



# OLDC Educator Supply & Demand Study

## **Presenter**

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**Presentation for the Joint Legislative Task Force  
on Statewide Educator Salaries  
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# Agenda

## OLDC Educator Supply & Demand Study



- 1 Brief overview of the OLDC
- 2 OLDC Supply and Demand Study Overview
- 3 Study hypotheses
- 4 Chapter level data and analyses Included in the full study
- 5 Initial findings and next steps

**This presentation is a follow-up on early findings presented on 12/15/2024**

<https://olis.oregonlegislature.gov/liz/2023I1/Committees/JTFSES/2023-12-15-12-00/Agenda>

# OLDC OREGON LONGITUDINAL DATA COLLABORATIVE

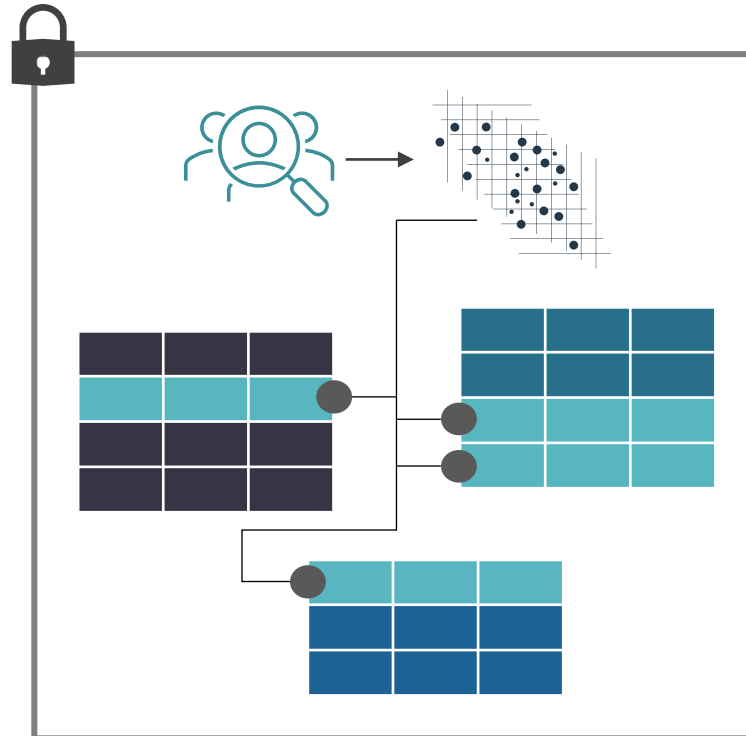
## PROGRAM OVERVIEW

The goal of the OLDC is to **provide actionable data-supported policy recommendations that impact student learning, training, and workforce opportunities**

Data partner agencies share data with the OLDC



OLDC applies matching logic across data partner records



OLDC produces files, reports, and publishes research\*



*Published research on Oregon's healthcare education shortage*



# Study Overview

**Does Oregon have enough educators to meet the needs of children in Oregon's Public K-12 system?**

- 1. National trends in educator supply and demand:** How well does Oregon compare nationally?
- 2. Oregon's regional supply of educators:** Where do Oregon's educators originate and where do they get employed?
- 3. Oregon's regional teacher job openings:** What is the current job demand for teachers, and can our current supply meet that demand?
- 4. Oregon's unmet need for teachers:** Does Oregon have an unmet need for educators?
- 5. Barriers to Educator Preparation Program (EPP) expansion and meeting the unmet need for educators:** What can we do to help improve Oregon's unmet need for educators?

# Study Hypotheses

Expected publication July/August 2024.

Working hypotheses:

- There is a shortage in the supply of graduates from Oregon educator preparation programs.
- There is a lack of qualified applicants into our educator preparation programs.
- Starting pay for new teachers is too low/ not competitive compared to neighboring states.
- Likely regional pay and cost of living differences within Oregon are causing differences in employment within the state.
- Oregon utilizes more inclusion time for SPED students which explains some of Oregon's increased student teacher ratios.
- Oregon's elevated student teacher ratios are due to a lack of funds rather than a shortage of the supply of educators.

