

# SB 275 Report

*Examining the impacts of merging Teacher Standards and Practices Commission into the Oregon Department of Education*



# Senate Education Committee

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# Overview

# SB 275

Teacher Standards and Practices and the Oregon Department of Education, in consultation with the Educator Advancement Council, examined merging TSPC into ODE.

As tasked, we examined:

- respective roles within the agencies;
- methods for improved alignment and coordination;
- fee structures;
- benefits and drawbacks of a merger; and
- steps to implement a merger.



# Roles & Responsibilities

# TSPC Responsibilities



Licensing school personnel



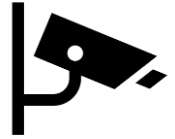
Evaluating complaints and investigating where needed



Approving educator preparation programs



# ODE Responsibilities



Overseeing K-12 education system



Protecting student rights and data



Developing policies and standards for districts



Administering state and federal grants



Ensuring districts follow best practices



# EAC Responsibilities



Building systemwide capacity to meet educator professional learning goals



Ensuring educators experience seamless system of support throughout their careers



Ensuring students experience high quality and culturally responsive learning





# Governing Body Terms & Appointments

	TSPC Commission	State Board of Education	EAC Council
Term	3-year terms	4-year terms	Standing Directors serve unlimited terms Rotating Directors serve 2-year terms
Appointment	Governor appointed, Senate confirmed	Governor appointed, Senate confirmed	Standing Directors appoint the Rotating Directors

# Governing Body Membership

## TSPC Commission

### 17 members

- 8 teachers
- 2 school administrators
- 2 superintendents
- 2 members from educator preparation programs
- 1 school board member
- 1 classified staff member
- 1 member of the general public

At least one of the members must have demonstrated experience in special education.

## State Board of Education

### 9 members

- 1 from each congressional district
- 1 practicing teacher
- 1 classified staff member

## EAC Council

### 21 members

4 Standing Directors from DELC, HECC, TSPC, and ODE

17 Rotating Directors

- 3 teachers
- 3 educators
- 1 school administrator
- 2 superintendents
- 1 school board member
- 1 early learning professional
- 1 member from an educator preparation program
- 3 members from education-focused CBOs and nonprofits
- 1 member from a federally recognized Tribe

**HB2283 added 1 classified staff member.** Change to take effect in 2024

# SB275 Coordinating Team Responsibilities

## Coordination Team Members

- TSPC Interim Executive Director, ODE Deputy Director, and EAC Interim Executive Director
- TSPC, ODE, and EAC staff
- Facilitated by Region 16 Comprehensive Center

## Purpose

- Make decisions
- Provide strategic direction and expertise
- Provide technical support for examination and report development

The team met weekly from October to December 2023



# Participants & Methodologies

*Approaches from across the United States and perspectives from interest groups across Oregon were studied as a part of the quantitative and qualitative data informing this report.*



# Community Engagement

Interviews, focus groups, and community engagement sessions with >120 people

- Teachers
- School district and ESD Superintendents, administrators, and HR leaders
- Representatives from:

Educator Advancement Council

Teacher Standards and Practices  
Commission

Oregon Education Association

Oregon School Boards Association

Higher Education Coordinating  
Commission

Oregon Legislature

Oregon Public and Private Educator  
Preparation Programs

Oregon Association for Career and  
Technical Education



# State & Field Expert Interviews



Focus on  
educator  
effectiveness



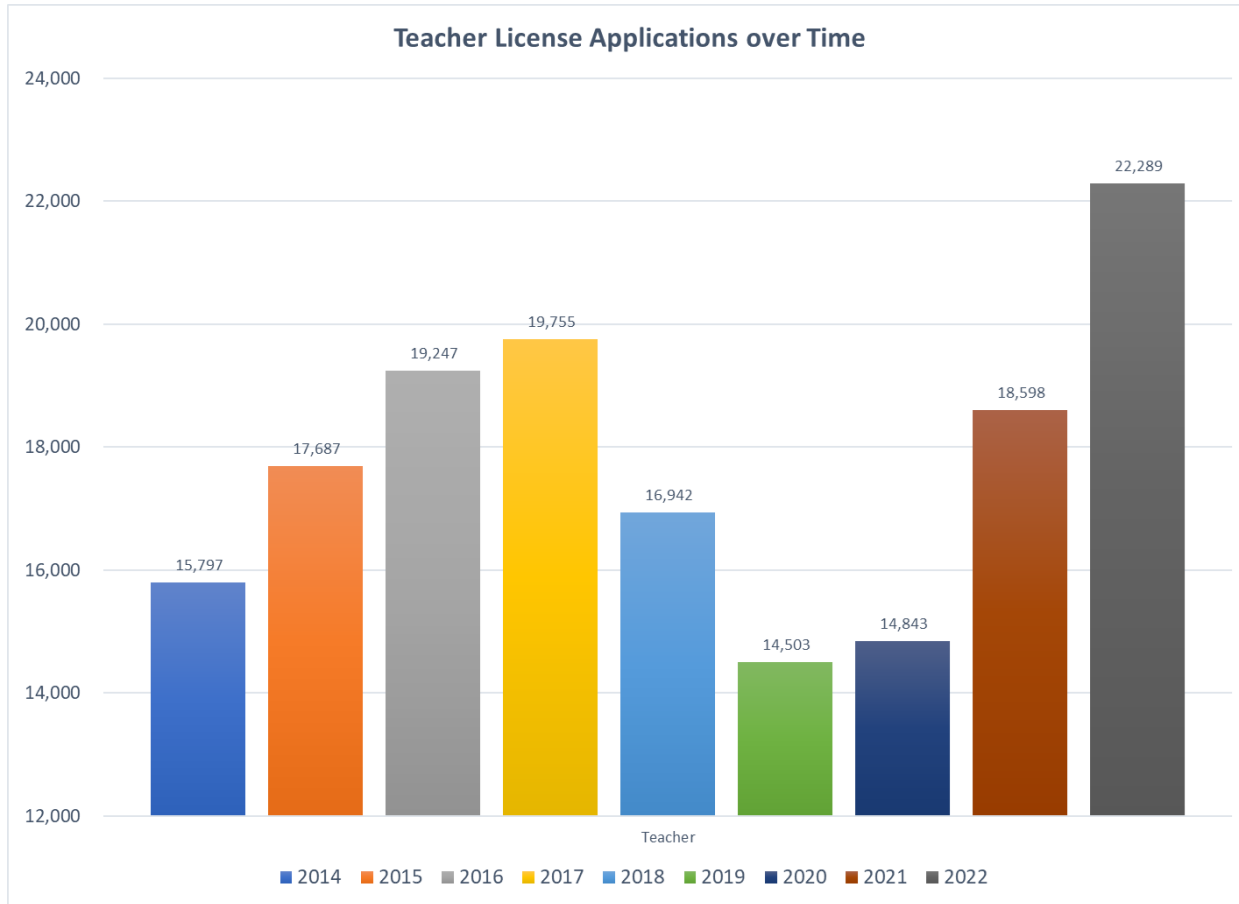
Recently  
merged  
licensing into  
education  
department



