

Oregon Educator Public Employment Report

A closer look at the 2010-11 to 2021-22 completers
working in the Oregon public schools



Reporting Year: 2023

Oregon Educator Public Employment Report

A closer look at Oregon completers who work in the Oregon public school system

Prepared by the Oregon Longitudinal Data Collaborative

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I. Purpose

The Oregon Educator Public Employment Report provides employment outcomes for licensure program completers within the Oregon Public School system. The report leverages data collected by the Oregon Teacher Standards & Practices Commission (TSPC) and the Oregon Department of Education (ODE) through the Oregon Longitudinal Data Collaborative (OLDC) program within the Higher Education Coordinating Commission.

The report is organized around three categories of metrics: general recommendations, principal, and preliminary teacher. These metrics were designed through a collaborative partnership across state agencies and educator preparation programs (EPP) representation to support institutional efforts for achieving and maintaining national accreditation enacted through 2015's Senate Bill 78. This report and metrics described are not intended to provide a comprehensive understanding of hiring, retention, and promotion for EPPs as the data is limited to sources available to the OLDC program. Further investigation by the state would be required to allow for cross-state data collection and reporting efforts to enhance the utility of these reports at the institutional level.

About the OLDC

The Oregon Longitudinal Data Collaborative (OLDC) is a program within Oregon's Higher Education Coordinating Commission. The OLDC is responsible for maintaining the Statewide Longitudinal Data System that links data about students as they move through school and the workforce, through its partnerships with state agencies.

About the data sources

The two sources of data leveraged in this report are detailed below:

(1) TSPC Program Completion Reports data file

The **TSPC Program Completion Report (TSPC-PCR)** data file produced by TSPC includes all educator preparation candidates recommended for licensure as required by OAR 584-400-0160: Candidate Program Completion and Recommendation. For this reporting effort, the data file includes all submissions between September 1, 2010 to August 31, 2022. Relevant candidate-level data fields include: TSPC-assigned identifier number, recommended license type, recommendation date, and the EPP providing the recommendation.

(2) ODE Staff Position data file

The **ODE Staff Position** data file is derived from the Oregon Staff Position collection as required by OAR 581-022-2260. The purpose of the Staff Position collection is to gather staff-related data based on a December 1 snapshot data for all public school and school district staff. This data file is a snapshot of paid staff who were actively employed at Oregon public schools on December 1st of a given year. The data file includes staff information from the 2010-11 to 2021-22 school years.

About the Oregon Educator Public Employment data file

These two data sources, TSPC-PCR and ODE Staff Position, were joined to create the **Oregon Educator Public Employment (OEPE)** data file. Linking the two data files includes:

- Persons are matched between the two files using the TSPC identifier. Each week, TSPC provides the identifies and matching information to ODE where the TSPC identifier is linked to staff records.
- Recommended license category and license type names were converted to currently approved naming, as approved by TSPC.
- For educators with multiple positions in a given school year; these will be filtered one record per educator using the relevant position as defined for the metric.
- For reporting consistency, the academic year is aligned with HEA Title 2 reporting time frame that begins on September 1 and ends on August 31.

