



Oregon Teacher Standards and Practices Commission

Meeting Agenda

Friday, April 10, 2026

Mission: *To ensure Oregon schools have access to well trained, effective and accountable education professionals so all students have the opportunity to reach their full potential.*

Vision: *Enhance our ability to deliver our core services, while expanding our contributions to the development of a diverse educator community that meets the evolving needs of Oregon's schools, students and education professionals.*

Values: *The following principles guide and inform fulfillment of our Mission, Vision and daily responsibilities:*

- **Equity, diversity, and inclusion** for every group and individual
- **Academic excellence** at all levels
- **Respect** for all people
- **Equal access** to education and educational opportunities
- **Professional ethics and integrity**
- **Listening to education professionals and partners**
- **Advocating for education professionals and K-12 students**
- **Promoting safety and welfare** of the education community
- **Continual growth and development** of ourselves and those we serve
- **A comprehensive approach** to education that encompasses the social, emotional, academic, physical, and ethical needs of all students and their communities

Zoom Information for Virtual Participation: Place electronic devices on silent or vibrate during meeting. Please mute microphone when not speaking. Thank you.	
Topic	Friday, April 10, 2026, Commission Meeting
Time	8:30 AM
Join Meeting	Roth's Markets Inc. 1130 Wallace Rd. NW Salem, OR 97304
Join Meeting Zoom	https://us02web.zoom.us/j/89190732275?pwd=I8tOCloAyX96HvkD7jtY0jXXY6AtZ6.1598593
Zoom Passcode	598593
Call in and additional information	

All times listed on the agenda are approximate.

The Commission reserves the right to rearrange the agenda, except for legally posted hearing times, to conduct Commission business expeditiously and efficiently.

Executive

Dr. Rae Ette Newman, Chair
Dr. Michelle York, Vice Chair
Jon Zwemke
Robert Waltenburg

Professional Practices

Jon Zwemke, Chair
Jessica Classen
Liliana Jimenez
Martha Gross
Dr. Francisco L. Atanes
Dr. Alfonso Garcia Arriola

Educator Preparation & Pathway Unit

Dr. Michelle York, Chair
Dr. Carrie Kondor
Helen Ying
Gary Roberts
Vacant

Licensure

Robert Waltenburg, Chair
Catherine Cox
Vacant
Mary Hofer
Vacant

1. The meeting location is accessible to persons with disabilities. For questions about accessibility or to request an accommodation, please contact Heidi Reinhardt Heidi.REINHARDT@tspc.oregon.gov **at least 48 hours before the meeting** ORS 192.630((5)(b)).

 2. **Friday, April 10, 2026**
8:30-11:40 a.m.
EXECUTIVE SESSION
Jon Zwemke, Professional Practices Chair

 3. **PROFESSIONAL PRACTICES HEARINGS, INVESTIGATION MATTERS AND INVESTIGATION REPORTS (EXECUTIVE SESSION)**
Jon Zwemke, Professional Practices Chair
Discussion:
 1. Receiving and discussing preliminary investigation reports on complaints and charges against licensed educators; ORS 192.660(2)(f)
 2. Taking action to dismiss the complaint or to charge the educator; ORS 192.660(2)(f)
 3. Deliberating the hearing record in disciplinary proceedings; ORS 192.660(2)(f).
-
- 3.1. Confidential Agenda
Jon Zwemke, Professional Practices Chair
 - 3.1.1. 20.1 APPLICATIONS FOR REINSTATEMENT
Jon Zwemke, Professional Practices Chair
20.2a Sexual Conduct Cases (ORS 339.390) - Director Recommendation - Unsubstantiated.

 - 3.1.2. 20.2 PRELIMINARY INVESTIGATION REPORTS RECOMMENDING ACTION TO DISMISS

Jon Zwemke, Professional Practices Chair
20.2a Sexual Conduct Cases (ORS 339.390) - Director Recommendation - Unsubstantiated.

3.1.3. 20.3 PRELIMINARY REPORTS RECOMMENDING NO FURTHER ACTION

Jon Zwemke, Professional Practices Chair
20.3 Reports Recommending No Further Action - Director Recommendation - Unsubstantiated for Sexual Conduct.

3.1.4. 20.4 PRELIMINARY INVESTIGATION REPORTS RECOMMENDING ACTION TO CHARGE

Jon Zwemke, Professional Practices Chair
20.4a Sexual Conduct Cases (ORS 339.390) - Director Recommendation - Substantiated.

3.1.4.1. 20.4a. PRELIMINARY INVESTIGATION REPORTS RECOMMENDING ACTION TO CHARGE

Sexual Conduct Cases (ORS 339.390) – Director Recommendation – Substantiated

Jon Zwemke, Professional Practices Chair
Sexual Conduct Cases (ORS 339.390) - Director Recommendation - **Substantiated.**

3.1.4.2. 20.4b PRELIMINARY INVESTIGATION REPORTS RECOMMENDING ACTION TO CHARGE - All other Case Types (including cases with unsubstantiated sexual conduct)

Jon Zwemke, Professional Practices Chair
Cases recommending action to Charge but Unsubstantiated for Sexual Conduct.

3.1.5. 20.5 CASES TO DISCUSS WITH THE COMMISSION

Jon Zwemke, Professional Practices Chair

3.1.6. 20.6 CONSIDERATION OF OTHER DISCIPLINE ISSUES

Jon Zwemke, Professional Practices Chair

3.1.7. 20.7 CONSIDERATION OF AMENDED NOTICES OF HEARING TO CHARGE

20.7 CONSIDERATION OF AMENDED NOTICES OF HEARING TO CHARGE.

3.1.8. 20.8 STIPULATED ORDERS

ACTION ITEM: 20.8 STIPULATED ORDERS.

3.1.9. 20.9 LETTERS OF INFORMAL REPROVAL

ACTION ITEM: 20.9 LETTERS OF INFORMAL REPROVAL.

3.1.10. 20.10 MANDATORY REVOCATIONS (Information Only)

Jon Zwemke, Professional Practices Chair

Information Only: 20.10 Mandatory Revocations.

3.1.10.1. 20.10a Sexual Conduct Cases- Substantiated

3.1.10.2. 20.10b All other case types (unsubstantiated)

3.1.11. 20.11 INFORMATION ONLY

a. Default orders

b. Administrative Closures

c. Letters of Informal Reapproval Monitoring Period Ending.

4. **COMMISSION CONSIDERATION OF PROFESSIONAL PRACTICES
ACTIONS
(PUBLIC SESSION)**

11:40-11:50 a.m.

Jon Zwemke, Professional Practices Chair

Action Item: Stipulated Final Orders.

4.1. **Professional Practices Consent Agenda (PUBLIC SESSION).**

Jon Zwemke, Professional Practices Chair

Action Item: Professional Practices Consent Agenda
Adoption.

5. 12:00-12:30 p.m.

Public Comment Request Submission

Heidi Reinhardt

6. 12:00-12:30 p.m.

LUNCH

7. 12:30 - 1:00 p.m.

COMMISSION BUSINESS

8. Chair Newman Call to Order and Welcome

Dr. Rae Ette Newman

Information Item: Chair Newman Report.

9. Introductions

Dr. Rae Ette Newman

Information Item: Introductions and Comments of Agency and Organization Representatives
and Guests/Delegations.

10. Executive Director Report

Information Item: Executive Director Update.

11. Educator Data System Update

Michael Gurley

Information Item: Educator Data System

12. Educator Equity Report Update

Dr. Shara MonDragon

Information Item: Educator Equity Report Update

13. Adoption of February 2026 Commission Meeting Minutes.

Dr. Rae Ette Newman

Action Item: Adoption of February 2026 Commission Meeting Minutes.

14. Commission Correspondence

Information Item: Commission Correspondence

14.1. Adaptive PE, Michelle Dunn

Information Item: Adaptive PE, Michelle Dunn

Adaptive Physical Education

The Executive Director received correspondence from an individual requesting consideration by the Commission to rename the specialization to an endorsement. When a content area is labeled as an "endorsement", districts would be required to hire teachers holding the endorsement into work assignments identified as requiring the specialized preparation.

During the 2012-2016 Teaching License Redesign, the Commission agreed to a definition of Specialization:

Oregon Administrative Rule 584-225-0010: Specializations: General Provisions

(1) Purpose of Specializations: A specialization on an Oregon educator license is an optional indication of specialized expertise or preparation in an area the Commission recognizes as "added value" on a license. A specialization indicates the educator has demonstrated exceptional knowledge, skills and related abilities in that area. A specialization must meet standards or requirements set by the Commission.

(2) A specialization is distinguished from an endorsement in that a specialization is not required to teach or work in the specialized area, whereas an endorsement is required to work in the subject-matter area.

The Adapted Physical Education Specialization requires that the applicant holds a Preliminary, Professional, Teacher Leader or Legacy Teaching license with a Physical Education endorsement. The specialization may be added by completion of a Commission-approved program. Oregon State University is the only approved program offering the specialization.

The Executive Director requests direction from the Commission on any possible action(s) resulting from this request or how to respond to the individual. The individual intends to speak at the February Commission meeting as part of the Public Comment period.

14.2. SB 3 / CTE

Information Item: During the February 6, 2026 Commission meeting, TSPC staff presented Item 13.7 Senate Bill 3 [2023]. Staff requested input and action from the

Commission concerning misinformation provided by TSPC staff and the Oregon Department of Education regarding the licenses eligible to teach courses required for high school graduation in Personal Finance and Higher Education and Career Path Skills. The misinformation included Preliminary CTE (Career and Technical Education) and Professional CTE licenses as eligible to teach these courses. Under current Commission rule, these courses are considered as "Atypical Assignments" which are allowable for holders of non-CTE Preliminary, Professional, Teacher Leader, Legacy and Reciprocal Teaching licenses. The Commission resolved to allow CTE teachers to be assigned these courses for the 26-27 and 27-28 school years without threat of disciplinary action.

15. 1:00-1:45 p.m

PRESENTATIONS

15.1. Oregon Association of Colleges for Teacher Education (OACTE) update

Dr. Kevin Carr

Information Item: Oregon Association of Colleges for Teacher Education (OACTE) update.

15.2. Coalition of Oregon School Administrators (COSA) update

Dr. Krista Parent

Information Item: Coalition of Oregon School Administrators (COSA) update.

15.3. Oregon Education Association (OEA) update.

Monica Weathersby

Information Item: Oregon Education Association (OEA) update.