Independent  
licensing  
board



# TSPC Licensure Data



- Surge in Oregon license applications
- Reduction of 2 LD positions in 2023 biennium
- Inefficient e-licensure system (replacement underway)

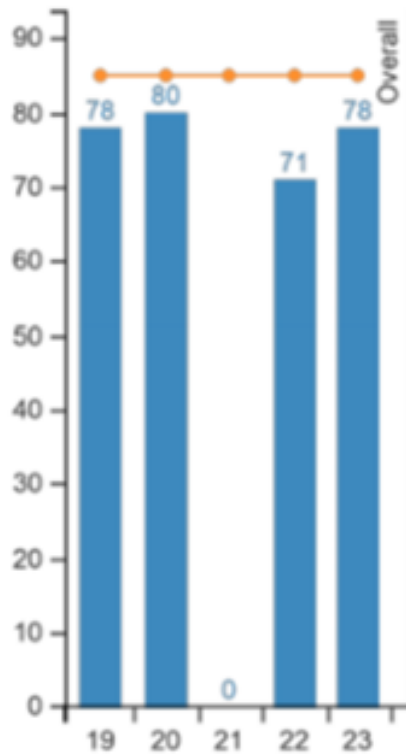
TSPC KPM #2. License applications initially processed in 30 days. Target: 60%

- 2023 (through 9/30): 11%
- 2022: 0%
- 2021: 47%

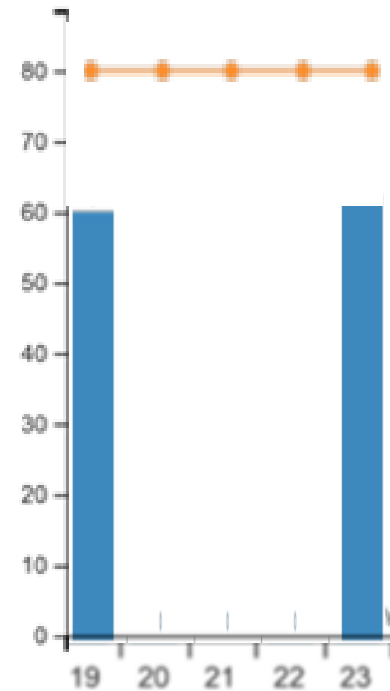


# ODE & TSPC Customer Service Data

ODE and TSPC a customer service KPM: Percentage of customers rating the agency's customer service as "good" or "excellent"



ODE Target: 85%  
2023 (as of 9/25/23): 78%



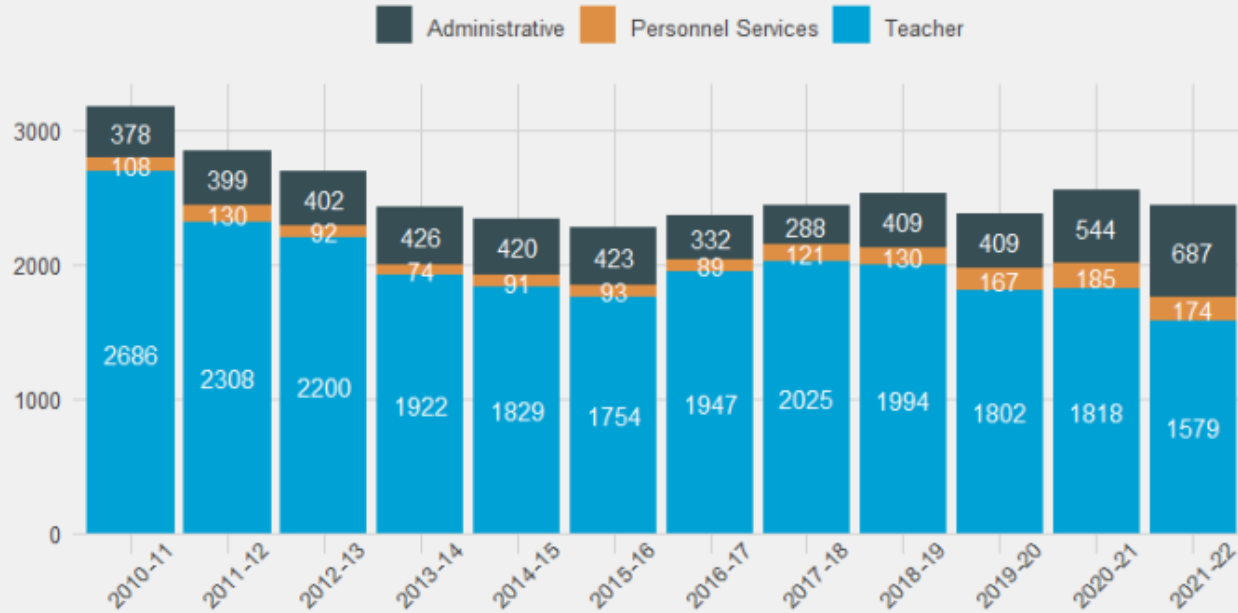
TSPC Target: 80%  
2023 (as of 10/2/23): 62.5%