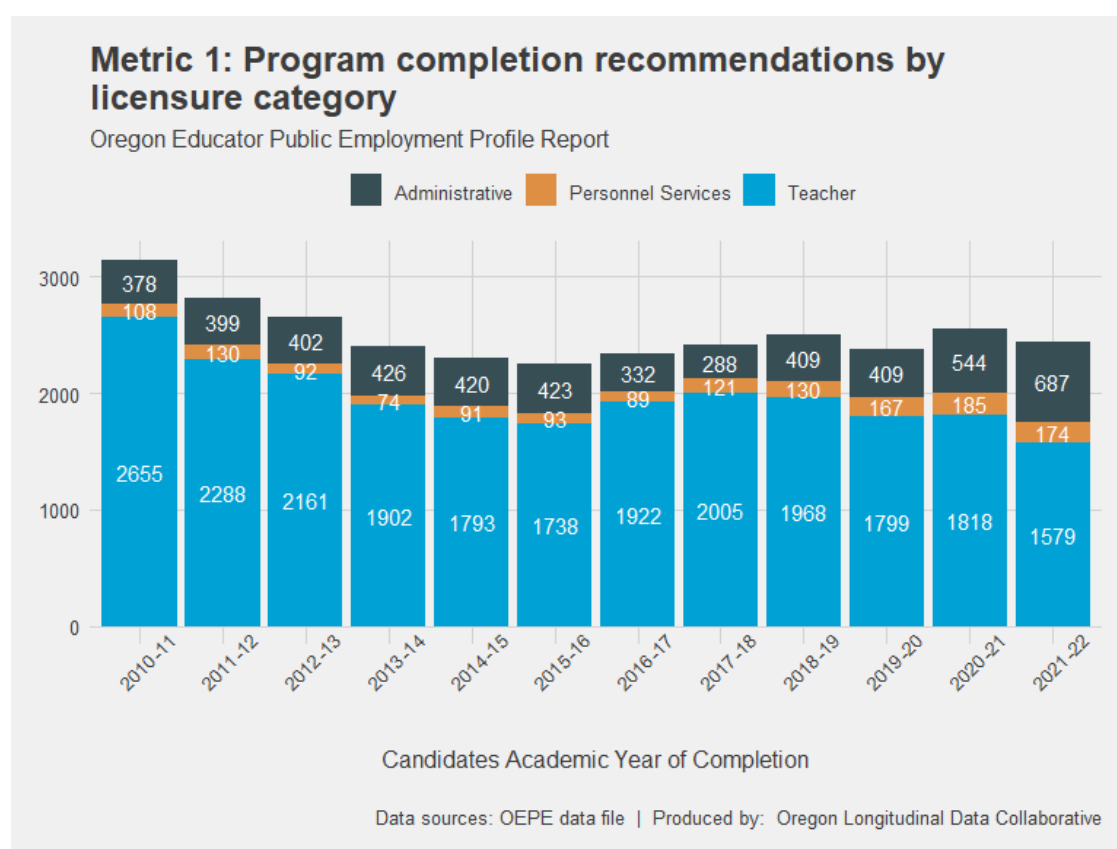
Questions about this report should be directed to: brittany.kenison@hecc.oregon.gov

II. Recommendation Metrics

This section provides information about candidates recommended for licensure. The metrics provide an overview of how many completers were recommended for licensure and who will be part of the analysis for section III: Administrative Metrics and section IV: Teacher Metrics.

Metric 1: Program completion recommendations by licensure category

Definition: Unique count of program completion recommendations by licensure category (Administrative, Teacher, and Personnel Services). Recommendations include all license types including but not limited to: preliminary teaching, added endorsements, principal (after April 2019), school social worker, school counselor, etc.



