race/Ethnicities of Students and Employees in Woodburn SD 103
2014-2015**



Sample Three Year Snapshot

**Students and Employees of Color in Woodburn SD 103
2011-12 through 2014-15**



Progress on 2015 Report

- Inclusion of new data on teacher retention, both for white and non-white teachers
- Expanded analysis of data on administrators
- Use of the report to drive and advance specific actions needed
 - Recommend more district accountability for recruitment and retention efforts within the Oregon's Mentoring Program rules
 - Better connections with existing culturally specific organizations that can informally connect new educators of color with the local community

Shifts in Oregon Teacher and Administrator Workforce Diversity

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

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

Proactive Steps Taken On the Educator Preparation Side

- TeachOregon collaborative projects
- Culturally and Linguistically Diverse Pipeline grants
- New statewide educator recruitment website **TeachinOregon.gov** launching this summer
- Ed Prep faculty professional development series focused on culturally responsive curriculum
- TSPC temporary rule on CBEST for admission
- Annual reports on goals and progress
- Performance based funding for bilingual educators

Eastern Oregon Teacher Pathway Cohort



Courtesy of Dean Donald Easton-Brooks-
EOU

Springfield Cadet Program



IGNiTE Program: Hillsboro School District

The mission of IGNiTE is to serve and improve the Hillsboro community through primarily fostering bilingual Hillsboro students who are interested in teacher education.



On the employment side

- Retention grants
- Federal State Equity Plan
- Study of currently licensed educators of color who are not working in Oregon public schools
- District efforts
 - Ex: Parkrose School District

Photo from recent meeting of Portland “Say Hey”

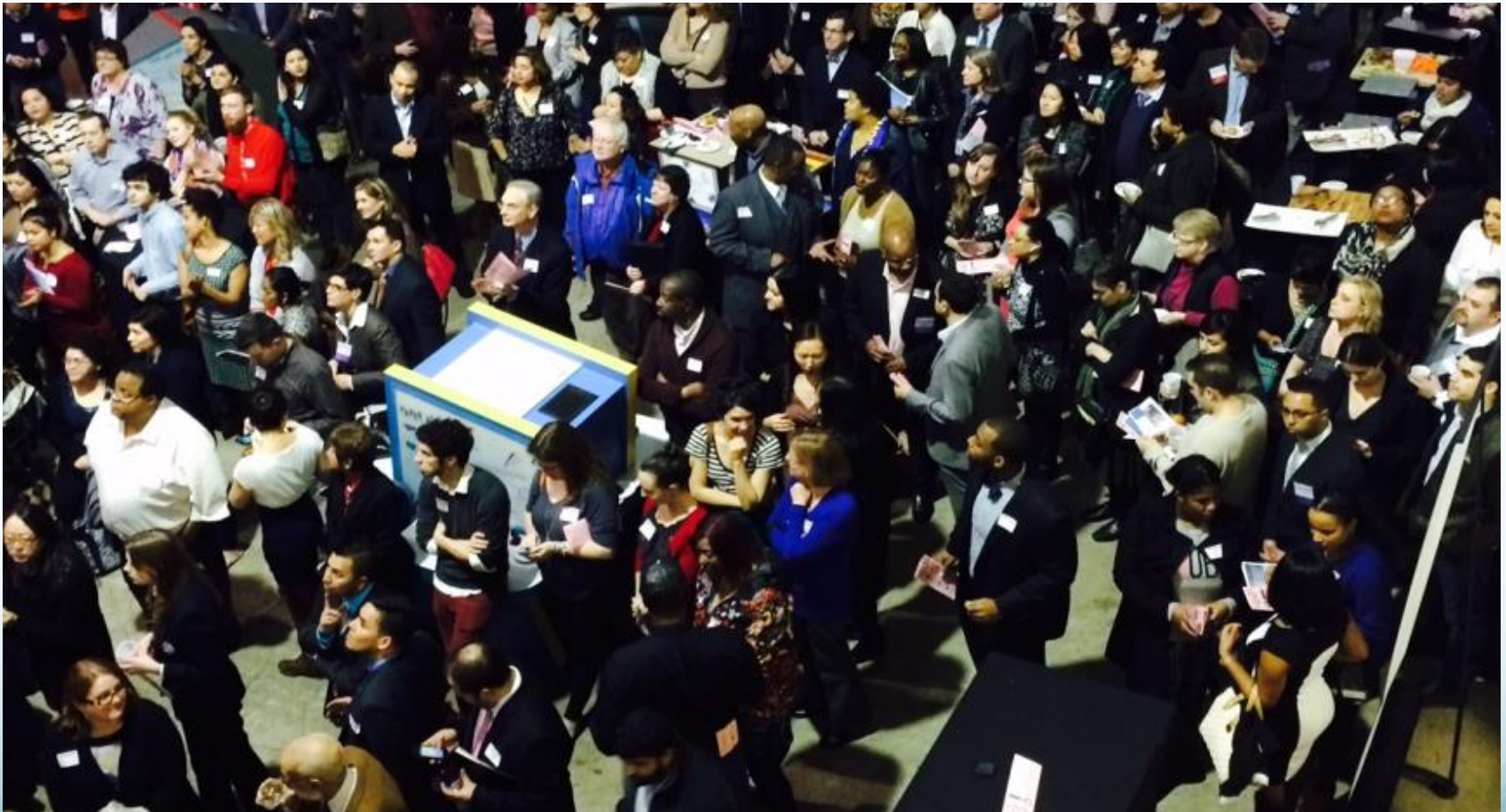


Photo courtesy of Anselmo Villanueva

Table Conversations

- **Teachers and administrators of color come to Oregon and leave. What are the barriers you see to creating equity in Oregon's educator workforce?**
- **Hiring staff of color needs to be intentional and strategic. What hiring practices have you implemented to assist your district in matching your demographics?**

Thank you.

Questions, comments, suggestions?

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