

D R A F T

SUMMARY

Establishes state goal that percentage of diverse employees employed by Department of Education reflects percentage of diverse students in public schools.

A BILL FOR AN ACT

Relating to diversity goals in education; amending ORS 342.437, 342.447, 342.448 and 348.295.

Be It Enacted by the People of the State of Oregon:

SECTION 1. ORS 342.437 is amended to read:

342.437. (1) As a result of this state's commitment to equality for the diverse peoples of this state, the *[goal]* **goals** of the state *[is]* **are** that:

(a) The percentage of diverse educators employed by a school district or an education service district reflects the percentage of diverse students in the public schools of this state or the percentage of diverse students in the district.

(b) **The percentage of diverse employees employed by the Department of Education reflects the percentage of diverse students in the public schools of this state.**

(2) The State Board of Education, in consultation with the Educator Advancement Council, shall use federal reports on educator equity to monitor school district and education service district progress on meeting the goal described in subsection *[(1)]* **(1)(a)** of this section, in relation to the recruitment, hiring and retention of diverse educators.

SECTION 2. ORS 342.447 is amended to read:

342.447. (1) The Higher Education Coordinating Commission shall require each public educator preparation program in this state to prepare a plan with specific goals, strategies and deadlines for the recruitment, admission, retention and graduation of diverse educators to accomplish the goal described in ORS 342.437 (1)(a).

(2) The commission shall review the plans for adequacy and feasibility with the governing board of each public university with an educator preparation program and, after necessary revisions are made, shall adopt the plans.

(3) The commission shall provide guidance on:

(a) The contents of the plans;

(b) The commission's initial and biennial review process, including timetables for revising plans; and

(c) Other matters necessary for carrying out the provisions of ORS 342.433 to 342.449 and 350.100.

SECTION 3. ORS 342.448 is amended to read:

342.448. (1) Representatives of the Educator Advancement Council, the Higher Education Coordinating Commission, the Department of Education and the Teacher Standards and Practices Commission shall jointly create a report on the Educators Equity Act. The report shall be created in consultation with educator preparation providers and shall include:

(a) A summary of the most recent data collected as provided by ORS 342.443 (1)(d) to (h).

(b) A summary of the plans currently implemented as provided by ORS 342.447.

(c) A review of the goal described in ORS 342.437 (1)(a), including:

(A) Determination of the need for additional related state goals.

(B) Progress made by the state toward meeting the goal described in ORS 342.437 (1)(a) and any other additional related state goals.

(C) Recommendations and a long-term plan for meeting the goal described in ORS 342.437 (1)(a) and any other additional related state goals.

1 (d) A description of best practices within this state and other states for
2 recruiting, hiring and retaining diverse educators.

3 (e) Recommendations for legislation to help the state meet the goal de-
4 scribed in ORS 342.437 (1)(a) and any other additional related state goals.

5 (2)(a) The report created as provided by subsection (1) of this section shall
6 be submitted:

7 (A) To the interim legislative committees on education by September 1
8 of each even-numbered year; and

9 (B) To the Legislative Assembly in the manner provided by ORS 192.245
10 by September 1 of each even-numbered year.

11 (b) The report submitted as required by paragraph (a)(B) of this sub-
12 section shall be submitted with the data reported as required by ORS 342.443
13 (1)(d) to (h).

14 (3) The Educator Advancement Council, the Higher Education Coordi-
15 nating Commission, the Department of Education and the Teacher Standards
16 and Practices Commission shall make the report submitted as provided under
17 subsection (2) of this section available on the website of each agency.

18 **SECTION 4.** ORS 348.295 is amended to read:

19 348.295. (1) In addition to any other form of student financial aid au-
20 thorized by law, the Higher Education Coordinating Commission may award
21 scholarships to culturally and linguistically diverse teacher candidates to use
22 at approved educator preparation providers, as defined in ORS 342.120, for
23 the purpose of advancing the goal described in ORS 342.437 (1)(a).

24 (2) Scholarships awarded under this section shall be in amounts of \$10,000
25 each academic year, for a maximum of two academic years.

26 (3) The commission shall adopt rules necessary for the implementation
27 and administration of this section in consultation with the Educator Ad-
28 vancement Council and the Department of Education.