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Written testimony on HB 3375A for public hearing on 5/7/15.

Chair Roblan and members of the Senate Education Committee,

I find the reporting requirements satisfactory in HB 3375A. I do not find the provision for making changes in current teacher education system satisfactory. The current training and licensing systems have shown they are unable to produce the teachers Oregon needs. Big changes are needed now. Asking them to make plans, that are then approved by the HECC, is not enough. Bigger changes are needed now.

Oregon's public teacher training programs are now graduating thousands of unneeded, and unemployable, monolingual, White teachers. What they are not graduating are needed bilingual teachers, teachers of colors, and, especially, bilingual teachers of color. Trying to change these higher education based programs will be a waste of effort and money. Alternative programs for training bilingual and teachers of color are needed. And they need state funding. So please amend HB 3375A, Section 14, (3) by adding:

Section 14, (3) (j) To school districts, for the purpose of developing and operating teacher training and licensing programs for dual language immersion teachers and teachers of color.

Oregon's public schools do not now have enough professional educators with the foreign language skills and racial characteristic needed. There are enormous shortages of both dual language immersion teachers and teachers of color. The shortages are holding student learning back.

Portland Public Schools cannot recruit enough teachers of color:

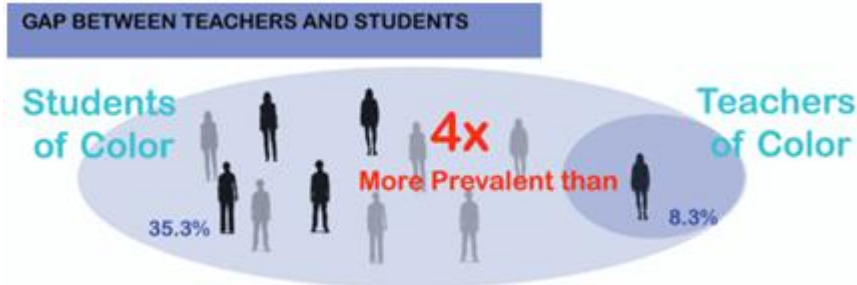
Portland Public Schools failed badly in a recent effort to reach its goal of having 44% of its teachers as teachers of color (to reflect its student enrollment). In 2013-14, PPS had about 16.5% teachers of color. In hiring 497 new teachers for 2014-15, only 22% were teachers of color, which will lift their teachers of color to 17.3%.

Data from the report "PPS Affirmative Action Plan 2014-16"			
Office of Equity & Partnerships			
7/16/2014			
		Staff of	Actual
	Total	Color	%
Elementary Classroom teachers	1,530	279	18.2%
Other Classrooms teachers	752	98	13.0%
Secondary Classroom teachers	481	79	16.4%
Totals	2,763	456	16.5%
New hires as of 10/14/14	497	109	22.0%
Total	3,260	565	17.3%

Statewide, still too few teachers of color:

The gap:

The Oregon Education Investment Board considered the interim 2014 Oregon Minority Teacher Act Status Report at their December 9, 2014, meeting. The full Minority Teacher Report will not be finished until later this year. So far...



Oregon higher education based teacher education programs are failing to produce the teachers needed:



A key finding of the report is that:

As of 2014, Oregon is not on track to meet the 2015 goal of increasing the percentage of minority teachers employed by school districts and education services districts by 10% as compared to July 2, 2012. The 2013-14 data reveal that the number of culturally and linguistically diverse teachers employed in Oregon public schools only increased by ten to 2,401 (8.46% of the employed teacher workforce). The reduction may be in part due to reductions in staff in recent years

Summary: Oregon's current training and licensing systems for teachers are not producing teachers with the foreign language skills and racial characteristic needed by Oregon schools. They are producing thousands of unneeded White, monolingual professional educators. Big changes are needed. Make changes now! Amend and pass HB 3375A!

Thank you - Dave Porter, retired, SE Portland resident, representing only myself