Metric 1 Table: Program completion recommendations by licensure category

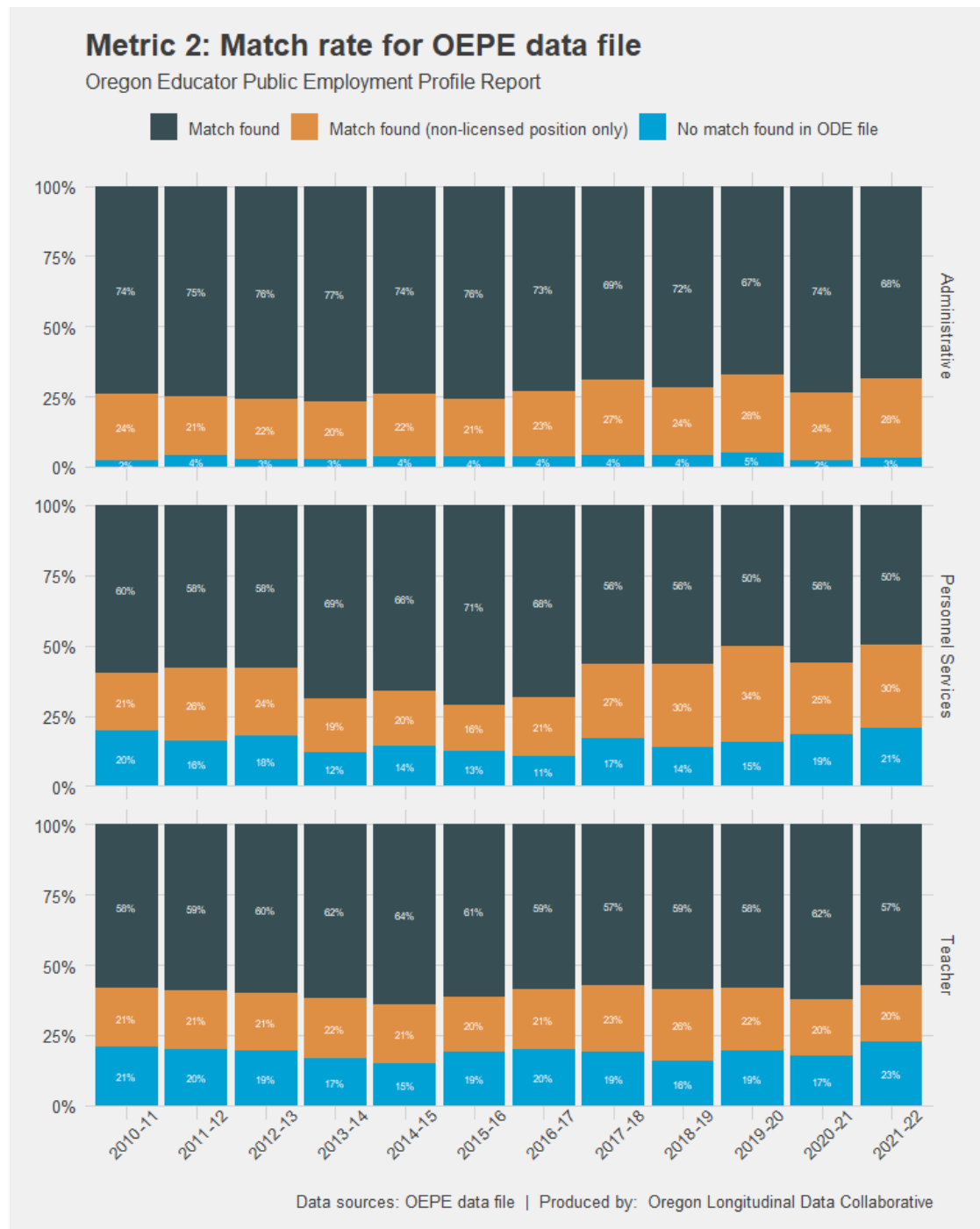
Candidates Academic Year of Completion	Administrative	Personnel Services	Teacher
2010-11	378	108	2655
2011-12	399	130	2288
2012-13	402	92	2161
2013-14	426	74	1902

2014-15	420	91	1793
2015-16	423	93	1738
2016-17	332	89	1922
2017-18	288	121	2005
2018-19	409	130	1968
2019-20	409	167	1799
2020-21	544	185	1818
2021-22	687	174	1579

******Metrics continue on next page******

Metric 2: Match rate for OEPE data file

Definition: Provides a match rate of candidates in the TSPC-PCR file to the ODE Staff Position file. Note that match rates are not fixed and can increase over time as candidates may later accept positions in the Oregon public school system.



Metric 1 Table: Program completion recommendations by licensure category

Candidates Academic Year of Completion	Recommended License Category	Match Found	Match Found (to non-licensed position only	No Match Found
2010-11	Administrative	365	116	12
2010-11	Personnel Services	78	27	26
2010-11	Teacher	1895	682	675
2011-12	Administrative	378	105	21
2011-12	Personnel Services	96	43	27
2011-12	Teacher	1653	594	556
2012-13	Administrative	385	110	14
2012-13	Personnel Services	67	28	21
2012-13	Teacher	1599	551	514
2013-14	Administrative	410	109	15
2013-14	Personnel Services	62	17	11
2013-14	Teacher	1462	515	396
2014-15	Administrative	399	119	20
2014-15	Personnel Services	74	22	16
2014-15	Teacher	1430	472	333
2015-16	Administrative	404	111	19
2015-16	Personnel Services	79	18	14
2015-16	Teacher	1306	418	409
2016-17	Administrative	314	100	16
2016-17	Personnel Services	76	23	12
2016-17	Teacher	1397	506	475
2017-18	Administrative	270	106	16
2017-18	Personnel Services	89	42	27
2017-18	Teacher	1458	594	489
2018-19	Administrative	384	127	23
2018-19	Personnel Services	97	51	24
2018-19	Teacher	1485	649	403
2019-20	Administrative	378	156	27
2019-20	Personnel Services	120	82	37
2019-20	Teacher	1298	494	434
2020-21	Administrative	528	175	15