# Chapters and Analyses Covered

## **Chapter 1: National trends in educator supply and demand**

1. Supply of education degrees
2. Demand based on student teacher ratios
3. Teacher salaries comparison across states adjusted for regional price parity

## **Chapter 2: Oregon's regional supply of educators**

1. Graduation counts by region:
2. Percent of preliminary teacher recommendations by year employed with ODE.
3. Regional tracking of high school students into Oregon's EPPs
4. Oregon high school graduates' post-graduation employment.
5. Percent of teachers from Oregon EPPs or out of state programs post 2011 employment.
6. Teacher retention

# Chapters and Analyses Covered

## **Chapter 3: Oregon's regional teacher job openings**

1. OED current annual teacher job projections:
2. Oregon regional teacher job projections met by regional EPP preliminary teaching graduates.

## **Chapter 4: Oregon's unmet need for teachers**

1. County level analysis of traditional versus non-traditional school utilization
2. County level analysis of the number of SPED students versus non-SPED students
3. Comparison of the percent of inclusion time from IDEA national data.
4. Student teacher ratios by non-SPED student counts and estimated SPED student counts (estimates based on inclusion time)

# Chapters and Analyses Covered

## Chapter 5: Barriers to expansion and meeting the unmet need for educators

1. OLDC EPP program survey 2024: Barriers programs face in expansion.
2. Longitudinal analysis of teacher salaries
3. Teacher salaries by county

# Important Initial Findings on Teacher Supply and Demand – Under Review

1

Nationally, Oregon average teacher salaries and new teacher salaries are competitive.

2

New Oregon teacher salaries are not competitive with regional states.

3

New teachers in a third of Oregon counties could not qualify to rent a below average 2-bedroom apartment based on their salaries.

4

Oregon's Educator Preparation Programs (EPPs) are not producing as many graduates per capita as national benchmarks.

5

Oregon has a shortage of teachers across all levels of K-12 compared to national benchmarks, and regional states.

# Next Steps



- ✓ Draft analyses are complete
- ☐ OLDC Governance review and approval
- ☐ Present findings to the Task Force on July 1
- ☐ Publish study, July/August 2024

# Questions?



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# Appendix



**Detailed data and analyses by chapter.**

**Data examples (under review)**

# Chapter 1: National trends in educator supply and demand

1. Supply:
  - a. IPEDS graduates per capita.
2. Demand:
  - a. Total per capita (under age 18) student teacher ratios by level of school.
  - b. Total per capita (under age 18) student teacher ratios
3. Teacher salaries:
  - a. Mean teacher salary
  - b. Mean teacher salary adjusted for regional price parity
  - c. Mean **new** teacher salary (bottom 10%)
  - d. Mean **new** teacher salary (bottom 10%) adjusted for regional price parity

# Chapter 2: Oregon's regional supply of educators

1. Graduation counts by region:
  - a. IPEDS total graduates with 13 CIP by institution
  - b. TSPC total educator license recommendations by institution
  - c. TSPC total educator licenses by type
2. Percent of preliminary teacher recommendations by year employed with ODE.
3. Regional percents:
  - a. Where Oregon high school graduates attend public EPPs
  - b. Regions (and out of state) that Oregon public EPPs draw students from
4. Oregon high school graduates' post-graduation employment.
5. Percent of teachers from Oregon EPPs or out of state programs post 2011 employment.
  - a. Percent of new teachers (no teaching experience) from Oregon EPPs and from out of state EPPs
  - b. Percent of total new teachers (any level of experience) employed by ODE
6. Teacher retention
  - a. Counts and salaries of teachers that leave employment with ODE
  - b. Retention rates by years of employment

# Chapter 3: Oregon's regional teacher job openings

1. OED current annual teacher job projections:
  - a. Regionally by new and replacement openings
  - b. Regionally by percent of new and replacement job openings
  - c. Regionally by level of school
  - d. Regionally by type of teacher (Teacher, SPED teacher, and CTE teacher)
2. Oregon regional teacher job projections met by regional EPP preliminary teaching graduates

