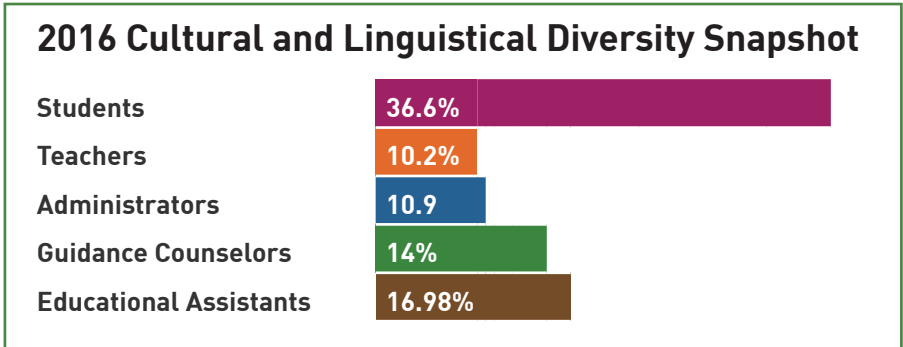


# 2016 Oregon Educator Equity Report Summary



By law, the Chief Education Office (CEdO), the Higher Education Coordinating Commission (HECC), the Oregon Department of Education (ODE), and the Teacher Standards and Practices Commission (TSPC) are required to jointly create an annual report on the Educators Equity Act.



**One out of every 4** educational assistants that a student encounters is a person of color; yet less than 1 in 10 of Oregon's teachers are likely to be a teacher of color.

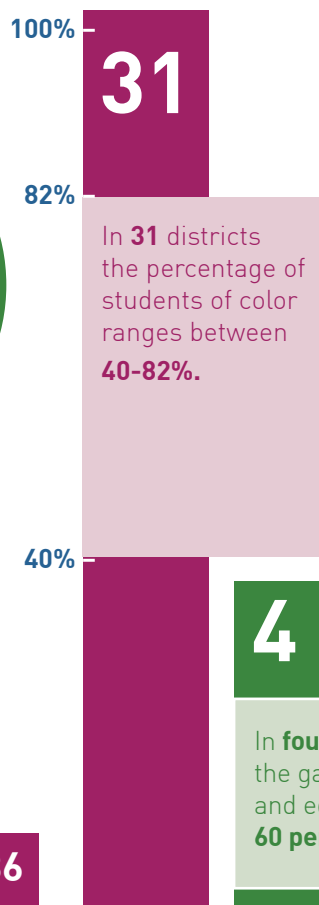
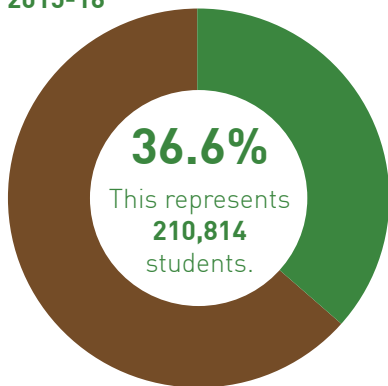
Educational Assistants



Teachers



Students of color enrolled in Oregon's public schools. **2015-16**



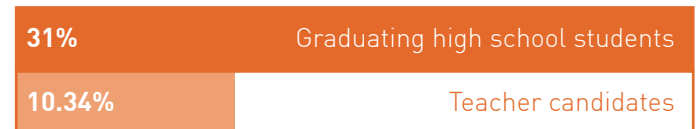
**59** The number of racially and/or linguistically diverse teachers **hired** in Oregon public schools in 2015-16.

**3,059** Number of **new and already employed** racially and/or linguistically diverse teachers.

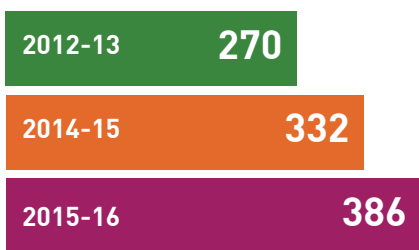
Projected number of years to make a modest increase from 10 to 15 percent teachers of color in Oregon.



### Racially and linguistically diverse pool of candidates\*



Number of **racially diverse teacher candidates** enrolled in Oregon's 17 teaching preparation programs.



**4**  
In **four** of the 31 districts the gap between students and educators of color is **60 percentage points**.

\*If educator preparation programs were able to graduate candidates who mirrored the demographics of Oregon's students, the pool of candidates should be more than 31 percent racially and linguistically diverse. Currently, the percent of diverse candidates completing preparation programs across the state is 10.34 percent, approximately one third of that goal.

# Educator Equity Advisory Group Recommendations

The Educator Equity Advisory Group is recommending potential legislation to the Governor's Council for Educator Advancement including:

- 1) State funded scholarships and stipends for culturally and linguistically diverse Oregon Promise students seeking to become teachers
- 2) State funded mentors for two years for every culturally and linguistically diverse teacher hired in an Oregon School
- 3) Seed funding for a phased-in expansion of university/district partnerships in communities where students of color exceed 40 percent of the student population
- 4) Coordination of plans with partners from each equity-focused state plan work group and regular reporting to the Legislature via future Educator Equity Reports.

## 2016 EDUCATOR EQUITY REPORT CONTRIBUTING AGENCIES AND PARTNERS



With great appreciation to:

Oregon Educator Equity Advisory Group, the Oregon Educator Workforce Data Team, and the following individuals who provided significant assistance in compiling the report.

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**A full copy of the Report and Appendices can be accessed at:**  
[education.oregon.gov/educator-diversity](http://education.oregon.gov/educator-diversity)