16. 1:45 -2:15 p.m.

LICENSURE

17. Licensure Consent Agenda

Action Item: Licensure Consent Agenda

The procedures for the Consent Agenda are established by Policy 3522. The Executive Director recommends adoption by single consent motion the following listed items which are identified on the agenda by a double asterisk: (4.1a). Any of these items may be removed from the Licensure Consent Agenda upon the request of any Commissioner. Items removed from the Licensure Consent Agenda will be considered in the order they are listed on the agenda.

17.1. Waiver Requests Granted

Action Item: Licensure Consent Agenda

The procedures for the Consent Agenda are established by Policy 3522. The Executive Director recommends adoption by single consent motion the following listed items which are identified on the agenda by a double asterisk: (4.1a; 4.1b). Any of these items may be removed from the Licensure Consent Agenda upon the request of any Commissioner. Items removed from the Licensure Consent Agenda will be considered in the order they are listed on the agenda.

Waiver Requests Granted.

18. Licensure Committee Chair Report

Robert Waltenburg

Information Item: Licensure Committee Chair Report.

19. eLicensing/Communication Update

Elizabeth Keller

Information Item: eLicensing/Communication Update.

20. Licensure Production Update

Elizabeth Keller

Information Item: Licensure Production Update.

21. 2:15-3:00 p.m

EDUCATOR PREPARATION & PATHWAYS

Dr. Michelle York, EP&PC Chair

22. Educator Preparation & Pathways Consent Agenda

Dr. Michelle York

Action Item: Educator Preparation & Pathways Consent Agenda

The procedures for the Educator Preparation & Pathways Consent Agenda are established by Policy 3522. The Executive Director recommends adoption by single consent motion the following listed items which are identified on the agenda by a double asterisk. Any of these items may be removed from the Educator Preparation & Pathways Consent agenda upon the request of any Commissioner. Items removed from the Educator Preparation & Pathways Consent Agenda will be considered in the order they are listed on the agenda.

**Site Visit Schedule

Sunset:

**Portland State University: Sunset of READ Oregon program

Major modifications:

**George Fox University: Major modification request to the Undergraduate Teacher Education (UGTE) program for preservice candidates to revise coursework and program structure

**George Fox University: Major modification request to the Undergraduate Accelerated Teaching Degree (ATD) program for preservice candidates to restructure the program as a streamlined bachelor's degree licensure pathway

22.1. Site Visit Schedule

Action Item: Educator Preparation & Pathways Consent Agenda

The procedures for the Educator Preparation & Pathways Consent Agenda are established by Policy 3522. The Executive Director recommends adoption by single consent motion the following listed items which are identified on the agenda by a double asterisk. Any of these items may be removed from the Educator Preparation & Pathways Consent agenda upon the request of any Commissioner. Items removed from the Educator Preparation & Pathways Consent Agenda will be considered in the order they are listed on the agenda.

****Site Visit Schedule**

22.2. Portland State University (PSU): Sunset of READ Oregon program

Action Item: Educator Preparation & Pathways Consent Agenda

The procedures for the Educator Preparation & Pathways Consent Agenda are established by Policy 3522. The Executive Director recommends adoption by single consent motion the following listed items which are identified on the agenda by a double asterisk. Any of these items may be removed from the Educator Preparation & Pathways Consent agenda upon the request of any Commissioner. Items removed from the Educator Preparation & Pathways Unit Consent Agenda will be considered in the order they are listed on the agenda.

Sunset:

****Portland State University (PSU): Sunset of READ Oregon program**

22.3. George Fox University (GFU): Major modification request to the Undergraduate Teacher Education (UGTE) program for preservice candidates to revise coursework and program structure

Action Item: Educator Preparation & Pathways Consent Agenda

The procedures for the Educator Preparation & Pathways Consent Agenda are established by Policy 3522. The Executive Director recommends adoption by single consent motion the following listed items which are identified on the agenda by a double asterisk. Any of these items may be removed from the Educator Preparation & Pathways Consent agenda upon the request of any Commissioner. Items removed from the Educator Preparation & Pathways Unit Consent Agenda will be considered in the order they are listed on the agenda.

Major modification request:

****George Fox University (GFU): Major modification request to the Undergraduate Teacher Education (UGTE) program for preservice candidates to revise coursework and program structure**

22.4. George Fox University (GFU): Major modification request to the Undergraduate Accelerated Teaching Degree (ATD) program for preservice candidates to restructure the program as a streamlined bachelor's degree licensure pathway

Action Item: Educator Preparation & Pathways Consent Agenda

The procedures for the Educator Preparation & Pathways Consent Agenda are established by Policy 3522. The Executive Director recommends adoption by single consent motion the following listed items which are identified on the agenda by a double asterisk. Any of these items may be removed from the Educator Preparation & Pathways Consent agenda upon the request of any Commissioner. Items removed from the Educator Preparation & Pathways Unit Consent Agenda will be considered in the order they are listed on the agenda.

Major modification request:

****George Fox University (GFU): Major modification request to the Undergraduate**

Accelerated Teaching Degree (ATD) program for preservice candidates to restructure the program as a streamlined bachelor's degree licensure pathway

23. Educator Preparation & Pathways Committee Chair Report
Dr. Michelle York

Information Item: Educator Preparation & Pathways Committee Chair Report

24. ORELA/NES Content Knowledge Assessment Revisions
Dr. Bill Rhoades

Action Item:

25. Early Literacy Implementation EPP Progress Update
Rachel Alpert / Dr. Bill Rhoades

Action Item:

26. 3:00-3:30 p.m
PROFESSIONAL PRACTICES
Jon Zwemke, Professional Practices Chair

27. Professional Practices Committee Chair Report
Jon Zwemke, Professional Practices Chair
Discussion Item: Professional Practices Committee Chair Report.

28. Professional Practices Production Report
Eric Jaroch
Information Item: Professional Practices Production Report.

29. Discussion of Civil Penalties.
Jon Zwemke, Professional Practices Chair
Discussion of Civil Penalties.

30. 3:30-4:00 p.m
COMMISSION BUSINESS AFTERNOON ITEMS
Dr. Rae Ette Newman

- 30.1. Commission Professional Development.
Dr. Rae Ette Newman
Information Item: Commission Professional Development.

31. 4:00 p.m
ADJOURNMENT
Dr. Rae Ette Newman

ITEM: COMMISSION CHAIR REPORT

INFORMATION ITEM

INFORMATION: The Commission Chair will provide an update to the Commission regarding items relevant to Commissioner work with the agency.

ITEM: EXECUTIVE DIRECTOR UPDATE

ACTION: **INFORMATION ITEM**

INFORMATION:

Legislative and Budget
Update:

TSPC is currently building the Agency Recommended Budget for the 2027-2029 legislative session. Discussion: proposed licensure fee increases; hybrid funding model.

Legislative Concept

ORS 342.176(1)(c) defines when TSPC “shall” open an investigation. Discussion of proposed language change from TSPC “shall” to TSPC “may” open an investigation.

Workgroups:

Background Check Portability (Formerly HB 4057)

Legislators: Rep. Wise and Rep. Walters

Agencies directly involved: TSPC, ODE, DELC

Purpose: Explore whether DELC's background check (CBR) can be recognized by TSPC and ODE.

Policy Concept for consideration: “An individual who is actively enrolled in the Central Background Registry and in good standing may be deemed to have satisfied criminal background check requirements for certain non-licensed or provisional roles within school districts for a limited period, as determined by rule.”

OTIS Investigations, Senate Human Services

Legislator: Sen. Gelser Bluin

Purpose: Explore the process by which the Office of Training, Investigations and Safety (OTIS) conducts investigations, how people experience these investigations and how those investigations interact with other entities that might conduct investigations.

HB 3224 [2025] directed the Department of Human Services (DHS) to review the statutes and administrative rules

attached to background checks of subject individuals under ORS 181A.200, 326.604, 329A.030, 342.125, 342.143, 409.027, 413.036, 418.016, 420A.021, 443.004 and 443.735. This review is to occur in two stages and with two deliverables:

1. Identify options for providing that a person does not need to undergo another background check conducted by an Oregon state agency for the purposes of working with children, elderly persons or persons with disabilities if the person has already passed a background check conducted by a state agency in the previous 12 months. The *HB 4091 Workgroup Report: Recommendations Regarding Criminal Records Verification in Oregon (2012)* by the Department of Administrative Services (DAS) is to be consulted in this process. A report on these options is due by June 30, 2026.
2. Study similarities and differences in the background checks, and options to consolidate and reduce the number of different background checks for similar purposes or programs. A report on this study is due by September 15, 2026.

Staffing Update:

Professional Practices Unit

Position: Director of Professional Practices
52 applications have been received and applications are currently being reviewed.

Position: Investigator
Two additional investigators have been hired. Recruitment continues.

Moving Update:

TSPC will be moving to the General Services Building. The move is anticipated sometime in August, 2026.

Presentations:

Oregon Professional Educator Fair, March 19, 2026, Salem Convention Center: Eric Jaroch and Kas Knoll presented three sessions on educator professional conduct

Upcoming:
Oregon School Personnel Association (OSPA), April 27-28, 2026
Coalition of Oregon School Administrators (COSA) Seaside, June, 2026

Attachments:

Legislative Concept: Language change to ORS 342.176

Proposed language:

ORS 342.176 Complaint process; preliminary investigation; materials confidential; notice.

(1) (a) A person may file a complaint with the Teacher Standards and Practices Commission regarding a commission licensee. If a complaint concerns an allegation of sexual conduct that may have been committed by a commission licensee, the complaint process provided by this section does not apply and the commission shall investigate the complaint as provided by ORS 339.390.

(b) Prior to beginning an investigation based on a complaint filed under paragraph (a) of this subsection, the commission may require verification that attempts were made to resolve the complaint through the complaint process of the school district that employs the person against whom the complaint was filed. If the commission does not receive verification within 6 months of providing notice that verification is required, the commission no longer has a duty to investigate the complaint.

(c) **The commission may** undertake an investigation upon receipt of a complaint under section (1)(a) or *[information]* **upon receipt of a report from an education provider, DHS, or a law enforcement agency** that may constitute grounds for:

(A) Refusal to issue a license or registration, as provided under ORS 342.143;

(B) Suspension or revocation of a license or registration, discipline of a commission licensee, or suspension or revocation of the right to apply for a license or registration, as provided under ORS 342.175; or

(C) Discipline for failure to provide appropriate notice prior to resignation, as provided under ORS 342.553.