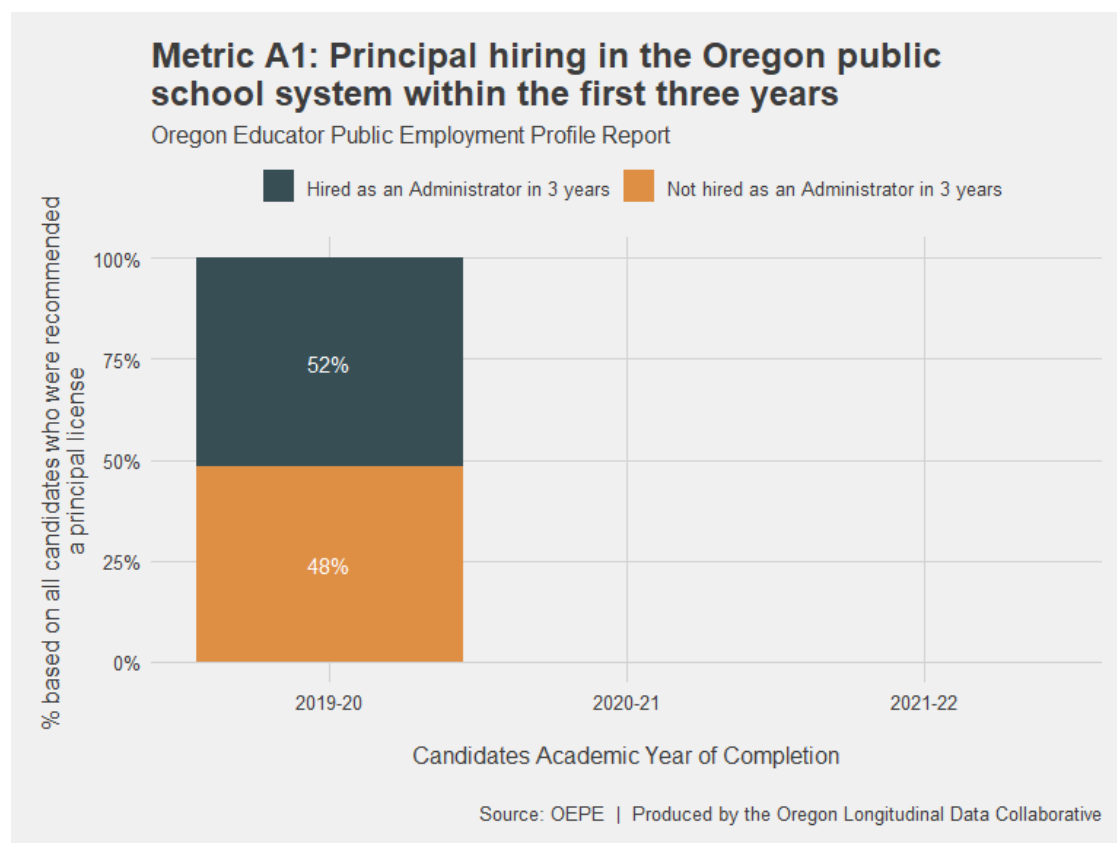
2020-21	Personnel Services	136	61	45
2020-21	Teacher	1378	455	387
2021-22	Administrative	648	268	30
2021-22	Personnel Services	111	66	46
2021-22	Teacher	1087	377	431

III. Administrative Metrics

Metric A1: Principal hiring in the Oregon public school system within the first year

Definition: Provides the outcomes within the first year for candidates recommended for a Principal license type in the 2019-20 Academic Year. The metric applies an “if-ever” logic and therefore, if a candidate is employed in a licensed administrative position at any time during the first year post-completion, they will be reported in this category.

Note: TSPC began recording the recommended principal license type after the transition to their new system in April of 2019. Prior to that date, the Administrative category does not distinguish between Principal and other license types. Additional years will be forthcoming



