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Dear members of the Joint Committee on Student Success,

If appropriate, please ask the following questions of the heads of the four educational “Statewide Agencies” that will appear before the Joint Committee on Student Success on 2/9/18:

How many more “culturally and linguistically diverse” teachers does the Oregon teacher workforce need? How long will it take the current Oregon recruitment, training, and credentialing system to produce them? If you are not satisfied with that wait, what more can be done?

According to the “2017 Oregon Educator Equity Report,” 38.9% of Oregon students are “culturally and linguistically diverse” and 10.1% of current Oregon teachers are “culturally and linguistically diverse.” For Oregon to have a teacher workforce equal in diversity to its students, an additional 28.8% of teachers need to be “culturally and linguistically diverse.” Given a teacher workforce of about 31,040, an additional 8,934 “culturally and linguistically diverse” teachers are needed (and, correspondently, 8,934 fewer monolingual, White teachers).

How serious a problem is this? What more can Oregon do to produce these “culturally and linguistically diverse” K -12 teachers?

Has the current system of teacher selection, recruitment, training and certification been rigged to favor White, monolingual candidates over “culturally and linguistically diverse” teachers? In other words, is Oregon’s system of teacher selection, recruitment, training and certification a form of historical structural racism?



Why should taxpayers in general support state funding for the various public Schools of Education that graduates much less than 38.9% “culturally and linguistically diverse” teacher candidates?

Background: From the “2017 Oregon Educator Equity Report:”

Table 1: Summary of 2016-17 Key Data Points

2016-17	Number	Percent
Culturally and Linguistically Diverse Students	221,743	38.9%
Culturally Diverse Teacher Candidates Enrolled	578	26.24%
Culturally Diverse Teacher Program Completers	245	13.7%
Culturally and Linguistically Diverse Teachers Employed	3133	10.1%
Culturally Diverse Administrator Candidates Enrolled	44	9.6%
Culturally Diverse Administrator Program Completers	21	7.6%
Culturally and Linguistically Diverse Administrators	258	11.4%
Culturally Diverse Guidance Counselors	165	13.3%
Culturally Diverse Educational Assistants	2580	17.5%

My extrapolation:

Additional Culturally and Linguistically Diverse Teachers Needed	
Culturally and Linguistically Diverse Teachers @ 38.9%	12,067
Culturally and Linguistically Diverse Teachers @ 10.1%	3,133
Additional Culturally and Linguistically Diverse Teachers Needed	8,934

Table 7: Demographics of 2015-16 Program Completers in Oregon Teacher Preparation Programs. Dates of completion between 9/1/15 - 8/31/16

Institution	Total	Hispanic or Latino	American Indian or Alaskan Native	Asian	Black or African American	Native Hawaiian or Pacific Islander	White	Multi-ethnic	Not Specified	Other
Public Institutions	952	48	11	32	9	3	754	42	46	7
Eastern Oregon University	96	4	0	0	0	1	83	6	2	1

Institution	Total	Hispanic or Latino	American Indian or Alaskan Native	Asian	Black or African American	Native Hawaiian or Pacific Islander	White	Multi-ethnic	Not Specified	Other
Oregon State University	139	4	2	5	0	0	118	5	5	0
Portland State University	302	22	5	13	7	0	220	14	18	3
Southern Oregon University	122	5	1	4	0	0	102	2	6	2
University of Oregon	170	7	2	10	1	1	130	11	7	1
Western Oregon University	123	6	1	0	1	1	101	5	8	0
Private Institutions	841	20	4	26	10	4	688	36	47	6
Concordia University-Oregon	228	6	0	2	3	2	194	9	11	1
Corban University	31	0	0	0	0	0	30	1	0	0
George Fox University	128	1	1	1	0	0	116	3	5	1
Lewis and Clark College	159	3	1	5	5	1	129	5	8	2
Linfield College	16	1	0	3	0	0	8	4	0	0
Marylhurst University	39	0	0	0	1	0	33	3	2	0
Northwest Christian University	30	2	0	1	0	1	23	1	2	0
Pacific University	86	2	1	4	0	0	67	1	10	1
University of Portland	108	5	1	9	0	0	75	6	9	1
Werner Pacific College	16	0	0	1	1	0	13	1	0	0
Totals	1793	68	15	58	19	7	1442	78	93	13

Source: Oregon Teacher Standards and Practices Commission

My calculations of percentages from Table 7 (above):

Table 7 converted to percentages											
Demographics of 2015-16 Program Completers in Oregon Teacher Preparation Programs											
	Total	Hispanic	Native	Asian	Black	Pacific	White	Multi	Not	Other	Total
	All		American			Islander			Specific		Non-White
PSU	302	7%	2%	4%	2%	0%	73%	5%	6%	1%	27%
Statewide	1793	4%	1%	3%	1%	0%	80%	4%	5%	1%	20%

Portland Public Schools has a similar need for teachers of color. In April, 2017, I calculated that PPS need 320 more Hispanic teachers and 239 more Black teachers.

PPS Teachers 2015-16			
	Goal	Current	Needed
Black	340	101	239
Hispanic	561	241	320
White	1,883	2,777	-894

PPS 2015-16		
	Students	Teachers
Black	10.0%	3.0%
Hispanic	16.5%	7.1%
White	55.4%	81.7%

Thank you.

Sincerely,

Dave Porter