(d) The Commission may initiate an investigation whenever it receives information that may constitute grounds for action as described in subsection (c).

It currently reads as follows:

(1)(a) A person may file a complaint with the Teacher Standards and Practices Commission regarding a commission licensee. If a complaint concerns an allegation of sexual conduct that may have been committed by a commission licensee, the complaint process provided

by this section does not apply and the commission shall investigate the complaint as provided by ORS 339.390.

(b) Prior to beginning an investigation based on a complaint filed under paragraph (a) of this subsection, the commission may require verification that attempts were made to resolve the complaint through the complaint process of the school district that employs the person against whom the complaint was filed. If the commission does not receive verification within 12 months of providing notice that verification is required, the commission no longer has a duty to investigate the complaint.

(c) After receiving sufficient verification as provided by paragraph (b) of this subsection, the commission shall promptly undertake an investigation upon receipt of a complaint or information that constitutes grounds for:

(A) Refusal to issue a license or registration, as provided under ORS 342.143;

(B) Suspension or revocation of a license or registration, discipline of a commission licensee, or suspension or revocation of the right to apply for a license or registration, as provided under ORS 342.175; or

(C) Discipline for failure to provide appropriate notice prior to resignation, as provided under ORS 342.553.

Executive Director Update

Rachel Alpert, Executive Director

TSPC Commission Meeting
April 10, 2026



Legislative & Budget Update





2027-2029 Legislative Session

Agency Recommended Budget (ARB)

License Type	Current Fee	Proposed Fee
Initial	\$182	\$200
Renewal	\$182	\$225
Administrator	\$189	\$275
Out of State	\$247	\$425



2027-2029 Legislative Session Legislative Concept (LC)

ORS 342.176(1)(c) defines when TSPC “shall” open an investigation.

LC proposes language change from TSPC “shall” to TSPC “may” open an investigation.

2027-2029 Legislative Session

Legislative Concept



Current

(c) After receiving sufficient verification as provided by paragraph (b) of this subsection, the commission **shall** promptly undertake an investigation upon receipt of a complaint or information that constitutes grounds for:

Proposed

(c) **The commission may** undertake an investigation upon receipt of a complaint under section (1)(a) or [*information*] **upon receipt of a report from an education provider, DHS, or a law enforcement agency** that may constitute grounds for:

Workgroups



Background Check Portability (Formerly HB 4057)

Legislators: Rep. Wise and Rep. Walters

Agencies directly involved: TSPC, ODE, DELC

Purpose: Explore whether DELC's background check (CBR) can be recognized by TSPC and ODE.

Policy Concept for consideration: “An individual who is actively enrolled in the Central Background Registry and in good standing may be deemed to have satisfied criminal background check requirements for certain non-licensed or provisional roles within school districts for a limited period, as determined by rule.”

Workgroups



OTIS Investigations, Senate Human Services

Legislator: Sen. Gelser Bluin

Purpose: Explore the process by which the Office of Training, Investigations and Safety (OTIS) conducts investigations, how people experience these investigations and how those investigations interact with other entities that might conduct investigations.

Workgroups



HB 3224 [2025] directed the Department of Human Services (DHS) to review the statutes and administrative rules attached to background checks of subject individuals

Review is to occur in two stages and with two deliverables:

1. Identify options for providing that a person does not need to undergo another background check conducted by an Oregon state agency for the purposes of working with children, elderly persons or persons with disabilities if the person has already passed a background check conducted by a state agency in the previous 12 months. The *HB 4091 Workgroup Report: Recommendations Regarding Criminal Records Verification in Oregon* (2012) by the Department of Administrative Services (DAS) is to be consulted in this process. A report on these options is due by June 30, 2026.
2. Study similarities and differences in the background checks, and options to consolidate and reduce the number of different background checks for similar purposes or programs. A report on this study is due by September 15, 2026.

Staffing Updates



Professional Practices Unit



Position: Director of Professional Practices

52 applications have been received and applications are currently being reviewed.

Position: Investigator

Two additional investigators have been hired. Recruitment continues.

Upcoming Positions



Position: Executive Support Specialist

Position: EDS Application Administrator

Moving Updates



Moving Update



Where?

General Services Building
1225 Ferry St. SE Salem OR 97301

When?

August, 2026

Presentations



Presentations



Oregon Professional Educator Fair, March 19, 2026

Eric Jaroch and Kas Knoll presented three sessions on educator professional conduct

Upcoming:

Oregon School Personnel Association (OSPA), April 27-28, 2026

Coalition of Oregon School Administrators (COSA) Seaside, June, 2026



Oregon Teacher Standards and Practices Commission

2026 Educator Equity Report Data Update

(Preliminary Findings)

1. Who is entering and completing the pipeline?
2. Who is represented in the licensure snapshots?
3. What might temporary licensure data suggest about access and entry into the educator workforce?

Enrollment and completion in Oregon-approved programs remain near one-third diverse

ENTRY INTO PREPARATION

About 1 in 3 enrollees are racially and ethnically diverse

Teacher candidates

2022-23

3,307

total

33.1%

diverse share

1,094 identify as racially or ethnically diverse

Source: Title II Data

Principal / administrator candidates

2023-24

908

total

31.2%

diverse share

283 identify as racially or ethnically diverse

Source: Title II Data

COMPLETION OF PREPARATION

Completion remains close to one-third diverse

Teacher completers

2024-25

1,703

total

31.8%

diverse share

542 identify as racially or ethnically diverse

Source: TSPC PCR Data

Principal / administrator completers

2024-25

344

total

32.6%

diverse share

112 identify as racially or ethnically diverse

Source: TSPC PCR Data

About the Data

- Data comes from different sources and may cover different periods, as comparable data are not always available for the same time periods. Completions are also not directly comparable to enrollments because program lengths vary.
- Administrator trends before and after the 2022 redesign should be interpreted with caution.
- “Diverse” includes individuals identifying as Asian, Black or African American, Hispanic or Latino/a/x, American Indian or Alaska Native, Multiracial, Native Hawaiian or Pacific Islander, Other than White, or Not Specified.
- Principal and administrator categories include both principal and professional administrator data on this slide.

4-year completer diverse share trend

2021–22 | 2022–23 | 2023–24 | 2024–25

Teacher: 28.2 % | 29.4% | 33.0% | 31.8%

Admin: 21.0% | 29.4% | 32.9% | 32.6%



Annual license snapshots reflect a broader workforce mix than Oregon program completion data

These categories include both first-time licenses and renewals across 3-year and 5-year cycles, as well as individuals prepared outside Oregon.

Preliminary Teaching License

2024-25 issued or renewed

24.0%

diverse share



1,742 identify as racially or ethnically diverse
of 7,260 total licenses

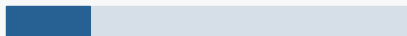
Source: TSPC Licensing Data

Principal License

2024-25 issued or renewed

20.7%

diverse share



201 identify as racially or ethnically diverse
of 972 total licenses

Source: TSPC Licensing Data

Professional Administrator License

2024-25 issued or renewed

14.5%

diverse share



62 identify as racially or ethnically diverse
of 427 total licenses

Source: TSPC Licensing Data

4-year diverse share trend by license

2021-22 | 2022-23 | 2023-24 | 2024-25

Preliminary Teaching: 20.9% | 21.8% | 22.1% | 24.0%

Principal: 17.4% | 19.3% | 18.5% | 20.7%

Professional Administrator: 15.8% | 13.5% | 13.7% | 14.5%

These figures reflect issued or renewed licenses in 2024-25, not only newly prepared candidates. They also include educators prepared outside of Oregon. Diverse includes individuals who identified as Asian, Black or African American, Hispanic or Latino (or Spanish Origin), American Indian or Alaskan Native, Multi-racial, Native Hawaiian or Pacific Islander, Other than White, or not specified.



Emergency / restricted licenses show diverse representation

These district-sponsored licenses are used to fill urgent staffing needs.

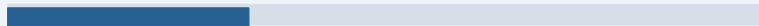
EMERGENCY / RESTRICTED LICENSES

Teaching emergency / restricted

2024-25 issued or renewed

32.0%

diverse share



1,595 total licenses

510 diverse

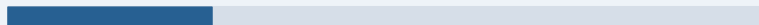
Source: TSPC Licensing Data

Administrator emergency / restricted

2024-25 issued or renewed

27.1%

diverse share



118 total licenses

32 diverse

Source: TSPC Licensing Data

CONTEXT FOR INTERPRETATION

- 1 Restricted licenses likely overlap with the preparation pipeline.** These licenses are often used by candidates who are already enrolled in preparation programs and working while completing requirements, including some candidates enrolled in Oregon programs and some enrolled out of state.
- 2 Emergency licenses may reflect a different candidate group.** These licenses are used to meet immediate staffing needs and may include individuals who do not later enter or complete a preparation program.
- 3** The relatively high diverse share in this category **may suggest that temporary licensure pathways are helping broaden access**, including when districts employ candidates who are entering or completing preparation.

6-year diverse share trend by temporary license 2019–20 | 2020–21 | 2021–22 | 2022–23 | 2023–24 | 2024–25

Emergency & Restricted Teaching: 32.1% | 35.8% | 32.0% | 33.0% | 32.0% | 32.0%

Emergency & Restricted Administrator: 25.5% | 25.8% | 33.0% | 29.4% | 36.1% | 27.1%

Diverse includes individuals who identified as Asian, Black or African American, Hispanic or Latino (or Spanish Origin), American Indian or Alaskan Native, Multi-racial, Native Hawaiian or Pacific Islander, Other than White, or not specified.

Emergency and Restricted Teaching License Counts for All Educators, 2019–20 to 2024–25

2019–20: 815
2020–21: 893
2021–22: 1,400
2022–23: 1,993
2023–24: 1,767
2024–25: 1,595

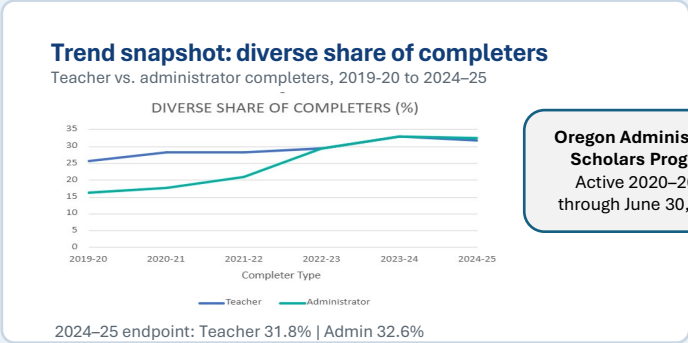


What seems to be shifting from 2024 to 2026?