# Chapter 4: Oregon's unmet need for teachers

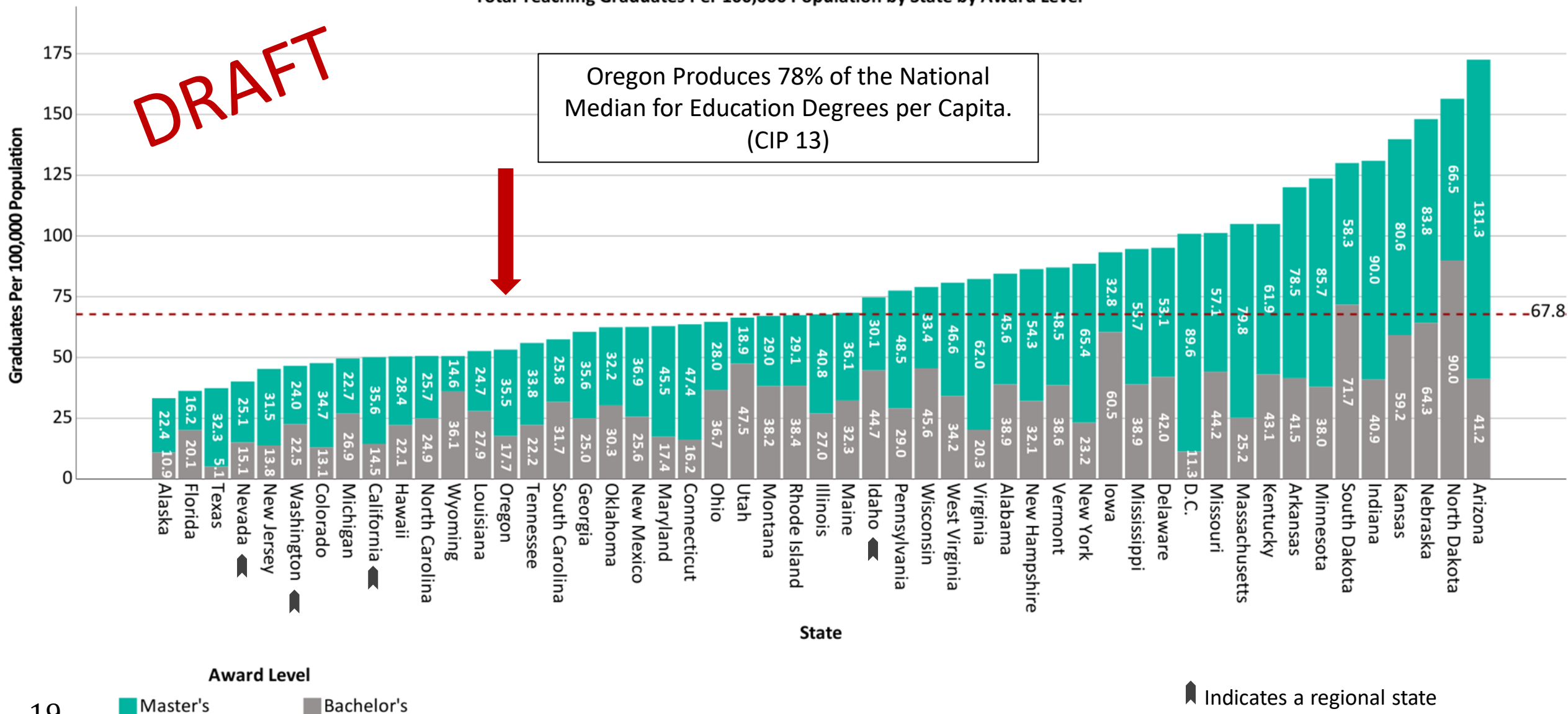
1. County level analysis of traditional versus non-traditional school utilization:
  - a. Total student counts by school type
  - b. Percent of students by school type
2. County level analysis of the number of SPED students versus non-SPED students:
  - a. Total student counts by SPED status
  - b. Percent of students by SPED status
4. Comparison of the percent of inclusion time from IDEA national data.
5. Student teacher ratios by non-SPED student counts and estimated SPED student counts (estimates based on inclusion time)