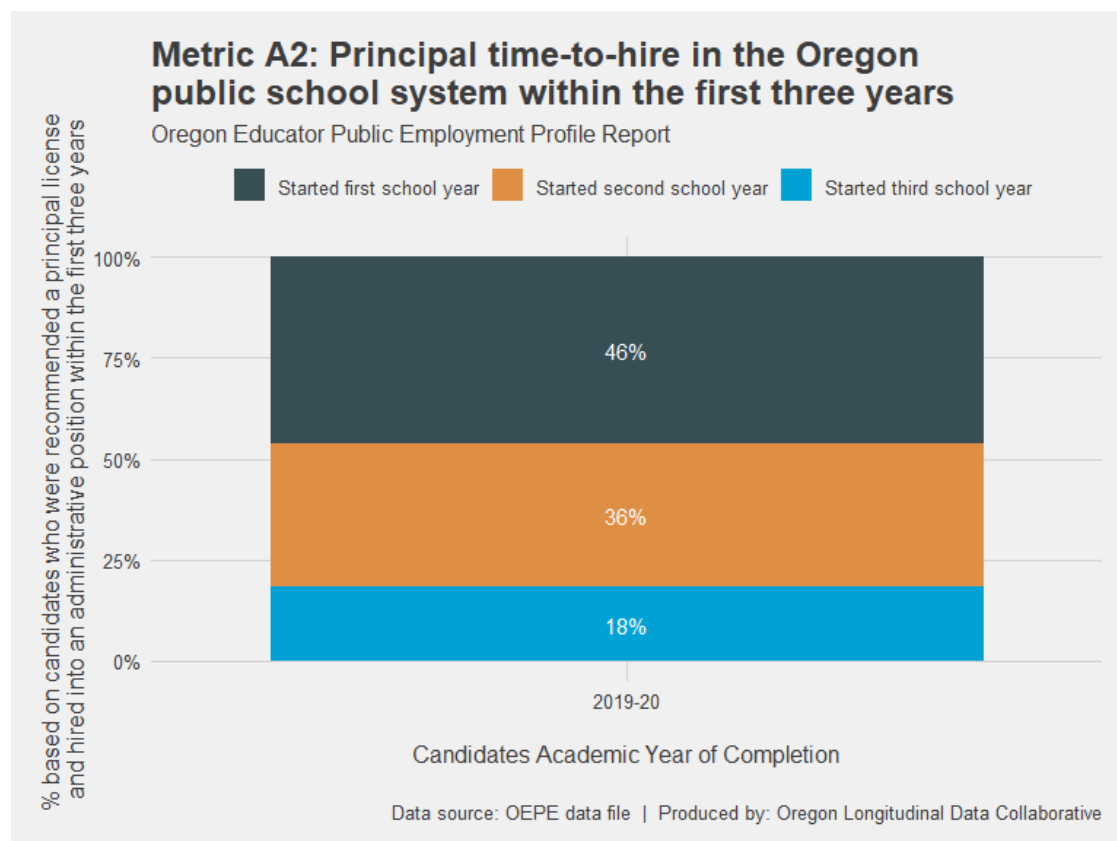
Metric A1 Table: Principal hiring in the Oregon public school system within the first five years

Candidates Academic Year of Completion	Hired in an Administrative position in three years	Not hired in an Administrative position in three years
2019-20	126	118
Candidates Academic Year of Completion	Hired in an Administrative position in three years	Not hired in an Administrative position in three years
2019-20	126	118

Metric A2: Principal Time to Hire in the Oregon public school system within the first three years

Definition: For candidates who were hired into an administrative position (as reflected in Metric A1), this metric (A2) provides the time to hire within the first three years post-completion for candidates recommended for a Principal license type.

Note: TSPC began recording the recommended principal license type after the transition to their new system in April of 2019. Prior to that date, the administrative category does not distinguish between Principal and other license types. Additional years of data will be forthcoming.



Metric T2 Table: Principal time to hire in the Oregon public school system within the first three years

Candidates Academic Year of Completion	Hired as a principal in the first school year post recommendation	Hired as a principal in the second year post recommendation	Hired as a principal in the third year post recommendations
2019-20	58	45	23

Metric A3: Principal Three-Year Retention Rate in the Oregon public school system

Definition: Provides the three-year retention rate for the cohort of principal completers hired within the first year after recommendation.

Note: TSPC began recording the recommended principal license type after the transition to their new system in April of 2019. Prior to that date, the Administrative category does not distinguish between Principal and other license types. Additional years of data will be forthcoming.