FOR DISCUSSION

A conversational scan of the data — more for discussion than declaration.

	Then (2024 Report)	Now (2026 draft)
TEACHER COMPLETERS	Based on counts alone, it once looked as though Oregon’s in-state pipeline of diverse teacher completers was shrinking, even though proportions told a different story.	Recent years make the overall picture less clear. Although the total number of teacher candidates completing Oregon programs has fluctuated, the share of diverse completers remains higher than in previous reports.
ADMIN COMPLETERS	Program closures and redesigned requirements aligned with a steep drop in administrator completers. However, this period also marked the beginning of the post-pandemic years, which may have contributed to the trend.	Newer data shows some rebuilding in the <i>share</i> of diverse administrator completers. Even with a decline in total completers, the diverse share remains higher than before the redesign and the early post-pandemic years (2018–19 to 2021–22).
TEMPORARY LICENSES	Temporary license holders had a higher diverse share than preliminary license holders.	That pattern still appears, and preliminary teaching license holders continue to show a more diverse share than the administrator license group.



Oregon Administrator Scholars Program
Active 2020–2021 through June 30, 2025

4-year diverse share trend by license

2021–22 | 2022–23 | 2023–24 | 2024–25

Preliminary Teaching:	20.9% 21.8% 22.1% 24.0%
Principal:	17.4% 19.3% 18.5% 20.7%
Professional Administrator:	15.8% 13.5% 13.7% 14.5%

6-year diverse share trend by temporary license

2019–20 | 2020–21 | 2021–22 | 2022–23 | 2023–24 | 2024–25

Emergency & Restricted Teaching:	32.1% 35.8% 32.0% 33.0% 32.0% 32.0%
Emergency & Restricted Administrator:	25.5% 25.8% 33.0% 29.4% 36.1% 27.1%

Questions?

Read the trendlines in context: post-pandemic conditions, labor market shifts, funding, policy changes, and preparation capacity can all shape the pattern.

Commission Meeting
Friday, February 6, 2026 8:30 AM Pacific

Department of Administrative Services (DAS)
East (AKA General Services Building)
1225 Ferry St SE
Salem, OR 97301

Libni Coulibaly: Present
Alfonso Garcia Arriola: Present
Martha Gross: Absent
Nicci Harrison: Present
Samantha Herron: Present
Mary Hofer: Present
David Jaimes: Present
Liliana Jiménez H.: Present
Carrie Kondor: Present
Francisco López Atanes: Present
Katie Lukins: Present
Rae Ette Newman: Present
Lydia Smith: Present
Robert Waltenburg: Present
Michelle York: Present
Jon Zwemke: Present

Present: 15, Absent: 1.

Lydia Smith: Absent

Present: 14, Absent: 2.

Francisco López Atanes: Absent

Lydia Smith: Present

Present: 14, Absent: 2.

Liliana Jiménez H.: Absent

Present: 13, Absent: 3.

Liliana Jiménez H.: Present

Present: 14, Absent: 2.

1. The meeting location is accessible to persons with disabilities. For questions about accessibility or to request an accommodation, please contact Heidi Reinhardt Heidi.REINHARDT@tspc.oregon.gov at least 48 hours before the meeting ORS 192.630((5)(b)).

2. **Executive**

Dr. Rae Ette Newman, Chair

Dr. Michelle York, Vice Chair

Jon Zwemke

Robert Waltenburg

3. Educator Preparation & Pathway Unit

Dr. Michelle York, Chair
Dr. Carrie Kondor
Dr. Alfonso Garcia Arriola
Samantha Herron
Vacant

4. Professional Practices

Jon Zwemke, Chair
David Jaimes
Liliana Jimenez
Martha Gross
Dr. Francisco L. Atanes
Nicci Harrison

5. Licensure

Robert Waltenburg, Chair
Katie Lukins
Libni Caulibaly
Mary Hofer
Lydia Smith

6. Friday, February 6, 2026

8:30-11:40 a.m.

EXECUTIVE SESSION

7. Call to Order

8. Introductions

9. PROFESSIONAL PRACTICES HEARINGS, INVESTIGATION MATTERS AND INVESTIGATION REPORTS (EXECUTIVE SESSION)

9.1. Confidential Agenda

9.1.1. 20.1 APPLICATIONS FOR REINSTATEMENT

9.1.2. 20.2 PRELIMINARY INVESTIGATION REPORTS RECOMMENDING ACTION TO DISMISS

9.1.3. 20.3 PRELIMINARY REPORTS RECOMMENDING NO FURTHER ACTION

9.1.4. 20.4 PRELIMINARY INVESTIGATION REPORTS RECOMMENDING ACTION TO CHARGE

9.1.4.1. 20.4a. PRELIMINARY INVESTIGATION REPORTS RECOMMENDING ACTION TO CHARGE

Sexual Conduct Cases (ORS 339.390) – Director Recommendation – Substantiated

9.1.4.2. 20.4b PRELIMINARY INVESTIGATION REPORTS RECOMMENDING ACTION TO CHARGE - All other Case Types (including cases with unsubstantiated sexual conduct)

9.1.5. 20.5 CASES TO DISCUSS WITH THE COMMISSION

9.1.6. 20.6 CONSIDERATION OF OTHER DISCIPLINE ISSUES

9.1.7. 20.7 CONSIDERATION OF AMENDED NOTICES OF HEARING TO CHARGE

9.1.8. 20.8 STIPULATED ORDERS

9.1.9. 20.9 LETTERS OF INFORMAL REPROVAL

9.1.10. 20.10 MANDATORY REVOCATIONS (Information Only)

9.1.10.1. 20.10a Sexual Conduct Cases- Substantiated

9.1.10.2. 20.10b All other case types (unsubstantiated)

9.1.11. 20.11 INFORMATION ONLY

10. 11:40-11:50 a.m.

**COMMISSION CONSIDERATION OF PROFESSIONAL PRACTICES ACTIONS
(PUBLIC SESSION)**

10.1. Professional Practices Consent Agenda (PUBLIC SESSION)

11. 12:00-12:30 p.m.

LUNCH

12. 12:00-12:30 p.m

Public Comment Request Submission

13. 12:30 - 1:30 p.m

COMMISSION BUSINESS

13.1. Chair Newman Call to Order and Welcome

13.2. Introductions

13.3. Executive Director Report

13.4. EDS Update

13.5. Commission Correspondence

13.5.1. School Nurse

13.5.2. EI/ECSE Higher Education Consortium

13.5.3. Adaptive PE, Michelle Dunn

13.6. Adoption of November 2025 Commission Meeting Minutes.

Jon Zwemke First Robert Waltenburg Second. This motion, made by Jon Zwemke and seconded by Robert Waltenburg, Carried.

Alfonso Garcia Arriola: Absent, Martha Gross: Absent, Libni Coulibaly: Yea, Nicci Harrison: Yea, Samantha Herron: Yea, Mary Hofer: Yea, David Jaimes: Yea, Liliana Jiménez H.: Yea, Carrie Kondor: Yea, Francisco López Atanes: Yea, Katie Lukins: Yea, Rae Ette Newman: Yea, Lydia Smith: Yea, Robert Waltenburg: Yea, Michelle York: Yea, Jon Zwemke: Yea
Yea: 14, Nay: 0, Absent: 2

13.7. Senate Bill 3 [2023]

Jon Zwemke Samantha Herron. This motion, made by Jon Zwemke and seconded by Samantha Herron, Carried.

Martha Gross: Absent, Francisco López Atanes: Absent, Libni Coulibaly: Yea, Alfonso Garcia Arriola: Yea, Nicci Harrison: Yea, Samantha Herron: Yea, Mary Hofer: Yea, David Jaimes: Yea, Liliana Jiménez H.: Yea, Carrie Kondor: Yea, Katie Lukins: Yea, Rae Ette Newman: Yea, Lydia Smith: Yea, Robert Waltenburg: Yea, Michelle York: Yea, Jon Zwemke: Yea
Yea: 14, Nay: 0, Absent: 2

14. 1:30-2:15 p.m

PRESENTATIONS

14.1. Oregon Preservice Educator Network (OPEN) update

14.2. Oregon Association of Colleges for Teacher Education (OACTE) update

14.3. Coalition of Oregon School Administrators (COSA) update

14.4. Oregon Education Association (OEA) update.

15. 2:30-3:00 p.m.

LICENSURE

15.1. Licensure Consent Agenda

Jon Zwemke First Rae Ette Newman Second. This motion, made by Jon Zwemke and seconded by Rae Ette Newman, Carried.

Martha Gross: Absent, Francisco López Atanes: Absent, Libni Coulibaly: Yea, Alfonso Garcia Arriola: Yea, Nicci Harrison: Yea, Samantha Herron: Yea, Mary Hofer: Yea, David Jaimes: Yea, Liliana Jiménez H.: Yea, Carrie Kondor: Yea, Katie Lukins: Yea, Rae Ette Newman: Yea, Lydia Smith: Yea, Robert Waltenburg: Yea, Michelle York: Yea, Jon Zwemke: Yea
Yea: 14, Nay: 0, Absent: 2

15.1.1. Waiver Requests Granted

15.2. Licensure Committee Chair Report

15.3. eLicensing/Communication Update

15.4. Licensure Production Update

16. 3:00 - 3:45 p.m.

EDUCATOR PREPARATION & PATHWAYS UNIT

17. Educator Preparation & Pathways Consent Agenda

Liliana Jiménez H. First Alfonso Garcia Arriola Second. This motion, made by Liliana Jiménez H. and seconded by Alfonso Garcia Arriola, Carried.