# Educator Program Completion Data

## Metric 1: Program completion recommendations by licensure category

Oregon Educator Public Employment Profile Report



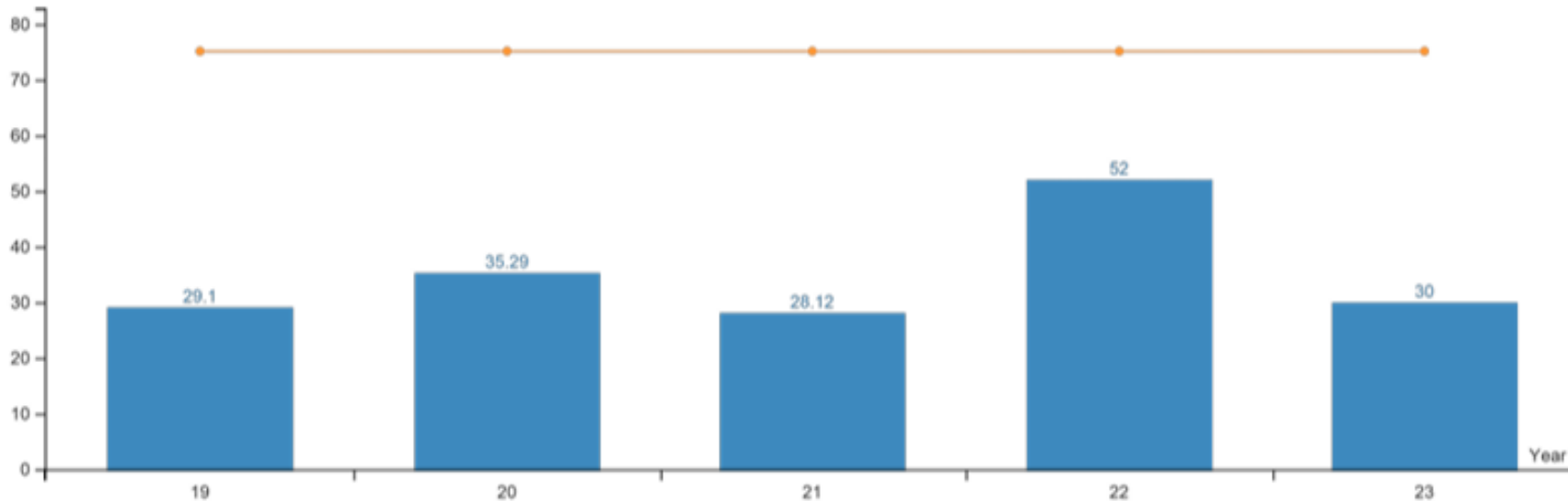
Candidates Academic Year of Completion

Data sources: OEPE data file | Produced by: Oregon Longitudinal Data Collaborative

From 2010-11 to 2021-22

- A 41% decline (~1100) in teacher candidates recommended for licensure
- Recommended administrator candidates nearly doubled during the same time period

