

See the interactive version of this report:

[http://education.oregon.gov/wp-content/uploads/2017/10/Ed-Equity-Report-Infographic\\_Oct\\_2017.pdf](http://education.oregon.gov/wp-content/uploads/2017/10/Ed-Equity-Report-Infographic_Oct_2017.pdf)

Each year, the Chief Education Office partners with the Teacher Standards and Practices Commission, the Oregon Department of Education, and the Higher Education Coordinating Commission to publish a report summarizing Oregon's progress in diversifying the K-12 educator workforce. This infographic shares Oregon data highlights and emerging practices for recruiting, preparing, hiring and retaining a more diverse educator workforce. View the report here: <http://education.oregon.gov/portfolio/2017-educator-equity-report-2/>

Click images for more information

## OREGON'S K-12 STUDENT DEMOGRAPHICS

*Since 1997, the racial diversity of students in Oregon's K-12 schools has increased an average of 1% per year.*



**224,600 Culturally/Linguistically Diverse Students**  
(38.9% of all students)

## MOST DIVERSE DISTRICTS

*Thirty-one Oregon school districts have a K-12 student population that is more than 40% culturally diverse.*

**40%-83%  
Students of Color**

SERVED IN 31 OF OREGON'S  
K-12 DISTRICTS



## PK-12 TEACHERS

*After years of persistent advocacy and efforts, only 10.1% of the PK-12 classroom teachers in Oregon's public schools are culturally or linguistically diverse.*



**3,133 Culturally/  
Linguistically Diverse  
Teachers (10.1%)**

## K-12 ADMINISTRATORS

*Less diversity in state's superintendents than any other category of administrators.*

**7  
Superintendents of Color**

LEADING OREGON SCHOOL  
DISTRICTS IN 2016-17



## K-12 CLASSROOM AIDES

*Oregon's instructional assistants represent a viable talent pool for our future teacher workforce.*



**2,580 non-white  
instructional assistants**  
ALREADY WORKING IN OREGON  
SCHOOLS IN 2016-17

## WHO'S ENROLLED IN OREGON'S ED PREP PROGRAMS?

Eastern Oregon University Oregon Teacher Pathway students in May 2017

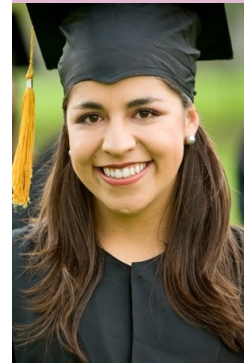


578 RACIALLY DIVERSE CANDIDATES ENROLLED IN OREGON'S 18 TEACHER PREPARATION PROGRAMS IN 2016-17.

## WHO'S GRADUATING?

### PSU and UO

GRADUATED THE LARGEST NUMBER OF RACIALLY AND ETHNICALLY DIVERSE TEACHER CANDIDATES IN 2015-16.



*There is still unexplained attrition between teacher candidate enrollees and completers.*

## NEW SCHOLARSHIPS

\$5,000 dollars/year available.

Scholarships



Oregon teacher graduates often start careers with over \$20,000 in college debt.

"Student teaching without pay was simply not an option for me."  
-Teacher Candidate

## TeachInOregon.gov

Oregon's one-stop website about becoming a teacher.



Why Oregon's Students of Color Need You

**MAKE A DIFFERENCE, OPEN DOORS, CHANGE LIVES.**

## STRENGTHENING OUR PATHWAYS

High school, community college, and university partnerships are key.



"Universities make good teachers and schools educate K-12 students, but we are often working in isolation. The irony is that we desperately need each other for many reasons."

Katy Turpin, Assistant Professor, George Fox University

## HIRING AND RETENTION

Recruiting and preparing educators of color is only part of the equation.

### AWARENESS TRAINING

CAN HELP DISTRICTS REDUCE BIAS IN THE INTERVIEWING AND HIRING PROCESS.



## ADVISORY GROUP



A 20-member Advisory Group produces an annual report on Oregon's progress in diversifying the educator workforce.

2017 OREGON EDUCATOR EQUITY REPORT

**SIGN UP TO RECEIVE MEETING NOTICES OR PROVIDE PUBLIC TESTIMONY**