Martha Gross: Absent, Francisco López Atanes: Absent, Libni Coulibaly: Yea, Alfonso Garcia Arriola: Yea, Nicci Harrison: Yea, Samantha Herron: Yea, Mary Hofer: Yea, David Jaimes: Yea, Liliana Jiménez H.: Yea, Carrie Kondor: Yea, Katie Lukins: Yea, Rae Ette Newman: Yea, Lydia Smith: Yea, Robert Waltenburg: Yea, Michelle York: Yea, Jon Zwemke: Yea
Yea: 14, Nay: 0, Absent: 2

17.1. Site Visit Schedule

17.2. Agency Waivers Granted (Executive Director Authority)

17.3. Southern Oregon University: New program proposal to provide a School Counseling program

17.4. Oregon State University: New program proposal to provide a Reading Intervention program

17.5. Eastern Oregon University: New program proposal to provide a Principal program

18. Educator Preparation & Pathways Committee Chair Report

19. University of Portland: State Approval of Unit

Jon Zwemke First Alfonso Garcia Arriola Second. This motion, made by Jon Zwemke and seconded by Alfonso Garcia Arriola, Carried.

Martha Gross: Absent, Francisco López Atanes: Absent, Libni Coulibaly: Yea, Alfonso Garcia Arriola: Yea, Nicci Harrison: Yea, Samantha Herron: Yea, Mary Hofer: Yea, David Jaimes: Yea, Liliana Jiménez H.: Yea, Carrie Kondor: Yea, Katie Lukins: Yea, Rae Ette Newman: Yea, Lydia Smith: Yea, Robert Waltenburg: Yea, Michelle York: Yea, Jon Zwemke: Yea
Yea: 14, Nay: 0, Absent: 2

20. Annual Report Template

21. BASE Community College Consortium

22. Early Literacy Standards Implementation Update

23. 3:45 - 4:30 p.m.

PROFESSIONAL PRACTICES

23.1. Professional Practices Committee Chair Report

23.2. Professional Practices Production Report

23.3. Civil Penalties

24. 4:30-4:45 p.m.

RULES

24.1. Repeal 584-020-0035 (The Ethical Educator).

Robert Waltenburg First Jon Zwemke Second. This motion, made by Robert Waltenburg and seconded by Jon Zwemke, Carried.

Martha Gross: Absent, Liliana Jiménez H.: Absent, Francisco López Atanes: Absent, Libni Coulibaly: Yea, Alfonso Garcia Arriola: Yea, Nicci Harrison: Yea, Samantha Herron: Yea, Mary Hofer: Yea, David Jaimes: Yea, Carrie Kondor: Yea, Katie Lukins: Yea, Rae Ette Newman: Yea, Lydia Smith: Yea, Robert Waltenburg: Yea, Michelle York: Yea, Jon Zwemke: Yea
Yea: 13, Nay: 0, Absent: 3

24.2. Repeal 584-235-0235 (Oregon Administrator Scholars Program).

Michelle York First Alfonso Garcia Arriola Second. This motion, made by Michelle York and seconded by Alfonso Garcia Arriola, Carried.

Martha Gross: Absent, Francisco López Atanes: Absent, Libni Coulibaly: Abstain (With Conflict), Alfonso Garcia Arriola: Yea, Nicci Harrison: Yea, Samantha Herron: Yea, Mary Hofer: Yea, David Jaimes: Yea, Liliana Jiménez H.: Yea, Carrie Kondor: Yea, Katie Lukins:

Yea, Rae Ette Newman: Yea, Lydia Smith: Yea, Robert Waltenburg: Yea, Michelle York:
Yea, Jon Zwemke: Yea
Yea: 13, Nay: 0, Absent: 2, Abstain (With Conflict): 1

25. 4:45-5:00 p.m.

COMMISSION BUSINESS AFTERNOON ITEMS

25.1. Proposed Meeting Calendar for 2026-2027

Mary Hofer First Samantha Herron Second Moving October 9th to October 16th. This motion, made by Mary Hofer and seconded by Samantha Herron, Carried.

Martha Gross: Absent, Francisco López Atanes: Absent, Libni Coulibaly: Yea, Alfonso Garcia Arriola: Yea, Nicci Harrison: Yea, Samantha Herron: Yea, Mary Hofer: Yea, David Jaimes: Yea, Liliana Jiménez H.: Yea, Carrie Kondor: Yea, Katie Lukins: Yea, Rae Ette Newman: Yea, Lydia Smith: Yea, Robert Waltenburg: Yea, Michelle York: Yea, Jon Zwemke: Yea
Yea: 14, Nay: 0, Absent: 2

25.2. Chairperson Election

Jon Zwemke First Robert Waltenburg Second. This motion, made by Jon Zwemke and seconded by Robert Waltenburg, Carried.

Martha Gross: Absent, Francisco López Atanes: Absent, Rae Ette Newman: Abstain (With Conflict), Libni Coulibaly: Yea, Alfonso Garcia Arriola: Yea, Nicci Harrison: Yea, Samantha Herron: Yea, Mary Hofer: Yea, David Jaimes: Yea, Liliana Jiménez H.: Yea, Carrie Kondor: Yea, Katie Lukins: Yea, Lydia Smith: Yea, Robert Waltenburg: Yea, Michelle York: Yea, Jon Zwemke: Yea
Yea: 13, Nay: 0, Absent: 2, Abstain (With Conflict): 1

25.3. Vice-Chair Election

Robert Waltenburg First Jon Zwemke Second. This motion, made by Robert Waltenburg and seconded by Jon Zwemke, Carried.

Martha Gross: Absent, Francisco López Atanes: Absent, Michelle York: Abstain (With Conflict), Libni Coulibaly: Yea, Alfonso Garcia Arriola: Yea, Nicci Harrison: Yea, Samantha Herron: Yea, Mary Hofer: Yea, David Jaimes: Yea, Liliana Jiménez H.: Yea, Carrie Kondor: Yea, Katie Lukins: Yea, Rae Ette Newman: Yea, Lydia Smith: Yea, Robert Waltenburg: Yea, Jon Zwemke: Yea
Yea: 13, Nay: 0, Absent: 2, Abstain (With Conflict): 1

25.4. Nominations for Chairperson, Vice-Chairperson and Executive Committee.

Mary Hofer First Liliana Jiménez H. Second. This motion, made by Mary Hofer and seconded by Liliana Jiménez H., Carried.

Martha Gross: Absent, Francisco López Atanes: Absent, Libni Coulibaly: Yea, Alfonso Garcia Arriola: Yea, Nicci Harrison: Yea, Samantha Herron: Yea, Mary Hofer: Yea, David Jaimes: Yea, Liliana Jiménez H.: Yea, Carrie Kondor: Yea, Katie Lukins: Yea, Rae Ette Newman: Yea, Lydia Smith: Yea, Robert Waltenburg: Yea, Michelle York: Yea, Jon Zwemke: Yea
Yea: 14, Nay: 0, Absent: 2

25.5. Preference For Committee Assignments in 2026

26. 5:00 p.m.

ADJOURNMENT

Teacher Standards and Practices Commission
250 Division Street NE
Salem OR 97301

April 10, 2026
Presentation

ITEM: Oregon Association of Colleges for Teacher Education (OACTE)
update

ACTION: **INFORMATION ITEM**

INFORMATION: The purpose for this item is for OACTE leadership to provide an
update on educator preparation provider (EPP) activities.

Attachments:

Teacher Standards and Practices Commission
250 Division Street NE
Salem OR 97301

April 10, 2026
Presentation

ITEM: Coalition of Oregon School Administrators (COSA) update

ACTION: **INFORMATION ITEM**

INFORMATION: The purpose for this item is to allow the Coalition of Oregon School Administrators to provide updates on its activities that are pertinent to the charge of the Commission.

Attachments:

Teacher Standards and Practices Commission
250 Division Street NE
Salem OR 97301

April 10, 2026
Presentation

ITEM: Oregon Education Association (OEA) update

ACTION: **INFORMATION ITEM**

INFORMATION: The purpose for this item is to allow the Oregon Education Association to provide updates on its activities that are pertinent to the charge of the Commission.

Attachments:

ITEM: LICENSURE CONSENT AGENDA

ACTION: **ACTION ITEM**

RECOMMENDATION: The Executive Director recommends adoption of the following resolution:

RESOLVED, that the Commission adopt the attached licensure area consent agenda item 7.1a.

INFORMATION: The Executive Director recommends adoption by single consent motion the following listed items which are identified on the agenda by a double asterisk, as follows:

7.1a Waiver Requests Granted

~~7.1b Teacher Leader License Applications~~

Any of these items may be removed from the Consent Agenda upon the request of any Commissioner. Items removed from the Consent Agenda will be considered in the order they are listed on the agenda.

No Teacher Leader applications were reviewed for approval during this Commission meeting.

Attachments:

7.1a Waiver Requests Granted

~~7.1b Teacher Leader License Applications~~

ITEM: WAIVER REQUESTS GRANTED

ACTION: **INFORMATION ITEM**

INFORMATION: This agenda item is presented to inform the full Commission waivers of licensure requirements granted under OAR 584-200-0100. In accordance with that Rule, the Commission will receive reports on waivers granted.

INFORMATION:

Since the February 2026 Commission meeting, the Executive Director has approved the following Waivers of Licensure Requirements. Supporting documentation for these waivers is available to Commissioners upon request.

Note: “MMs” and “MMA” refer to Multiple Measures options.