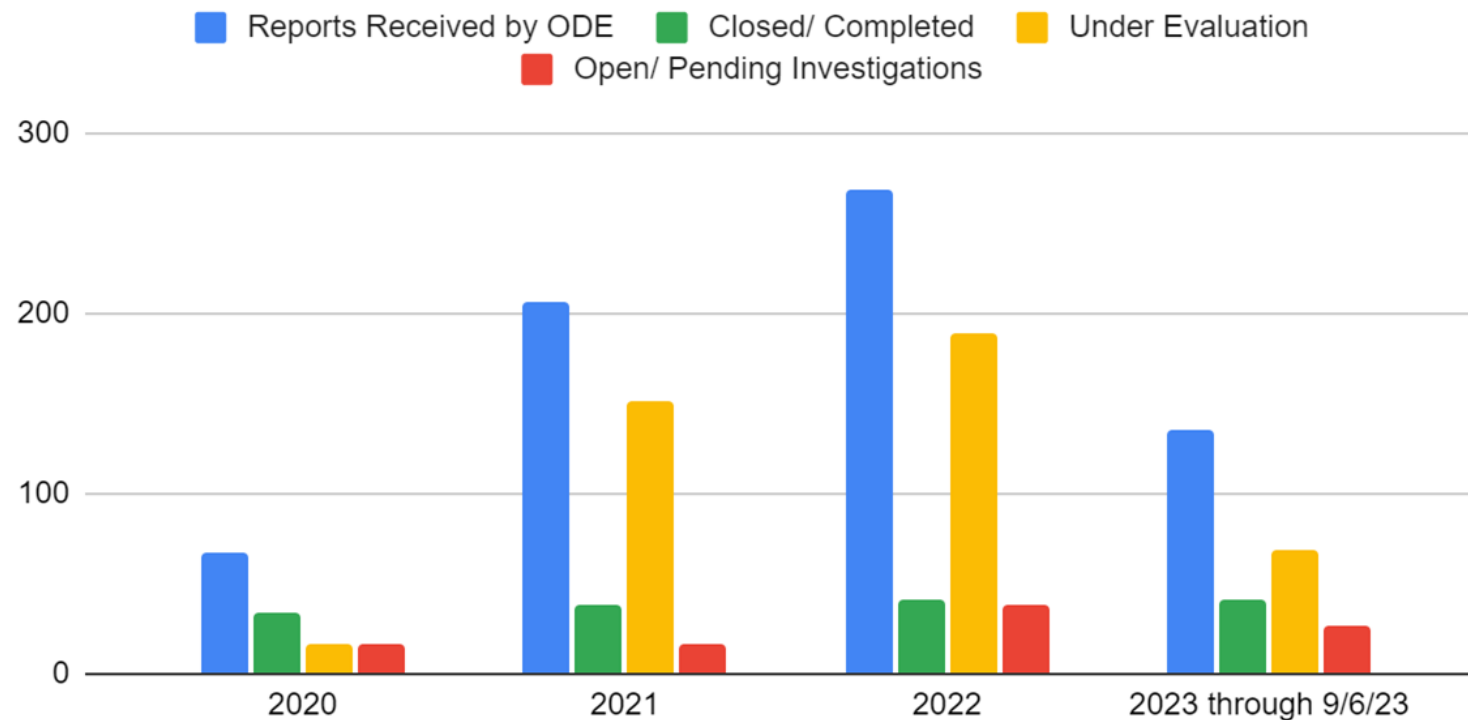
# TSPC Caseload (Licensed Investigations)



- TSPC investigates **allegations of misconduct by licensed staff**
- TSPC is not meeting its 180 day time period for investigations

# ODE Caseload (Non-licensed Investigations of Sexual Misconduct)

## ODE Caseload



- ODE investigates **allegations of suspected sexual misconduct by NON-licensed staff, contractors, and volunteers (SB155)**
- ODE is not meeting its 90 day time period for investigations

# Professional Educator Standards Boards

State Boards	Description	States
<b>Independent Professional Educator Standards Boards</b>	Independent and autonomous standards boards with authority all or part of the following areas: professional licensure, licensure preparation program approval and professional conduct standards.	<b>12</b>
<b>Semi-Independent Professional Standards Boards</b>	Boards share responsibility with the state's Board of Education or the chief state school officer.	<b>7</b>
<b>Advisory Professional Standards Boards</b>	Advisory standards boards make recommendations to the state Board of Education and/or the Chief State School Officer regarding educator policy.	<b>14</b>
<b>Do not have standards boards</b>	The responsibility for educator preparation, licensing and discipline falls within the authority of one or more of the state's departments of K-12 or higher education.	<b>18</b>

Note: Data sourced from the [2017 Professional Educator Standards Board Report](#) and does not reflect recent changes. The next PESB report scheduled to be released January 2024.

# Professional Educator Standards Boards

Classification	# States	Licensure/ Certification Standards	Issue Licenses/ Certificates	Ed Program Approval or Accreditation Standards	Program Approval or Accreditation and Candidate Assessment	Professional Conduct Standards	Issue Sanctions on Licenses
Independent	12	10	9	9	9	12	11
Semi-Independent	7	5	5	4	4	4	4
Advisory	14	13	11	10	9	4	3
Do not have	18	N/A	N/A	N/A	N/A	N/A	N/A

Note: Data sourced from the [2017 Professional Educator Standards Board Report](#) and does not reflect recent changes. The next PESB report scheduled to be released January 2024.

# Themes & Recommendations from Examination

- **Define the problem** to enact changes for targeted improvements
- **Invest in TSPC** to improve service delivery and coordination without raising licensure fees
- Develop a **coherent system of supports** along the educator continuum
- **Safeguard educator voice and autonomy**
- Support **Educator Preparation Providers'** innovation and collaboration
- **Allow time for thorough and thoughtful design and implementation**