# Chapter 5: Barriers to expansion and meeting the unmet need for educators

1. OLDC EPP program survey 2024: Barriers programs face in expansion.
2. Longitudinal analysis of teacher salaries:
  - a. Mean teacher salaries by education level
  - b. Mean teacher salaries by education level adjusted for inflation
  - c. New teacher salaries by education level
  - d. New teacher salaries by education level adjusted for inflation
3. Teacher salaries by county:
  - a. Mean teacher salaries
  - b. Mean teacher salaries adjusted for regional cost of living
  - c. Teacher salaries by experience level
  - d. Teacher salaries by experience level adjusted for regional cost of living

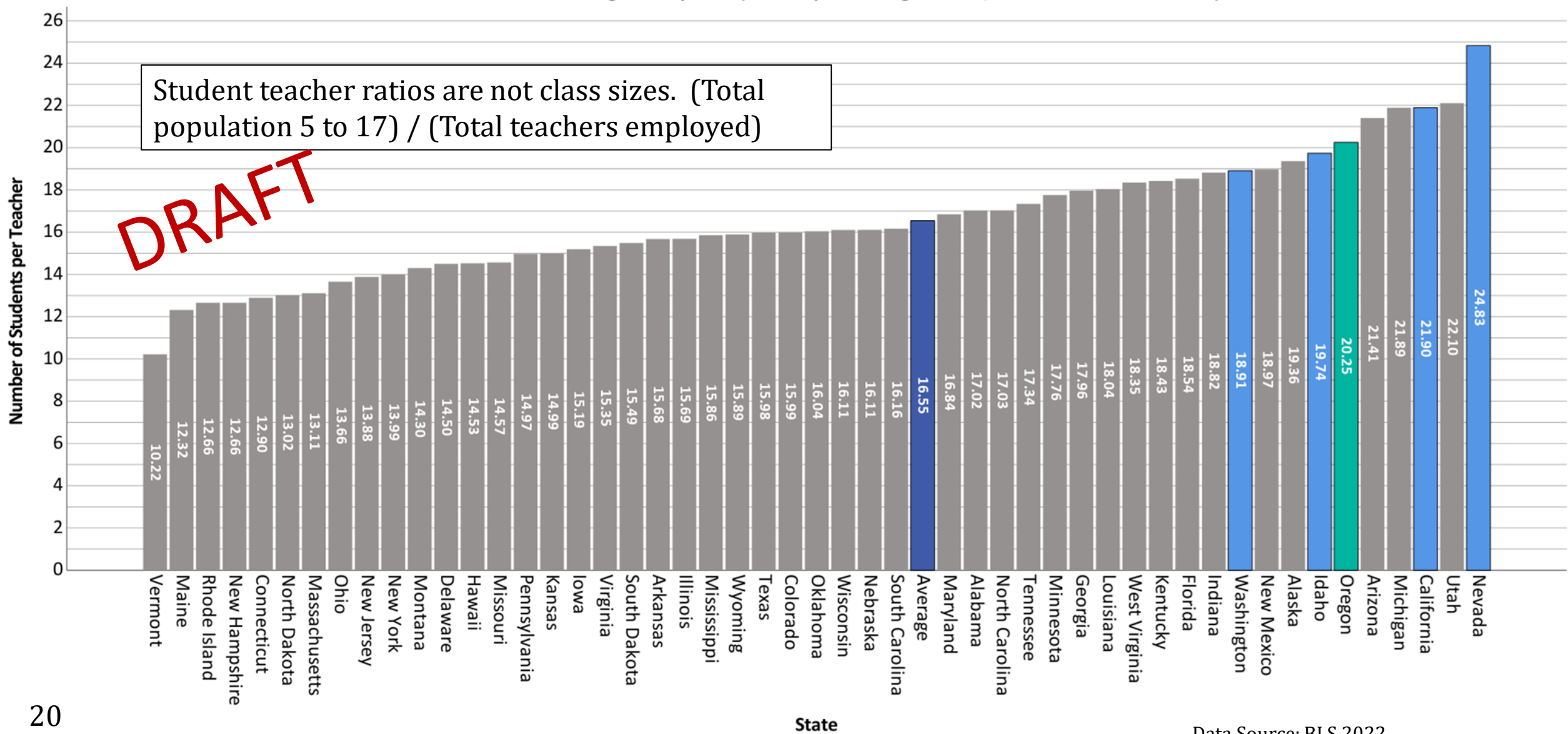
# National Trends in Education Degrees

Total Teaching Graduates Per 100,000 Population by State by Award Level



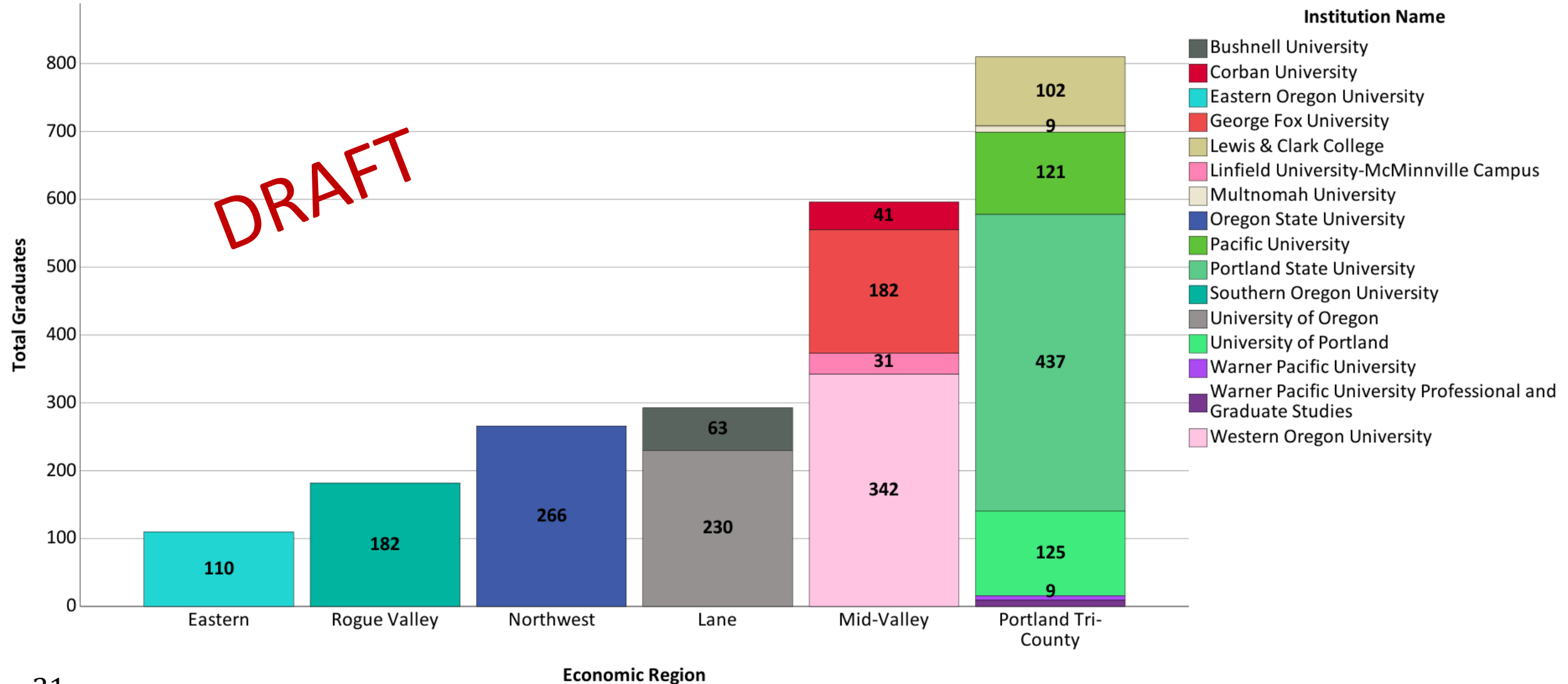
# National Comparison of Student Teacher Ratios