Agenda Item	Description	OAR
1.a.1	Executive Director review of out of state teacher preparation leading to adding the SPED endorsement to the WA license	584-220-0180 Special Education Endorsement
1.a.2	Waiver of Advanced Math exam based on OOS experience, coursework	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.3	Waiver of Elementary Subtests I & II and Special Education exams based on experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.4	Waiver of ELA exam based on OOS experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.5	Waiver of Elementary exam based on OOS experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.6	Waiver of Special Education exam based on OOS experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.7	Waiver of Special Education exam based on OOS experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.8	Waiver of Spanish content test via MMA	584-220-0015 (1) a- MMA content assessment option
1.a.9	Waiver of Spanish and Elementary MS content tests via MMA	584-220-0015 (1) a- MMA content assessment option

Agenda Item	Description	OAR
1.a.10	Waiver of Elementary exams and Foundational ELA exam based on prep & experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.11	Waiver of Advanced Math exam based on prep & experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.12	Waiver of Elementary exam based on prep & experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.13	Waiver of SPED exam based on prep & experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.14	Waiver of Elementary exam based on prep & experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.15	Waiver of English Language exam based on prep & experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.16	Consideration by the Executive Director on several endorsements awarded by Texas without evidence of program completion - awarded Foundational ELA	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.17	Executive Director review of out of state "alternative route" teacher preparation leading to a Reciprocal/Preliminary license	584-210-0060 Reciprocal Teaching License
1.a.18	Waiver of requirement to complete an Advanced Program to be awarded the Professional Administrator License.	584-235-0030 Professional Administrator License
1.a.19	Waiver of requirement to hold an active and valid license from another state to be awarded the Reciprocal Administrator license. The applicant completed a program in another state but the other state will not accept out-of-country experience to meet the practicum requirement	584-235-0050 Reciprocal Administrator License
1.a.20	Executive Director consideration of experience as a CDS/LPC acting in a School Counselor role to meet the three years of license experience required for the Principal license	584-235-0020 Principal License
1.a.21	Executive Director review of prior license issued under the Initial/Continuing rules where the applicant may have met the requirements for the Continuing license but was awarded the Initial. This would make her eligible for the Professional license under today's rule.	584-245-0120 Professional School Counselor License

Data Classification Level: I – Published
DO: Keller
Published:
Amended:

Agenda Item	Description	OAR
1.a.22	Waiver of requirement to complete an Advanced Program to be awarded the Professional Administrator License.	584-235-0030 Professional Administrator License
1.a.23	Waiver of Art Exam based on prep & experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.24	Waiver of Elem Exam based on prep & experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.25	Waiver of SPED Exam based on prep & experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.26	Waiver of Elem Exam based on prep & experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.27	Waiver of Health & PE exams based on prep & experience	584-220-0015 (6) Waiver of Subject-Matter Tests for Out-of-State Prepared Candidates
1.a.28	Executive Director consideration of Texas teacher licensed in Elementary and Physical Education without completion of a program. The alternative route through a regional education office (equivalent to an ESD) was for Dance in grades 8-12.	584-220-0155 Physical Education Endorsement

584-200-0100

Waiver of Licensure Requirements by the Commission

(1) The Executive Director may waive, in part or in whole, the requirements for teaching, administrative and personnel service licenses if the applicant provides evidence of academics skills, experience and knowledge demonstrating mastery of the Commission-adopted standards for the license.

(a) To receive a waiver under this subsection, an applicant must specifically and substantially demonstrate the knowledge and skills required to perform the duties of the position as measured by the Commission adopted standards for the license.

(b) The Executive Director, or designee, will evaluate all evidence and make the determination on the waiver. It is solely within the discretion of the Executive Director, or designee, to grant waivers under this subsection.

(c) The Commission will monitor any waivers granted under this subsection and will receive reports on such waivers from the Executive Director.

(2) To be considered for a waiver, an applicant must:

(a) Submit a complete and correct application in the form and manner required by the Commission, including payment of all required fees.

(b) Provide all required documentation such as: official sealed transcripts, a resume, job descriptions, and other credible evidence of academic achievement or experience demonstrating mastery of the standards for the license;

(c) Provide a written statement indicating:

(A) The type of license requested;

(B) Specific requirements requested for waiver;

(C) Alternative qualifications to be considered; and

(D) Reasons for requesting the waiver.

Attachments: *Available upon request.*

ITEM: LICENSURE COMMITTEE CHAIR REPORT

ACTION: **DISCUSSION ITEM**

INFORMATION

Committee Membership:	Robert Waltenburg, Chair
Mary Hofer	Katie Lukins
Libni Caulibaly	Lydia Smith

The Licensure Committee has not met since the June Commission meeting. Several topics remain on the agenda for discussion, but the increasing time spent on procurement of the new Educator Data System make it difficult for staff to find time to prepare for and conduct the meetings. Current topics under discussion include:

Endorsements on Teaching Licenses, Adding to the Preliminary

Through several meetings to discuss adding endorsements to the Preliminary Teaching License that do not require a program, the Committee agrees that both the content knowledge test and some kind of demonstration of pedagogical knowledge is required. Testing opportunities are generally no problem. But the pedagogy requirement can pose some challenges. The options for completing the pedagogy requirement are:

- Completion of a three-quarter hour or two-semester hour **pedagogy course** from an approved teacher preparation program. Staff research found that these courses are available from some Oregon approved programs, but availability for enrollment may be limited due to the synchronous or in-person course requirements as well as enrollment open only to candidates already enrolled in the unit's program. The Committee agreed to continue this as an option.
- Completion of a **60-hour practicum**, supervised by the holder of a Professional Teaching License and properly endorsed in the content area or a closely related content area with permission from TSPC staff. During Covid, the staff created and published a list of acceptable practicum supervisors, keeping the requirement that the supervisor holds a Professional Teaching License. During the April meeting, district staff explained that the problem with finding supervisors exists mainly in the middle schools where staff tends to be less experienced therefore holding the Preliminary license. After hearing from Commission approved programs that the minimum requirement for cooperating teachers is three (3) years of experience, the Committee agreed to consider a rule change if necessary. ***If a rule change is required, Staff will bring the proposed change to the next Committee meeting.***

License for Conditional Assignment – Teaching Licenses

During the April meeting, the Committee directed staff to propose draft language to revise the License for Conditional Assignment. The proposed language is drafted, but requires staff review prior to approval from the Committee. ***The draft language will be presented during the next Committee meeting.***

Out of State Applicants with Endorsements Requiring a Program in Oregon

Commission rule requires completion of a program to add the following endorsements to a teaching license:

- Elementary Multiple Subjects
- Reading Intervention
- Special Education (Generalist, Deaf and Hard of Hearing, Visually Impaired and Early Intervention)
- English as a Second Language
- Music
- Art
- Physical Education

In some other states, these endorsements might be added by testing alone. Staff will provide examples of applicants where Special Education endorsements were added by test alone. Applicants requesting these endorsements on their Oregon Reciprocal Teaching License are reviewed by the Executive Director under the Waiver provision of the Administrative Rule.

It is not yet known how the Interstate Teacher Mobility Compact will impact TSPC's requirements for applicants bringing these endorsements from other states.

During the June meeting, the Committee agreed to trying to maintain Oregon's high standards of quality of preparation and requested a discussion around the definition of "program required" with the Educator Preparation and Pathways Committee.

Reinstatement PDUs

During the June meeting, staff introduced the existing rule for holders of an expired non-provisional teaching license wishing to reinstate their license. Affectionately known as “penalty PDUs”, depending on the length of time a license has been expired, the number of PDUs required to reinstate can be as many as 275 – the “renewal PDUs” of 125 plus the “penalty PDUs” of 150. This is perceived as a barrier and brings the question of the quality of professional development completed to meet a licensure requirement.

Next Meeting

Discussion items for the next Licensure Committee meeting: Topics for the meeting may include:

- Draft Rule language for:
 - License for Conditional Assignment
 - Allowing the holder of a Preliminary Teaching License to supervise a practicum with three years of experience
- Endorsements requiring a program on out of state licenses
- Reinstatement PDUs for teaching licenses
- Rule changes required by Senate Bill 802 [2025] – calculating the allowable time to work without the license
- Tentative: Introduction to Early Literacy rule concepts
- Teacher Leader License review process for initial and renewal applications

Attachments:

Licensure Committee Items to be addressed.pdf

TSPC License Committee: Rule Items to be considered as of October 2025

Topic	Description	Status
Endorsements on Teaching Licenses	<ul style="list-style-type: none"> • Endorsements requiring a program where other states allow adding by testing • Content assignments, misassignments, governance of how teachers are assigned to content areas (the exploding world of online instructions and creation of a “facilitator” role within districts to provide support to students in online programs) • Atypical Assignments rule (related to previous bullet) 	<p>Some of these topics have been lingering for many years or are leftover from the Teaching License Redesign in 2016</p> <p>February 2024 – no update April 2024 – no update June 2024 – no update October 2024 – no update February 2025 – no update</p> <p>February 2025 Licensure Committee Meeting: Discussed Adding to Preliminary with Test/Practicum. Will take the question of methods course availability to OACTE.</p> <p>April 2025 – Committee to review availability of methods courses</p> <p>June 2025 – continued review of pedagogy requirement and LCA rule revisions [move to a future meeting]. Introduce Endorsements requiring a program where other states allow testing alone</p> <p>October 2025 – no update</p>
Reinstatement PDUs	<p>As part of the 2016 Teaching License Redesign, the Redesign Workgroup and the Commission had discussions about what should be required of those returning to teaching. Both groups agreed that in order to be awarded a Preliminary, Professional, Teacher Leader or Legacy Teaching License, in addition to earning the required number of PDUs to “renew”, these applicants should be required to present additional PDUs-</p>	<p>April 2025 – going to the April Licensure Committee meeting</p> <p>June 2025– carried over from the April meeting, going to next LC</p> <p>October 2025 – no update</p>
Teacher Leader License – Process	<p>Staff requests a review by the Commission of the process for reviewing and awarding the Teacher Leader License</p>	<p>NEW October 2025</p>

Topic	Description	Status
Rules to align with business processes that may change as a result of the new Educator Data System vendor	<ul style="list-style-type: none"> • Valid date of licenses – How to determine • Grace Period Clarification – who gets it • Fee Structure: Complete revision with DEI lens • Late Fees – when is it appropriate to charge them? • Renaming or retitling the LCA • Expire date of provisional licenses – should they all be August? 	<p>June 2023 update - Before implementation of a new Licensing system, so late 2024 or early 2025</p> <p>February 2025 – no update</p> <p>April 2025 – no update</p> <p>June 2025 – no update</p> <p>October 2025 – no update</p>
Reinstatement	Reinstatements due to discipline versus simply letting a license expire – better definition	No deadline
Restricted Admin and Principal License working in a district office	<ul style="list-style-type: none"> • Clarify the Restricted Administrator and Principal licenses are valid for district-wide administrator assignment • Rule interpretation by districts is an issue for some holders of a Principal license <p>For the Licensure Committee agenda when we get to it: Holders of a Restricted Administrator or Principal License working in a district-office administrative position: At the time of the Administrator License Redesign, the Commission adopted rules that more clearly defined the roles of these license types. There has been some confusion in the field on assigning the holders of these licenses to district office administrator positions.</p>	<p>September 2023 – Under consideration by Dr. Rosilez</p> <p>February 2024 – Educator Pathways and Programs staff convened a work group. The documentation presented from the work group is under consideration by Interim Exec. Director Goff and the licensure staff.</p> <p>April 2024 – Staff recommends no change to the rule to continue to give districts and ESDs the flexibility to require administrator licensure to best fit their own accountability pathways.</p> <p>June 2024 – Item will be moved to the next Licensure Committee meeting</p> <p>October 2024 – Still requires discussion by the Committee but is not an urgent topic.</p> <p>February 2025 – no update</p> <p>April 2025 – no update</p> <p>October 2025 – no update</p>