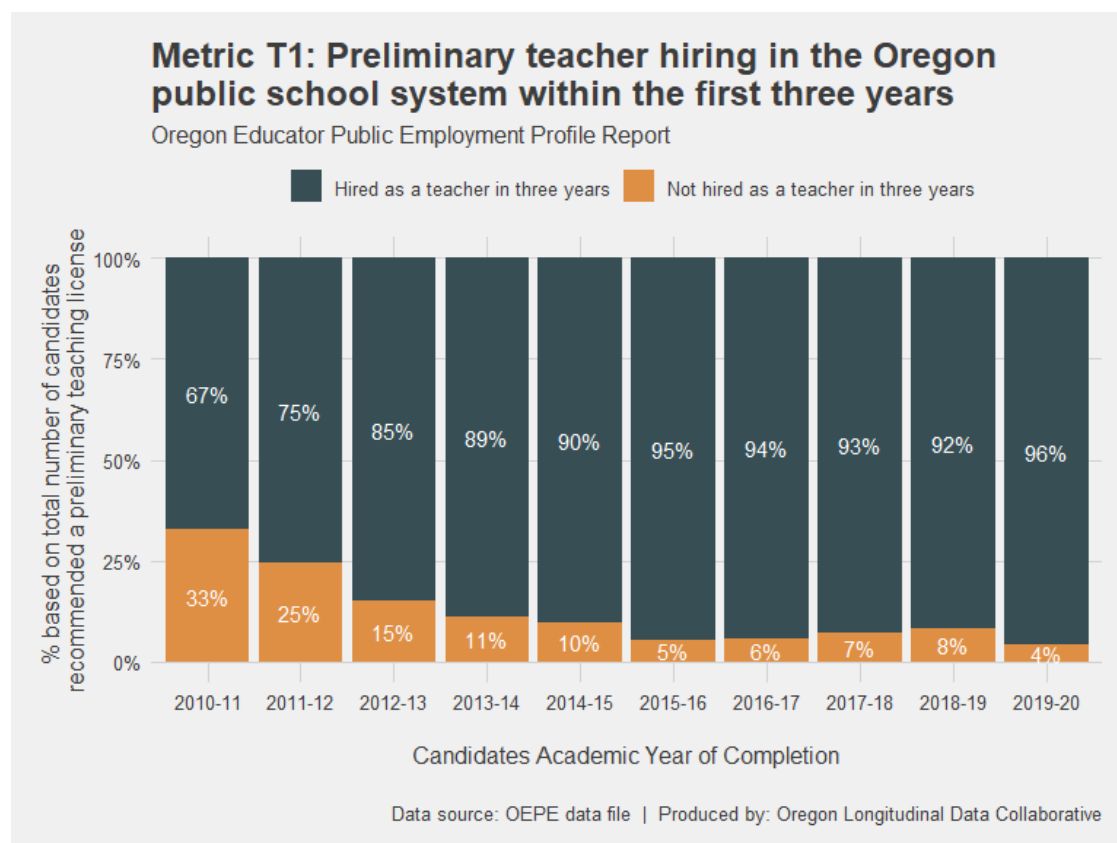
***No data available for this metric**

IV. Teacher Metrics

A preliminary teaching license is recommended for a pre-service teacher who completes a teacher preparation program. Note that TSPC renamed teacher licenses in 2019. Prior to 2019, any 'initial' license types were replaced with 'preliminary'. The metrics in this section will use 'preliminary' terminology.

Metric T1: Preliminary teacher hiring in the Oregon public school system within the first three years

Definition: Provides the employment outcomes within the first three years for candidates recommended for a preliminary teaching license type. The metric applies an “if ever” logic and, therefore, if a candidate is employed in a licensed teaching position at any time during the first three years post-completion, they will be reported in this category.