Student Teacher Ratio Excluding SPED by State (State Population Age 5 to 17 / Total Number of Teachers)



# IPEDS Total Education Bachelor's and Master's (CIP 13) Graduates by Institution and Economic Region

Total Graduates any 13 CIP, Bachelor's and Master's Level by Institution (2020) and Region



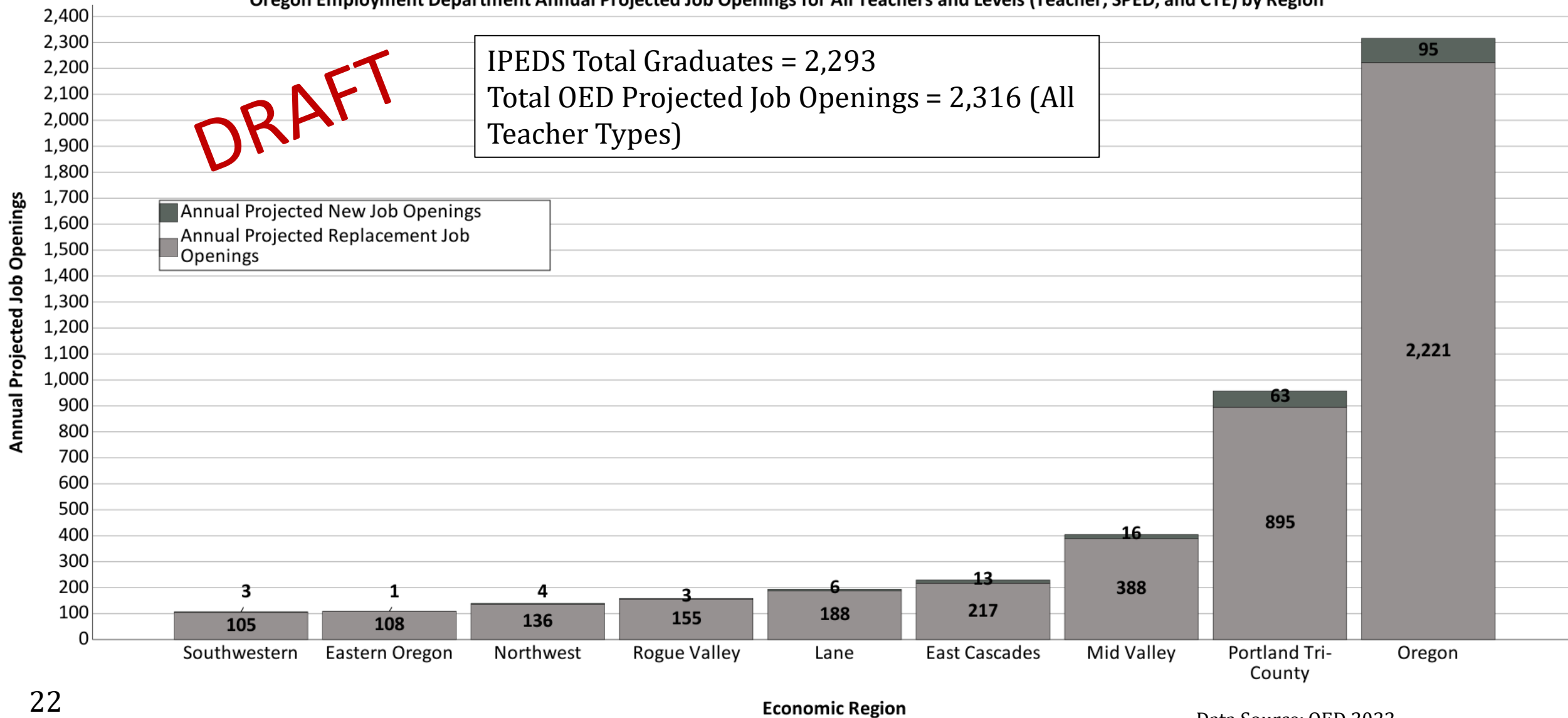
# OED Projected Annual Teacher Job Openings

Oregon Employment Department Annual Projected Job Openings for All Teachers and Levels (Teacher, SPED, and CTE) by Region