Topic	Description	Status
<p>Early Literacy Educator Preparation Council Licensure Requirements recommendations</p>	<p>In May of 2023, Governor Kotek issued Executive Order 23-12 to create the Early Literacy Educator Preparation Council. According to the Governor’s website “The Council is tasked with developing recommendations for the Teacher Standards and Practices Commission (TSPC), including their rules for approving elementary educator preparation programs that operate in Oregon and licensing requirements for elementary educators. The final recommendations from the Council are due in June 2024.”</p>	<p>April 2024 – The Council is finalizing the educator preparation standards. Work on the licensing requirements recommendations will begin soon. Items to be addressed may include professional development requirements for existing educators and requirements for those coming to Oregon with preparation in another state.</p> <p>June 2024 – Staff expects recommendations from the Council in the coming weeks</p> <p>October 2024 – The Early Learning Council has made recommendations for changes to licensure renewal requirements and for those coming from other states. Those recommendations will be introduced to the Licensure Committee in time for adoption of revised rules by October 2025, if rule revisions are required.</p> <p>February 2025 – Staff is working with ODE and other partners to determine when changes to licensure requirements will be recommended.</p> <p>April 2025 – Refer to the Early Literacy Update on the full Commission agenda</p> <p>June 2025 – update provided as a standalone item</p> <p>October 2025 – staff is considering some rule concepts</p>

Topic	Description	Status
Waivers	<p>The Rules Advisory Committee requests discussion about the waiver process, more transparency in the criteria considered. What is “specific and substantial” evidence?</p>	<p>February 2024 – Staff is working to develop documentation to more clearly define the processes and criteria for waivers April 2024 – webpage and forms to request waivers of content testing are under development June 2024 – work is suspended pending hiring of a resource to assist with form and webpage development October 2024 – no update February 2025 – no update April 2025 – no update June 2025 – no update October 2025 – no update</p>
Specializations	<ul style="list-style-type: none"> • Are Specializations a “value added” to a license? • Is there another way for candidates to demonstrate to employers expertise in these areas? • SEL/TIP • TAG • Acceptability of programs from other states (Adaptive PE, TAG, others?). Are there national standards and are those considered by the other state in program approval? 	<p>If it’s determined that Specializations are a value-added and should be indicated on the license, then probably Spring 2022 or when EOU and UP will complete a PCR to include SEL/TIP June 2023 – no updates October 2023 – no updates February 2024 – no updates April 2024 – no update June 2024 – TSPC has received inquiries from University of Portland program completers asking how to add a Social Emotional Learning Specialization to their license. Because the specialization was never adopted into Licensure rule, it cannot be added at this time. October 2024 – Both the University of Portland and Easter Oregon University have created a process of a certificate signed by both the program and TSPC to demonstrate the coursework completed by an educator. February 2025 – no update April 2025 – no update June 2025 – no update October 2025 – no update</p>

Topic	Description	Status
School Nurse Redesign	Dependent on ODE and the Board of Nursing progress on a “program” for the Professional School Nurse certificate	<p>Brought to TSPC staff pre-Covid Fall 2022 at the earliest</p> <p>June 2023 – no update</p> <p>October 2023 – no update</p> <p>February 2024 – no update</p> <p>April 2024 – The Director of Licensure received an email from the Oregon Health Authority’s State School Nurse Consultant. The Director will schedule a meeting with the consultant this spring</p> <p>June 2024 – staff meeting with ODE and the Board of Nursing is scheduled. The interested parties met on 8/8/2024 and agreed that more work is necessary before any changes to TSPC’s rules can be considered</p> <p>October 2024 – no update</p> <p>April 2026 – Warner Pacific University submitted correspondence expressing interest in developing a program. The Commission directed the EP&P Unit staff to work with the program on steps to approval.</p>

Topic	Description	Status
Substitutes	<ul style="list-style-type: none"> • Who can Sub? (staff to document current rule for Committee review) • OSTA’s concern on district selection of subs through third party sub providers • Restricted Subs and 10-day single consecutive assignment limit • Restricted Subs and definition of “sponsor” 	<p>April 2023 – some these items may be addressed by the District Sub License. Moving item to the bottom of the list to track additional concerns for future discussion</p> <p>June 2023 – new District Substitute License to be adopted to ease the shortage. OARs and SB283 need review for other possible changes</p> <p>October 2023 - OARs and SB283 need review for other possible changes</p> <p>February 2024 – staff determined that no Commission rule changes resulted from SB 283 [2023]. The District Substitute License is in effect.</p> <p>April 2024- the Legislature has convened a Substitute Teacher Task Force. TSPC Staff is monitoring the work of the Task Force for potential changes required.</p> <p>June 2024 – On hold for any outcomes from the Task Force that could affect Commission rule</p> <p>October 2024 – An initial review of the outcome of the Substitute Task Force does not show any urgent need for rule changes, but staff will monitor the Legislature closely for anything that could require the Commission to initiate change</p> <p>February 2025 – Staff is watching bills in the 2025 legislative session for any potential impacts to licensure policy</p> <p>April 2025 – no update</p> <p>June 2025 – no update</p> <p>October 2025 – no update</p>

Topic	Description	Status
Military Spouse	<p>Could become a larger discussion about reciprocity dependent on the outcome of work with NASDTEC and the Council of State Governments on an interstate compact. The impacts could be significant, affecting volume of applications, revenue, professional practices procedures and others still unknown.</p>	<p>October 2023 – Oregon has signed the Interstate Compact and will have a seat on the Commission February 2024 – Director Keller attended the first meeting of the Compact Commission in January April 2024 – The Interstate Teacher Mobility (ITM) Compact will take some time to implement by the ITM Commission. No update for this meeting. June 2024 – no update October 2024 – no update February 2025 – no update April 2025 – no update June 2025 – no update October 2025 – no update</p>
Adaptive PE Specialization	<p>The Commission heard correspondence from an individual during the February 2026 meeting regarding changing the title from Adaptive to Adapted and making this an endorsement rather than a specialization. Making it an endorsement would require districts to hire teachers with the endorsement in order to serve these students.</p>	<p>February 2026 – the Commission directed the matter to the Licensure Committee for consideration.</p>

Topic	Description	Status
Professional Development for License Renewals	<ul style="list-style-type: none"> • Native American License renewal • License Renewal/PDU requirements in general – pre-Covid, an Interested Parties group was appointed • Reinstating expired licenses (penalty PDUs apply to teaching licenses only) 	<p>March 2022 - Temporary Rule has been filed, suspending the requirement for licensees to submit evidence to TSPC to renew</p> <p>April 2023 – waiting on legislative outcomes to determine next steps</p> <p>June 2023 – no update</p> <p>October 2023 – proposal coming to Commission – Item may need revisiting annually by the Committee</p> <p>February 2024 – permanent rule to suspend this requirement to be considered and adopted</p> <p>April 2024 – Staff will convene a work group. It may need to wait until the Early Literacy Educator Preparation Council’s licensing requirements recommendations are reviewed and resolved</p> <p>June 2024 – PDU work group will convene on July 9.</p> <p>October 2024 – The PDU work group met and an update will be presented at this meeting by the Director of Licensure.</p> <p>February 2025 – The Committee met and agreed to recommend to continue the suspension through June 30, 2026 with an intent to return to requiring the full amount of PDUs with licenses expiring on or after 7/1/2029, subject to annual review and Commission feedback.</p> <p>Next Committee review: January 2026</p>
Professional School Counselor	<ul style="list-style-type: none"> • Needs to be more clear that the Advanced Program must be completed after the initial license was issued 	11.2025 – added at the request of staff

Completed Items and Items To Be Removed

Topic	Description	Status
Senate Bill 802 – 2025	Changes the date an applicant may begin working without the license from the date of the application to the date of the background check OAR 584-200-0020 (5)	Fall 2025 Committee meeting

ITEM: ELICENSING AND COMMUNICATIONS UPDATE

ACTION: **INFORMATION ITEM**

INFORMATION This agenda item is to provide the Commission with an overview of events and accomplishments in our work with Tyler-Oregon on the eLicensing system, the Educator Data System project and agency communications to school districts receiving the TSPC newsletter.

eLicensing System Update

Because the agency's work with Tyler Technologies should end once the new Educator Data System is released for use, no updates have been made to the eLicensing system. Tyler Technologies continues to make minor changes as necessary, but any major changes will require analysis to determine the cost of implementing significant changes.

Educator Data System Update

The departure of the key IT/Data staff member emphasizes the need and urgency for a new data system. Because implementation is relatively close and IT staff requirements are unknown until a new vendor has been selected, the position will not be filled immediately. Near the end of March, the Investigative Case Management System (ICMS) became inaccessible. Staff was able to receive help from the DAS IT Help Desk and staff from another state agency. But this outage emphasizes the need for a data system to assist with the work of all three units.

As staff works with both the eLicensing (new educator profiles and applications created after 1/2016 and licenses issue after 4/2019) and Legacy data (everything else prior to 4/2019), issues from both datasets are uncovered. This "deep dive" exercise to prepare the data for migration was not completed prior to the move from the Legacy system to eLicensing and should make the transition much easier and complete. And completing this exercise prior to engaging with a new system vendor is expected to save implementation time.

Communications/Newsletter

No newsletters or emails to eLicensing District Portal users were sent since the February Commission meeting.

Attachments:

ITEM: LICENSURE PRODUCTION UPDATE

ACTION: **INFORMATION ITEM**

INFORMATION: This report is provided to give the Commission an idea of the progress of the Licensure Staff on answering email and messages, completing other daily operational tasks, and issuing licenses.

Current Staffing

Position	Primary Job Duties	Number Assigned
Background Check Evaluator	Process background checks, respond to background check questions and refer background check issues to the Professional Practices Director	1.0 FTE (job share between 2 employees, both full time telecommuters)
Public Service Representative (PSR)	Email and eLicensing Messages responses, customer care and navigating TSPC processes	2 full-time, in-office permanent positions
Evaluator	Evaluate applications and issue licenses.	4.5 full time, telecommuters (one assigned .5 FTE to Commission meeting planning and executive assistant duties).