# Scenarios Examined

*Scenario 1: TSPC remains independent*

*Scenario 2: TSPC merges as an Office into ODE*



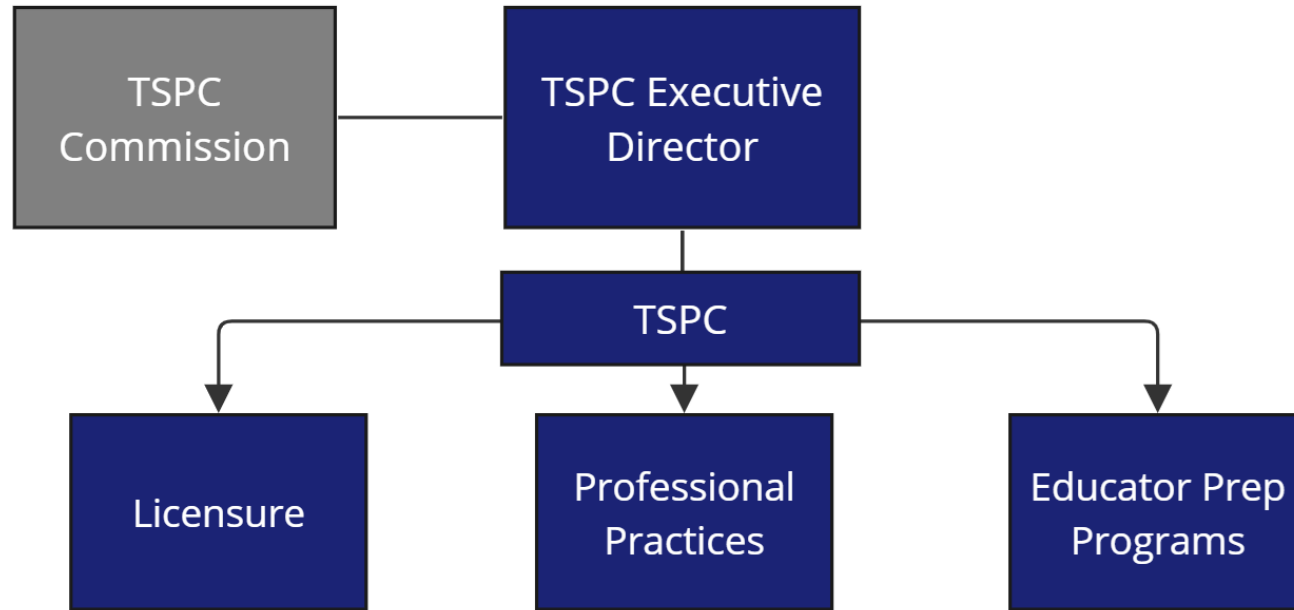
# Proposed Improvements for Both Scenarios

- **Deepen investments** to improve TSPC's service delivery
- **TSPC Executive Director (or OTSP Assistant Superintendent) works more closely with ODE's Executive Team**
- Co-develop a **statewide educator effectiveness vision and framework**
- **Improve cross-agency collaboration and opportunities** to better support educator preparation programs
- **Prioritize the Educator Data System** (the e-licensure system replacement)





# Scenario 1: TSPC Remains Independent



Administrative and operational work absorbed by staff with some key functions outsourced to DAS

- No changes to current organizational or governance structure
- Deepen investment to improve service delivery
- Enact report recommendations to improve cross-agency coordination
  - TSPC Executive Director to meet with ODE's Executive Team
  - Cross-agency effort to co-develop an educator effectiveness framework for Oregon
  - Explore options for coordinating policy between governing boards
- Continue prioritizing Educator Data System replacement

# Scenario 1: TSPC Remains Independent

Benefits	Drawbacks
<ul style="list-style-type: none"><li>● Maintains <b>educator autonomy</b></li><li>● <b>Minimizes service disruptions</b> and merger costs</li><li>● Maintains TSPC's <b>flexibility and adaptability</b></li></ul> <p><i>The following are contingent on additional funding:</i></p> <ul style="list-style-type: none"><li>● <b>Improve</b> alignment and coordination <b>without a merger</b></li><li>● Directly funds educators supports while <b>offsetting licensure fees</b></li></ul>	<ul style="list-style-type: none"><li>● Risk of <b>continuing reliance on fees</b>, which has limited services and increased fees</li><li>● Risk of <b>insufficient funding to improve</b> alignment and coordination</li><li>● Small agencies in state government experience <b>some disadvantages in administrative services</b></li><li>● Risk of <b>continued siloing</b> of work efforts</li></ul>

## Next Steps to Implement

- Implementation to take effect in the 2025-2027 biennium with additional planning
- TSPC Executive Director begins meeting with ODE Executive Team, as soon as practicable
- Begin cross-agency work for a statewide educator effectiveness vision and framework

# Scenario 1: TSPC Remains Independent

Incremental personnel costs for TSPC essential to improve service delivery and meet KPMs

Class Title	Work Title	Est. Cost
Customer Service Rep	Public Service Representative 4	\$112,127
Customer Service Rep	Public Service Representative 4	\$112,127
Investigator	Investigator 2	\$124,951
Investigator	Investigator 2	\$124,951
Legal Liaison	Investigator 3	\$125,568
Supervisor	Business Operations Supervisor 2	\$201,332
Administrative Assistant	Administrative Specialist 2	\$112,120
<b>Total</b>		<b>\$913,176</b>

*Estimated net personnel cost for Scenario 1 is \$913,176*



# License Fee Structures

Current Licensure Fee	Currently Funds
\$182: first license (3-year) \$182: renewal (3-year for preliminary or 5-year for professional)	Licensure, professional practices, educator preparation services, and agency operations