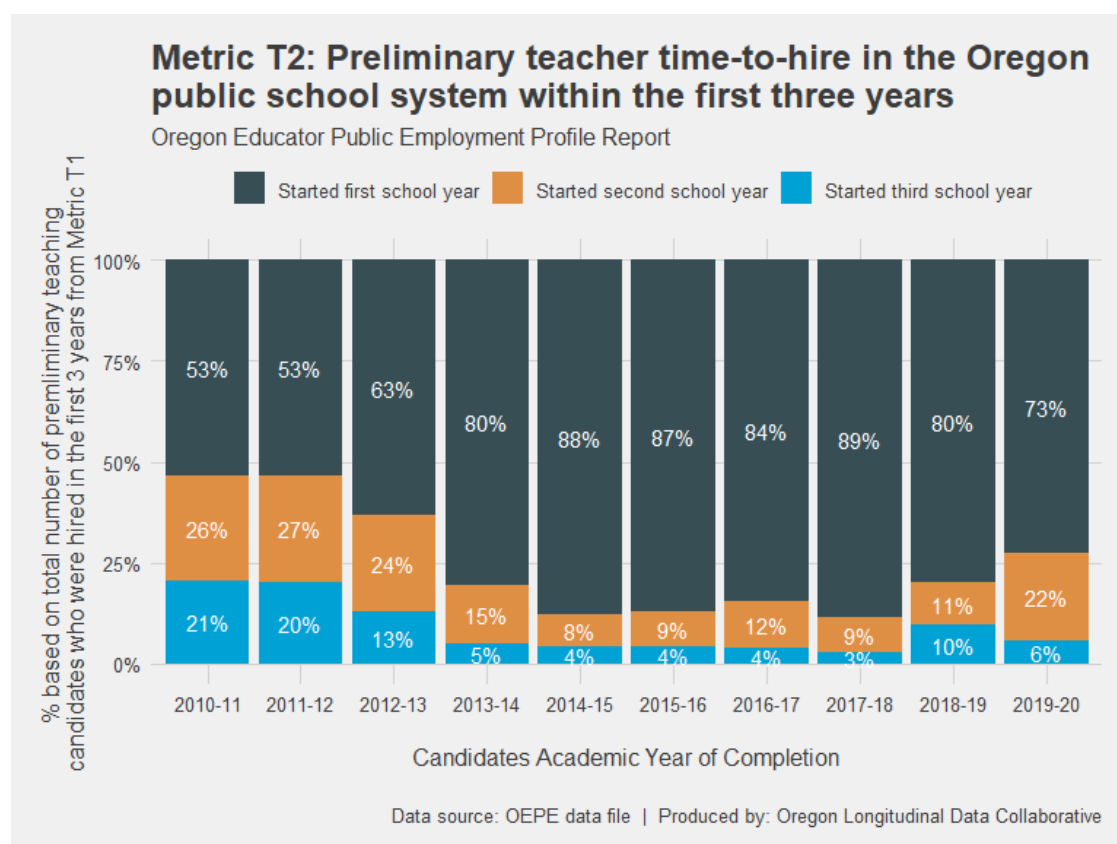
Metric T1 Table: Preliminary teacher hiring in the Oregon public school system within the first three years

Candidates Academic Year of Completion	Hired in 3 years	Not Hired in 3 years
2010-11	870	422
2011-12	831	271

2012-13	949	167
2013-14	878	112
2014-15	882	96
2015-16	865	50
2016-17	1018	63
2017-18	1031	81
2018-19	1104	101
2019-20	1079	47

Metric T2: Preliminary teacher time-to-hire in the Oregon public school system within the first three years

Definition: For preliminary teaching candidates who were hired into a teaching positions within 3 years (as defined in Metric T1), Metric 2 provides the time to hire. For example, if 80% of the 2017-18 preliminary teaching candidates were hired in the first year after program completion, this is 80% of the candidates that were hired within the first three years, and not 80% of all 2017-18 preliminary teaching candidates.