During the February Commission meeting, staff reported the issues created by the loss of a key employee responsible for much of the data-related tasks for the agency. All key functions have been successfully reassigned to existing staff to create as little disruption as possible to applicants and other interested parties. The duties are redistributed as follows:

Retrieval, storage and processing of the weekly complete data file from Tyler Technologies (eLicensing)	Contractor who is also hired to compile, analyze and prepare the Legacy and eLicensing data for migration to the new vendor
Creation of weekly files for use by the Oregon Department of Education and school districts using the Visions (aka Infinite Visions, iVisions or Tyler Tech) human resources software	Contractor
Daily processing of background check files between the Oregon State Police (OSP) and Tyler Technologies	Background Evaluators
Development and maintenance of the ICMS (Investigation Case Management) and Vortex (Legacy data portal) systems	Management – only to maintain current functionality
Retrieving and storing test score files	Management
Multiple website functions	Various staff – there are a few tasks that require some level of developer skills
Reporting, some standardized and others custom upon request	Contractor

Background Evaluators

The Background Evaluators continue to analyze the processes but have settled on a comfortable, manual routine. While some applications move through the automated background clearance process without issue, they continue to manually clear large numbers of applications and manually create the clearance notice. Timely completion and notification of the background clearance is essential in getting applicants into the classroom as soon as possible.

In the mindset of preparing for migration to a new vendor, the Background Evaluators are also working to keep their work queue current and accurate. eLicensing will automatically reopen a Closed application in some scenarios and place that application back into the work queues. These scenarios are being identified and routines developed to keep the work queues accurate. When it comes time to begin working in a new system, the data must be accurate to avoid duplication of processing and dropping applications that still require attention.

Public Service Representatives

Emails in February and March continued with questions around adding endorsements, out-of-state applications and requirements for administrator licensing. Staff also responds to many questions about renewing licenses and PDU (professional development unit) requirements, sometimes two or three times to assure educators that PDUs are not required to renew the license. The return of PDU requirements for licenses expiring on or after July 1, 2029, will add a significant volume of work to these two staff members. Licensees struggle to understand their specific requirements and what activities will meet those requirements without spending large amounts of money on college courses. Adding Early Literacy requirements will also increase the workload. As indicated by the statistics spreadsheet, even with the current lower volume of questions, these two staff members struggle to keep the pending email volume to a reasonable level.

Evaluators

The February update for this group discussed the reassignment of two staff to projects other than daily application processing and a third team member out on leave. The team member out on leave returned and almost immediately made a difference in the daily application processing times. The Request for Proposal (RFP) work slowed but the data migration work became a nearly full-time job for a third evaluator. But this is a good time of year to reassign them to other tasks as the application volume remains at a reasonable level. Average processing times for February/March of 2026 are 20 days the same as in 2025.

The Evaluators face similar challenges to the Background Evaluators with Closed applications and their work queues. These scenarios have been known to staff for a longer period so the routines to review and close these applications have been in place for a longer period. But it remains challenging to keep these queues as they should be.

Attachment:

Licensure Statistics 25-27 Bienium.pdf

ITEM: PROFESSIONAL PRACTICES COMMITTEE CHAIR REPORT

ACTION: **DISCUSSION ITEM/POSSIBLE ACTION ITEM**

INFORMATION: The Professional Practices Committee:

The Professional Practices Committee met on March 12, 2026.

A proposal for the imposition of civil penalties was discussed and will be presented to the Commission later this meeting.

The discussion regarding revisions to Division 19 has been rescheduled to the committee meeting on May 20, 2026.

The legislative concept related to updating language in ORS 342.176 concerning patron complaints was reviewed and will be shared with the Commission later this meeting.

Staffing Updates:

TSPC has hired three new investigators since early February. An additional recruitment has been opened to fill a fourth investigator position.

The Following Agenda items have been selected for Discussion at the next Professional Practices Committee Meeting in March.

- a. Discussion and Development of Rules related to civil penalties
- b. Division 19 edits

Next Meeting of Professional Practices Committee: May 20, 2026

Attachment:

ITEM: PROFESSIONAL PRACTICES PRODUCTION REPORT

ACTION: **INFORMATION ITEM**

INFORMATION: The following information compiled using the following dates **January 30 – March 31, 2026**. This compiled statistic indicates the number of cases pending in each category.

Cases Under Consideration:

	April 2025	June 2025	August & October* 2025	February 2026
Final Orders				
Proposed Orders / Actions (Cases from “Other Discipline Issues”)	1	2	1	0
Stipulated Orders	10	7	9	4
Default Orders (informational)	3	8	15	3
Mandatory Revocations	2	1	2	2
Letters of Informal Repeval	2	4	4	0
Total	18	22	31	9
Total				
Preliminary Investigations Reports that were Administratively closed	19	28	62	91
Preliminary Investigation Reports Recommending Action to Dismiss	3	6	10	3
Preliminary Investigation Reports Recommending No Further Action	1	4	6	1
Preliminary Investigation Reports Recommending Action to Charge	15	21	22	19
Cases to Discuss Before the Commission	5	0	1	3
Total Investigation Reports:	43	59	100**	65
Average Length of Investigations (in Months):	11.7	8.4	11.73**	16.25
Percent Completed in less than six (6) months:	25%	53%	57.14%**	15%
Total				
Consideration of Amended Notices to Charge	1	0	3	0
Applications for Reinstatement Pursuant to OAR 584-050-0018	1	0	0	1
Consideration of Other Discipline Issues	1	2	1	0
Termination of Monitoring Period	0	2	0	4
Total	3	4	4	5

- * prior to February 2025 administratively closed cases were not included in total investigation reports, length of investigations and percent completed in less than six months.
- **October stats include cases from August’s special/interim meeting.

Cases Pending an Investigation:

Cases Under Investigation	109	112	84*	131
Cases Pending Disposition in Other Venue	48	45	44	36
New Cases Received Since Last Meeting - Patron Complaints	78	24	46	77
New Cases Received Since Last Meeting - District Complaints	50	43	41	81
Total	578*	607*	588*	577*

- * This is total number of open cases, not total of numbers in column, some cases received complaints from patrons and districts.

Pending Hearing Process:

Cases Requesting a TSPC Hearing	17	14	16	17
Cases Waiting for Final Order	4	2	1	4
Cases Pending Before the Court of Appeals	0	0	0	0

House Bill 3351 Actions:

Delayed Under Provisions of HB3351 Since Last Meeting	2	11	7	12
Reinstated Under Provisions of HB3351 Since Last Meeting	3	0	5	2

Professional Practices Historical Context:

Investigation Reports	Previous Year: 2025 Averages Per Meeting	February 2025 Meeting:
Preliminary Investigation Reports Recommending Action to Dismiss	6	5
Preliminary Investigation Reports Recommending No Further Action	3	1
Preliminary Investigation Reports Recommending Action to Charge	19	19
Total Investigation Reports Considered:	73	25
Total Cases Administratively closed	43	64

ITEM: CIVIL PENALTIES

ACTION: **DISCUSSION**

INFORMATION: Discussion and Development of Civil Penalty Structure

Background:

During the last legislative session, SB805 amended ORS 342.176 to authorize the Teacher Standards and Practices Commission (TSPC) to impose civil penalties in educator misconduct cases.

Key Provisions:

- Applies to complaints filed **on or after January 1, 2026**.
- Directs TSPC to **adopt administrative rules** establishing civil penalties.
- Sets a **maximum penalty of \$1,000 per single violation**.
- Requires that **all funds collected** from civil penalties be deposited in the **State Treasury**, credited to the **TSPC Account**.

Action Needed:

- Determine Penalty Structure

Proposed Penalty Structure:

- Convictions leading to Mandatory revocations (ORS 342.143)
 - \$1000
- Licensure violations
 - \$250 per quarter up to \$1000 for working without proper license or endorsement
 - \$250 for up to 3 months
 - \$500 for 3-6 months
 - \$750 for 6-9 months
 - \$1000 for more than 9 months
 - \$500 Failure to provide 60 days' notice
- Violations of Gross Neglect of Duty (OAR 584-020-0040)(4)
 - minimum of \$100 to a maximum of \$1000
 - The Commission shall consider factors listed in 584-020-0045 when determining the amount of the civil penalty and per ORS 342.177 (6)(a) shall not exceed \$1000
- Violations of Gross Unfitness (OAR 584-020-0040)(5)
 - minimum of \$100 to a maximum of \$1000
 - The Commission shall consider factors listed in 584-020-0045 when determining the amount of the civil penalty and per ORS 342.177 (6)(a) shall not exceed \$1000
- Notification will be included in NOH.

- If penalty is not paid or acceptable arrangements for payment are not made within 90 days, the educator's license will be suspended until the civil penalty has been satisfied.

Rulemaking timeline for civil penalties

Professional Practices Committee	3/12/2026
Commission Meeting – Preview	4/10/2026
RAC meeting	4/23/2026
Bulletin w/Proposed Rules	5/1/2026
Last Day to mail to legislators	5/12/2026
Last Day to mail to Interested Parties	6/2/2026
1st date for hearing	5/15/2026
Professional Practices Committee	5/20/2026
Last date for hearing request	5/22/2026
Commission Meeting - Adoption	6/24/2026
Permanent Rule Proposed	
Effective date	7/1/2026



THE STATE OF OREGON
Teacher Standards & Practices Educator Civil Penalties

	Letter of Informal Reproval	Public Reprimand	Suspension 0 - 90 days	Suspension 90 days – 1 year	Suspension > 1 year	Revocation/ Revoke right to apply
Failure to Provide 60 Days' Notice		\$500	\$500			
Teaching on an Expired License		\$100-\$500	\$100-\$500			
Violations of Gross Neglect of Duty		\$100-\$250	\$250-\$500	\$500-\$750	\$1000	\$1000
Violations of Gross Unfitness		\$100-\$250	\$250-\$500	\$500-\$750	\$1000	\$1000
Convictions leading to Mandatory Revocation						\$1000

Shaded area denotes applicable sanction

(****DRAFT****)

ITEM:

COMMISSION PROFESSIONAL DEVELOPMENT

INFORMATION ITEM

INFORMATION:

The Commission Chair will provide an update regarding professional learning relevant to the work of the Commission and provide an opportunity for Commission discussion.

The Executive Director will seek direction from the Commission on the professional learning the Commission would like to receive in June.