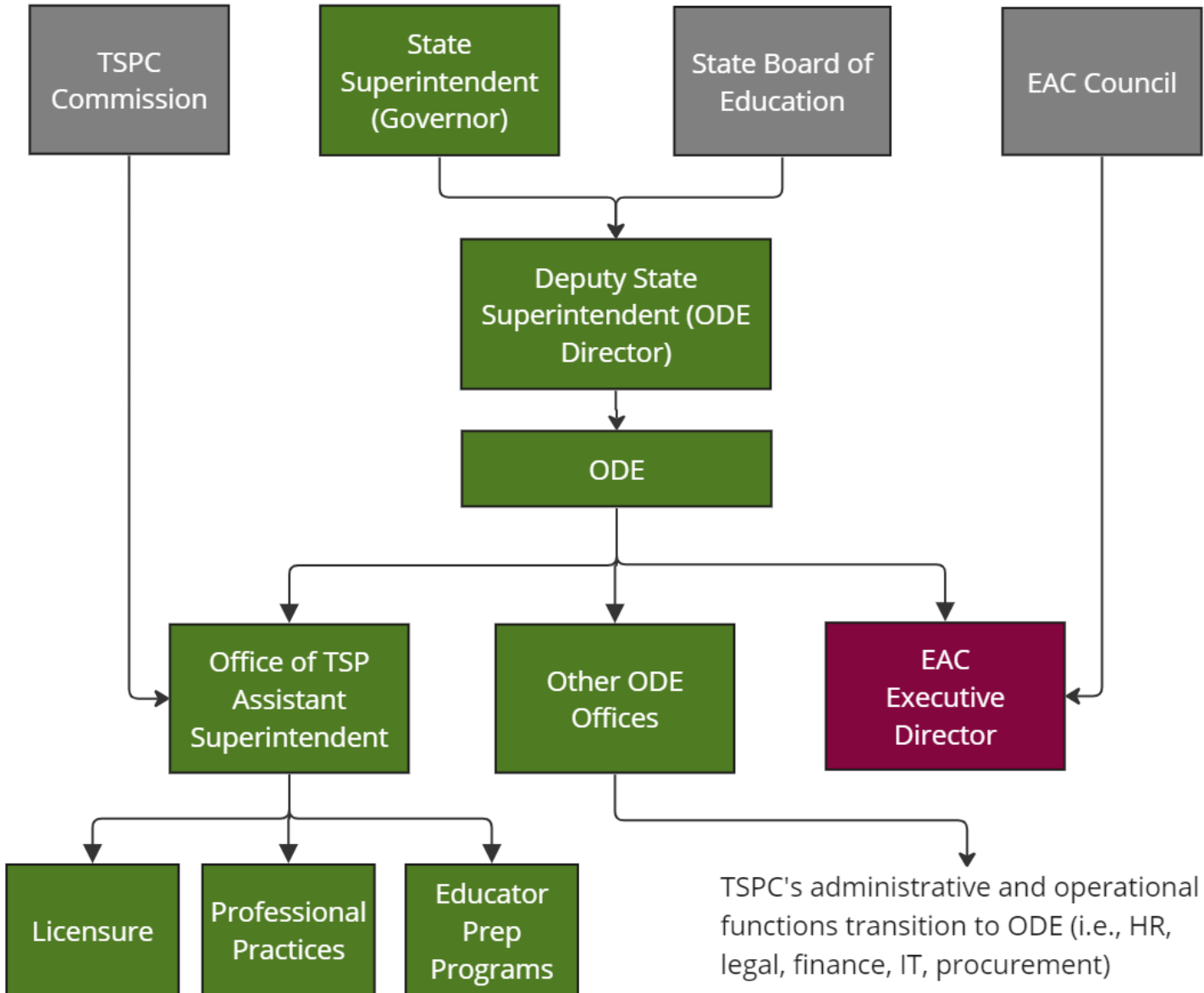
Structures to decrease or prevent increases in licensure fees while improving service delivery. (Can be combined)

- Fees only fund **licensure and professional practices**
- Fees only fund **licensure**
- **Allocate general fund (directly or as a pass-through payment)** to cover:
  - Educator preparation services and/or professional practices.
  - Administrative/operational functions
  - Technology and data systems with add-on fees (i.e., \$10 portal provider fee, \$5 license systems fee)

Structures to decrease or prevent increases in licensure fees must have other funds to offset and prevent exacerbating service delivery barriers.

- **Extend license renewal term**
- Continue to **prioritize implementation of the eLicensing system** to create efficiencies

# Scenario 2: TSPC Merges as an Office into ODE



- The Commission remains an independent governing board
- OTSP Asst Superintendent reports to and appointed by the ODE Director
- TSPC administrative and operational functions moves to ODE
- EAC remains a division of ODE

## Improve Coordination

- Mirrors Scenario 1 areas  
+
- Establishes workgroups to further integrate ODE/TSPC services

# Scenario 2: TSPC Merges as an Office into ODE

Benefits	Drawbacks
<ul style="list-style-type: none"><li>● The Commission as an independent governing board safeguards educator authority</li><li>● More robust administrative services</li><li>● Potentially results in fewer barriers for integration, organizationally aligning the work, and providing a coherent system of supports</li></ul>	<ul style="list-style-type: none"><li>● Potentially less educator input and autonomy</li><li>● Risk of just moving the pieces without effectively improving the system</li><li>● Financial impact and operational strain</li><li>● Service disruptions and downtime</li><li>● Complex integration of systems and workflow</li><li>● Potentially decreases TSPC flexibility and adaptability</li></ul>

## Next Steps to Implement

- Merger effective in the 2025-2027 biennium supported by project and change management plans
- TSPC Executive Director attends ODE Executive Team meetings, as soon as practicable
- Begin cross-agency work for a statewide educator effectiveness vision and framework
- Continue to prioritize the Educator Data System (new e-licensure system)

# Scenario 2: TSPC Merges as an Office into ODE

Incremental personnel costs for TSPC essential to improve service delivery and meet KPMs