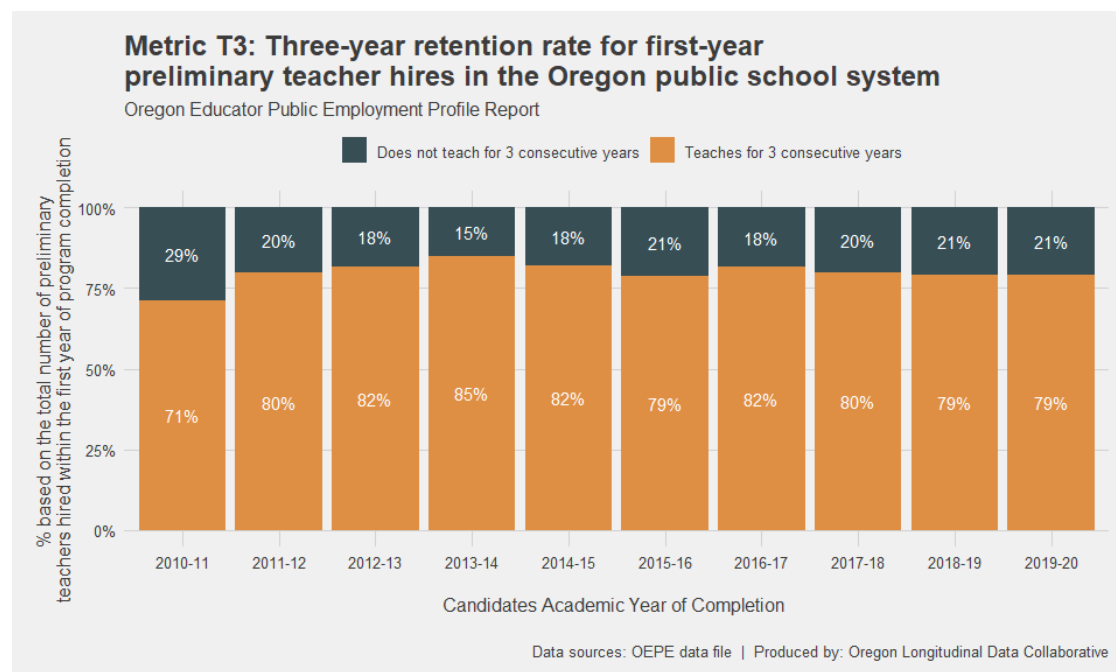


Metric T2 Table: Preliminary teacher time to hire in the Oregon public school system within the first three years

Candidates Academic Year of Completion	Start teaching in the first school year post recommendation	Start teaching in the second year post recommendation	Start teaching in the third year post recommendations
2010-11	464	226	180
2011-12	443	221	167
2012-13	600	226	123
2013-14	706	128	44
2014-15	775	68	39
2015-16	753	75	37
2016-17	860	120	38
2017-18	913	88	30
2018-19	881	117	106
2019-20	784	233	62

Metric T3: Preliminary teacher three-year retention rate in the Oregon public school system

Definition: Provides the three-year retention rate for preliminary teaching candidates hired within the first year in the Oregon public school system after recommendation. For example, if 80% of the 2017-18 preliminary teaching candidates teach for 3 consecutive years, this is 80% of candidates that were hired within the first year after program completion, and not 80% of all 2017-18 preliminary teaching candidates.



Metric T3 Table: Preliminary teacher three-year retention rate in the Oregon public school system

Candidates Academic Year of Completion	Teaches for 3 consecutive years	Does not teach for 3 consecutive years
2010-11	331	133
2011-12	353	90
2012-13	491	109
2013-14	600	106
2014-15	637	138
2015-16	592	161
2016-17	702	158
2017-18	730	183
2018-19	697	184
2019-20	620	164

Teacher Metric T1-T3 Summary

Definition: This table provides a summary of the metrics T1, T2, and T3.

Note: an ODE cohort is defined as a completer who received a recommendation for a preliminary teaching license and has at least one matching ODE record.

Teacher Metric T1, T2, and T3 Review Table

Candidates Academic Year of Completion	ODE Cohort	Began teaching within the first year	Teaches for 3 consecutive years (first year cohort)	Began teaching the second year after completion	Began teaching the third year after completion	Total that begin teaching in the first three years
2010-11	1292	464	331	226	180	870
2011-12	1102	443	353	221	167	831
2012-13	1116	600	491	226	123	949
2013-14	990	706	600	128	44	878
2014-15	978	775	637	68	39	882
2015-16	915	753	592	75	37	865
2016-17	1081	860	702	120	38	1018
2017-18	1112	913	730	88	30	1031
2018-19	1205	881	697	117	106	1104
2019-20	1126	784	620	233	62	1079

V. Appendix

Glossary

- **Academic Year.** The academic year is standardized by using the HEA Title II reporting year (September 1 to August 31) based on the program completion date entered by an active Oregon EPP into TSPC's web portal.
- **EPP.** An Educator Preparation Program that is approved by Oregon TSPC.
- **ODE.** The Oregon Department of Education, who collects information from the school districts about staff and students.
- **ODE-match.** A candidate in the TSPC-PCR data file with at least one matching staff position record in the ODE data file.
- **TSPC.** The Oregon Teacher Standards & Practice Commission is the agency responsible licensing educators and approval of EPP's in Oregon. They also collect information from EPP's about successful completers, including the license category, type, and if applicable, endorsements or specializations earned.

Position categories

The following table provides the ODE position number and description based on the categories referenced in this report:

Licensed Administrative Positions

ODE Position Code	Description
1	Superintendent
2	Assistant Superintendent
3	Principal
4	Assistant Principal
37	Special Education Administrator, Director
38	Special Education Administrator, Other Admin

Licensed Personnel Service Positions

ODE Position Code	Description
7	Psychologist
10	Guidance Counselor
27	Special Education Psychologist
31	Special Education School Social Workers
33	Special Education, Counselors and Rehab Counselors

Licensed Teaching Positions

ODE Position Code	Description
5	Head Teacher
8	Teacher
22	Special Education Teacher (non-PE)
23	Special Education Teacher (PE)