**DRAFT**

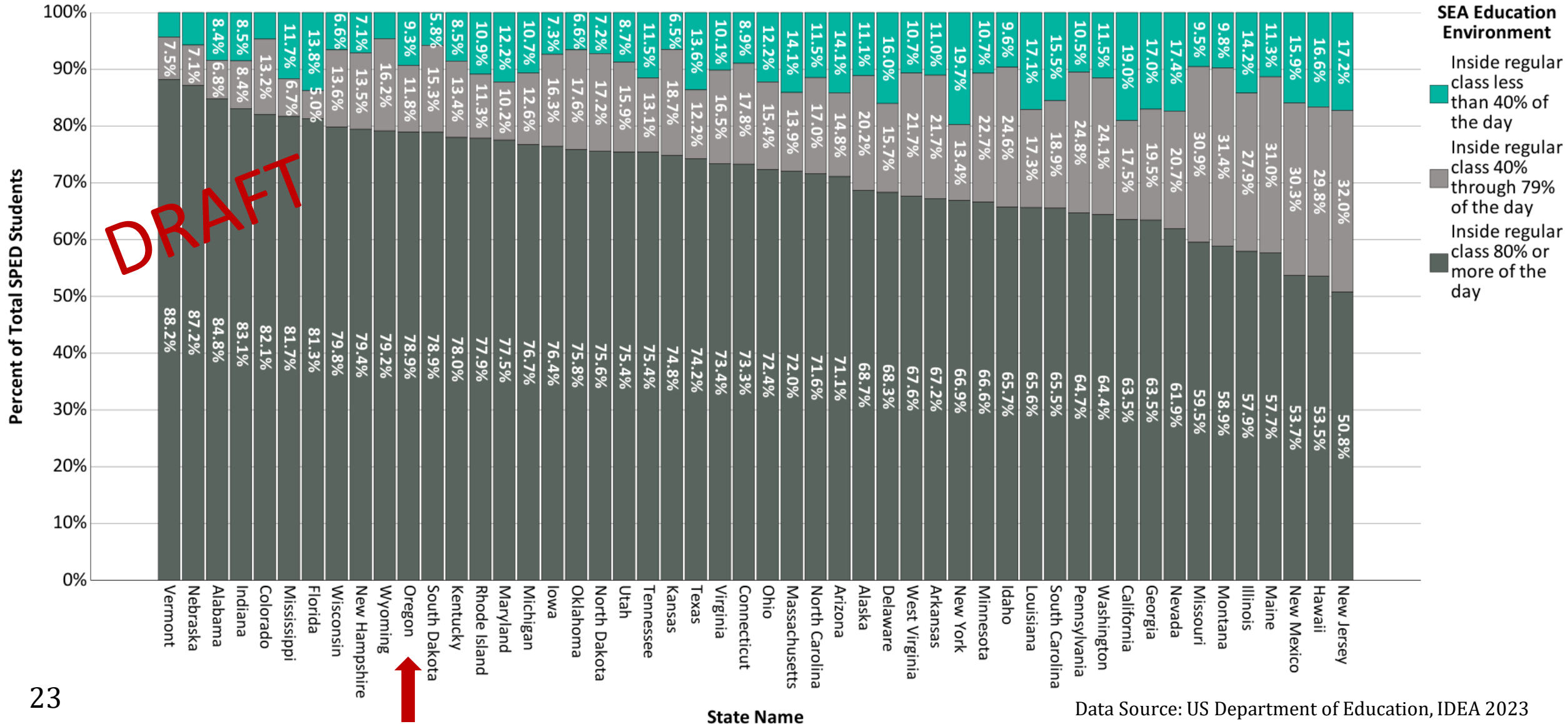
IPEDS Total Graduates = 2,293  
Total OED Projected Job Openings = 2,316 (All Teacher Types)

■ Annual Projected New Job Openings  
■ Annual Projected Replacement Job Openings