Class Title	Optional Work Title	Est. Cost
Accounting Tech	Accounting Tech 2	\$191,125
Accountant 2	Accountant 2	\$243,266
Financial Analyst 2	Budget Analyst 2	\$243,266
Human Resources Analyst 3	HR Business Partner	\$276,688
Human Resources Analyst 2	HR Recruiter	\$249,275
Information Systems Specialist 4	Help Desk Analyst	\$234,469
Operations Policy Analyst 4	Legislative Coordinator	\$308,016
Ed Program Administrator 2	Asst Superintendent, OTSP	\$470,789
<b>Subtotal</b>		<b>\$2,216,894</b>
<i>OTSP Incremental Personnel Costs (mirrors Scenario 1)</i>		<i>\$913,176</i>
<b>Total</b>		<b>\$3,130,070</b>

## Cost Offsets: \$1,204,704

Current TSPC Services discontinued in Scenario 2

- Facilities Leasing Expense: \$428,605
- DAS Shared Services: \$232,534
- TSPC Executive Director: \$543,565

***Estimated net personnel cost for Scenario 2 is \$1,925,366***

# Thank you!

ODE and TSPC reaffirm their commitment to collaborative improvement, independent of the chosen scenario, with a shared goal of enhancing educational outcomes for Oregon students and educators.

## Questions?





# Appendix

# Areas for Alignment and/or Further Integration

Areas where TSPC, ODE, and EAC serve similar or adjacent functions along the educator continuum AND could benefit from improved alignment and coordination\*

- Investigations
- Background Checks & Fingerprinting
- CTE licensure
- Proper Assignment of Educators
- Teacher Preparation Standards and Instruction Standards
- Professional Learning and Professional Development Units (for licensure renewal)
- Websites/Communications
- Equity/Diversification of the Educator Workforce
- Educator Recruitment/Supply/Shortages
- Clinical Practices and Teacher Mentorship
- Educator Data

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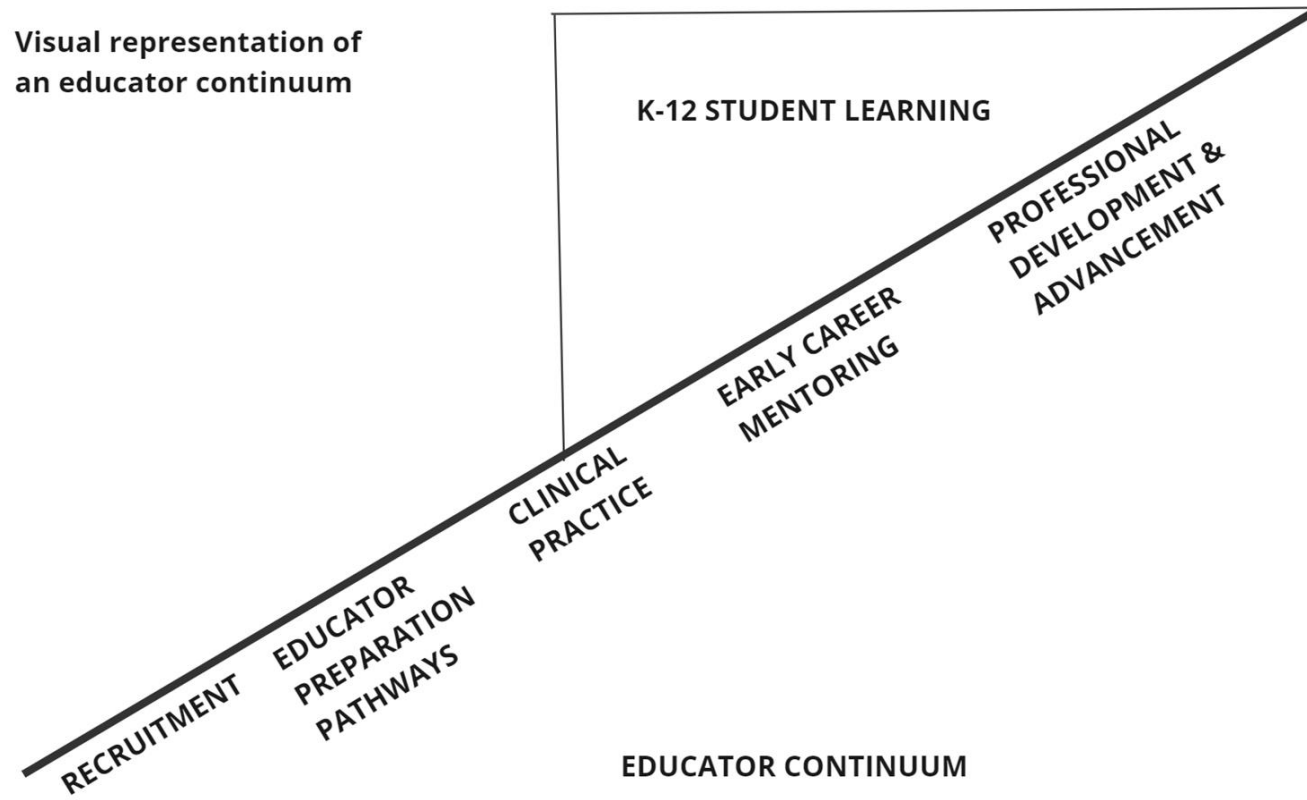
***\*Additional data collection and analysis needed for deeper insights and targeted improvements.***



# Educator Effectiveness

*Ensuring all students have access to effective educators*

Visual representation of an educator continuum

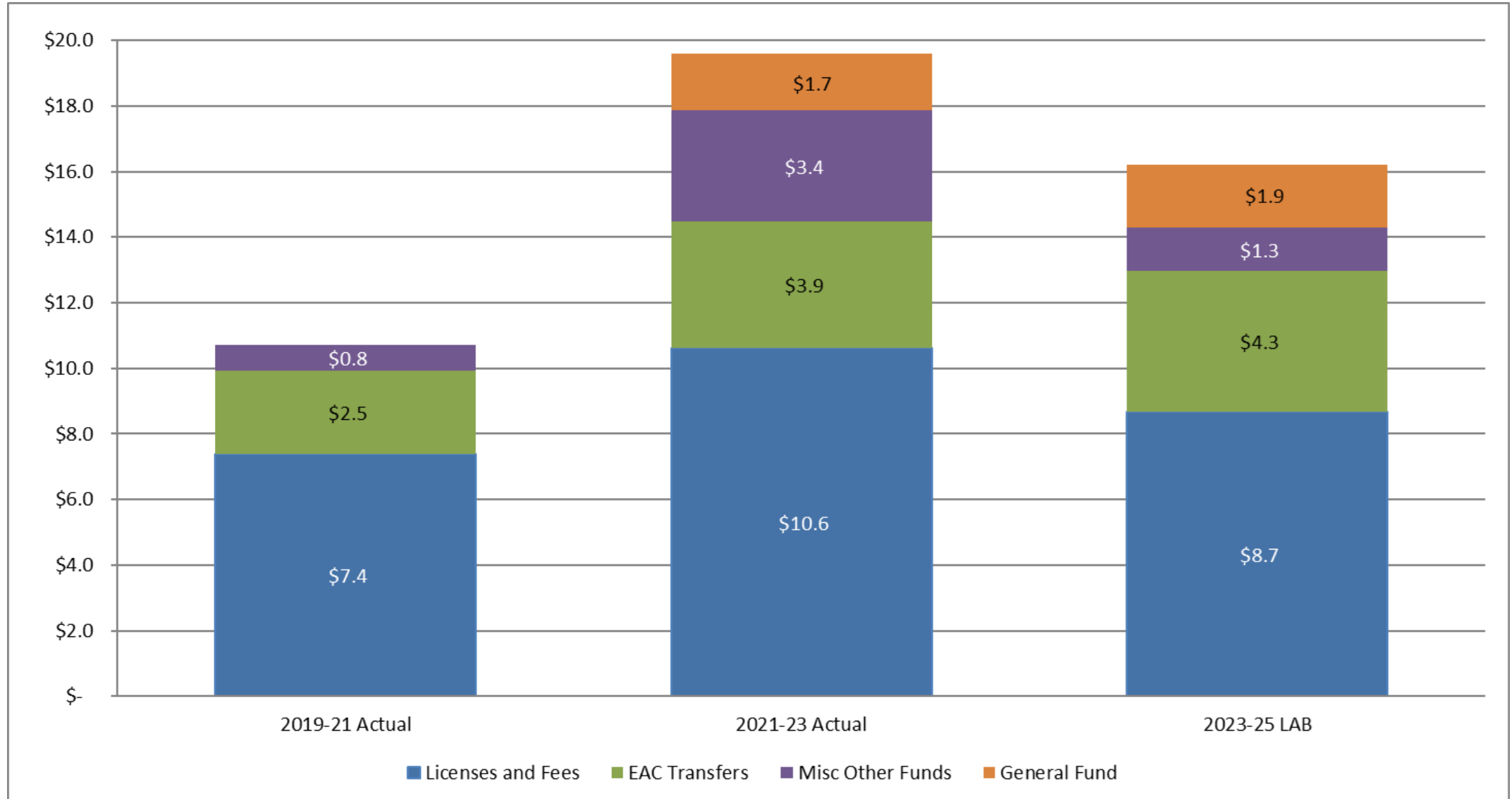


- ODE, TSPC, and EAC services examined are tied to educator effectiveness
- The educator continuum is an interconnected system for developing effective educators
- The continuum centers on what students need to know and do
- Oregon supports key areas along the educator continuum, but it does not have a comprehensive vision or framework with coherent and interconnected efforts.

# Licensure Fee Structure Comparison

State	In-State Teacher Licensure Fees	Notes on Fee Structures
<a href="#">MA</a>	\$100 for first license (five-year) \$100 for renewal (five-year)	The fees fund licensure services
<a href="#">KY</a>	\$85 for first license (five-year) \$85 for renewal (five-year)	The fees fund licensure and professional practices services
<a href="#">WA</a>	\$93 for first license (five-year) \$81 for renewal (five-year)	The fees fund licensure services
<a href="#">IA</a>	\$160 for first license (two-year) \$95 for renewal (five-year)	The fees fund licensure and professional practices services
<a href="#">WI</a>	\$125 for first license (three-year) Option to apply for a lifetime educator license (\$125 one-time with \$45 for background check every five years)	<p>The fees fund licensure services</p> <p>The transition to lifetime licensure decreases revenue and also removes a periodic evaluation of an educator's proficiency in licensure standards. To address these two issues, WI is doing the following:</p> <ul style="list-style-type: none"> <li>● Implementing an educator effectiveness framework and evaluation system</li> <li>● Providing \$80 per licensed educator to districts. The Department of Education then charges districts \$80 per educator to cover certain costs associated with educator effectiveness evaluations and supports.</li> </ul>
<a href="#">OR</a>	\$182 for first license (three-year) \$182 for renewal (prelim teaching - three-year; prof teaching - five year)	The fees fund licensure, professional practices (background checks and investigations), and educator preparation services within the agency

# TSPC Budget History



# TSPC Expenditures by Program