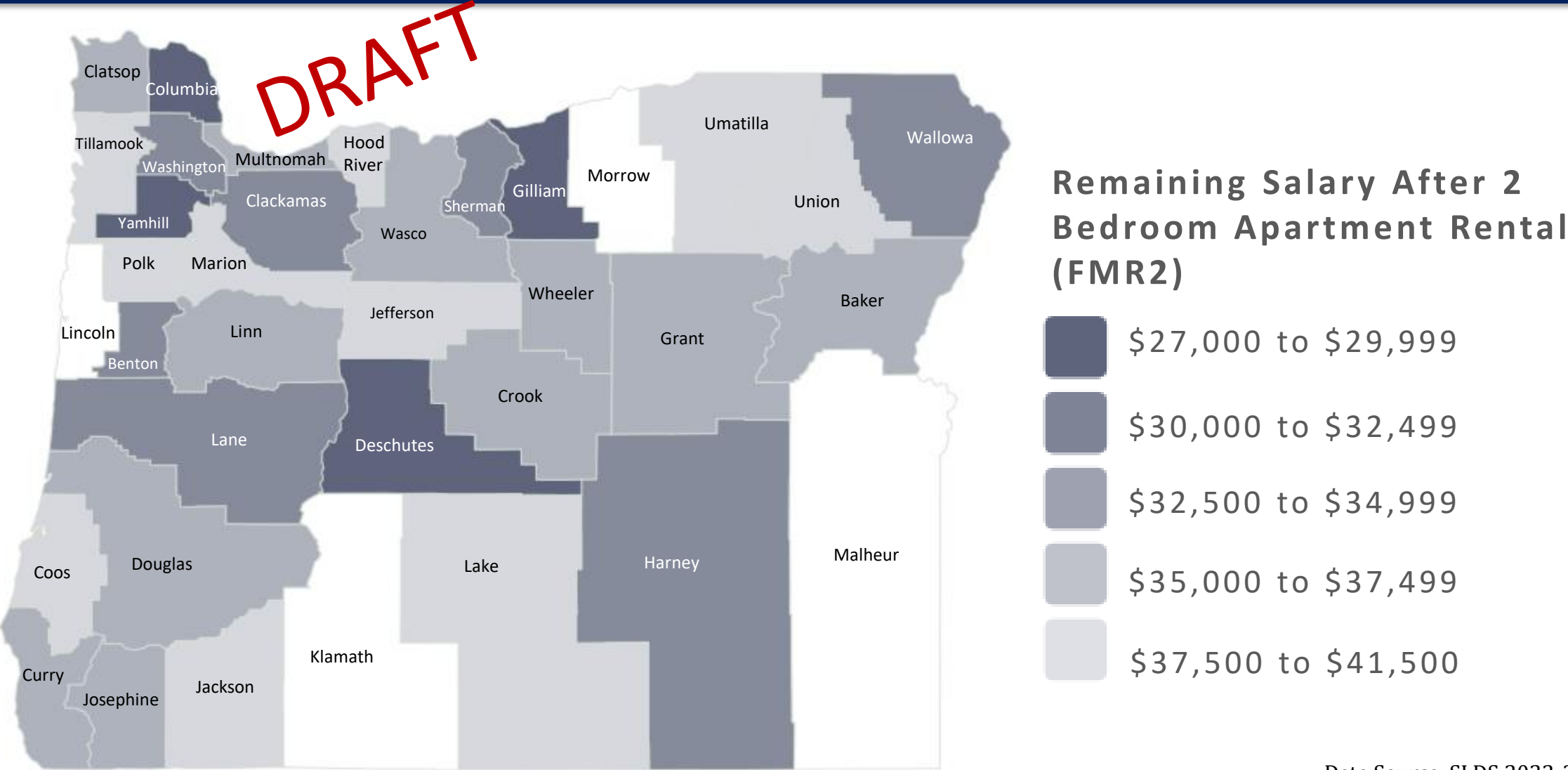


# Percent of SPED Daily Inclusion Time by State

Percent of SPED Students by Percent of Daily Inclusion Time by State (2022 Data)



# Oregon Regional Trends in New Teacher Salaries



Data Source: SLDS 2022-23, HUD 2023  
\* (Wallowa County 2021-22 School Year)