Supply & Demand of Oregon Educators

Joint Task Force on Statewide Educator Salary Schedules

Jesse Helligso, Ph.D., M.A.
Senior Research and Data Analyst
July 1, 2024
AGENDA

1. Study Overview
2. Key Findings on National Trends
3. Key Findings on Oregon’s Supply of Educators
4. Key Findings on Oregon’s Demand for Teachers
5. Conclusions
6. Appendix
Data partner agencies share data with the OLDC

OLDC applies matching logic across data partner records

OLDC produces files, reports, and publishes research*

We are a state government program that provides actionable data-supported policy recommendations that impact student learning, training, and workforce opportunities.

*Published research on Oregon’s healthcare education shortage

oregon.gov/highered стратегия исследования страниц OLDC.aspx
Study Overview

Hypotheses, sources, and methods
Hypotheses Tested

1. There is a shortage in the supply of graduates from Oregon educator preparation programs (EPPs)
2. There is not enough qualified applicants applying to Oregon EPPs
3. Starting pay for new teachers is less competitive than neighboring states
4. Regional pay and cost of living differences within Oregon cause differences in employment and student to teacher ratios within the state
5. Oregon’s SPED inclusion time is higher than other states and may increase student teacher ratios
6. Oregon’s unmet need for educators is linked to limits on school resources
Data Sources

- **Regional, longitudinal salary, teacher counts, graduation counts comparisons**: SLDS data from 2010-11 school year through 2022-23 school year
- **National education graduation counts**: Integrated Postsecondary Education Data System (IPEDS) 2020
  *2019-2020 school year was selected to avoid effects of the COVID-19 pandemic*
- **National teacher employment and salary**: The U.S. Bureau of Labor Statistics (BLS) 2022
- **Per capita adjustment of national data**: U.S. Census Bureau data
- **State to state cost of living salary adjustment, and inflation adjustment**: U.S. Bureau of Economic Analysis (BEA) 2021 Regional Price Parity (RPP), and Consumer Price Index (CPI) 2023
- **Regional cost of living adjustment within OR**: U.S. Department of Housing and Urban Development (HUD) 2023 Fair Market Rents (FMRs)
- **National Special Education (SpEd) inclusion time**: U.S. Department of Education IDEA Section 618 Data Products: State Level Data Files (2023)
Study Definitions

• The SLDS contains data shared directly from ODE to the OLDC, and this presentation primarily relies on data collected from them on current Oregon educators and student counts. However, the estimates in this presentation will differ from many of ODE’s reports because we are filtering our data differently.

• This presentation defines “teacher” as a “traditional classroom teacher.”
  • Non-traditional schools like charter schools, alternative schools, virtual schools, Department of Corrections schools, and LTCT are filtered from the data.
  • Full time teachers is only teachers that were employed > 0.75 FTE and worked at least two quarters are counted.
  • Salary data is standardized to 1 FTE, full school year contracts, and PERS adjusted.
  • Employment data from the OED is used to verify salary data in counties with low teacher counts.

• Oregon teacher salary data is adjusted for regional cost of living: Housing and Urban Development (HUD) Fair Market Rents 2 Bedroom (FMR2). FMR2 represents the cost to rent a 40th percentile (just below average cost) 2-bedroom apartment.
Disclaimer

• Please note that the findings, charts, and conclusions presented today are considered draft until they have been published

• The anticipated publish date is August 2024
National Trends

How does Oregon compare to other states and national medians?
Key Findings on National Trends

1. Oregon’s Educator Preparation Programs (EPPs) are not graduating as many educators per capita as national medians.

2. Oregon has higher student to teacher ratios across all levels of K-12 compared to national medians, and regional states.

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

4. New Oregon teacher salaries are less competitive than regional states.

5. Oregon utilizes more inclusion time for SPED students than other states.
Finding 5: Oregon utilizes more inclusion time for SPED students than other states.
Oregon’s Supply of Educators

What is Oregon’s current supply of teachers and where are Oregon teachers educated?
## Key Findings on Oregon’s Supply of Educators

<table>
<thead>
<tr>
<th>Number</th>
<th>Finding</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>Oregon high school graduates often enroll in Educator Preparation Programs (EPPs) within the same region as their high school.</td>
</tr>
<tr>
<td>7</td>
<td>Roughly two thirds of Oregon’s Public EPP graduates come from Oregon high schools.</td>
</tr>
<tr>
<td>8</td>
<td>Over 85% of Oregon Public EPP graduates remain and work in Oregon. Washington’s public K-12 system attracts roughly one third of those that leave.</td>
</tr>
<tr>
<td>9</td>
<td>The majority of EPP graduates that later work in Oregon remain in the same region of Oregon as their program.</td>
</tr>
<tr>
<td>10</td>
<td>Historically the majority of new teachers employed come from Oregon EPPs. Oregon also attracts new and experienced teachers from other states.</td>
</tr>
</tbody>
</table>
Finding 6: Oregon high school graduates often enroll in Educator Preparation Programs (EPPs) within the same region as their high school.

Source: SLDS 2024

Results: Oregon's Supply of Educators

Percent of High School Students that Attend Public EPPs by EPP Economic Region

Regional High School Students that Attend Oregon EPPs by EPP Economic Region

Oregon Public EPP Economic Region

- Eastern
- Lane
- Mid-Valley
- Northwest
- Portland Tri-County

Results: Oregon's Supply of Educators

Oregon High School Economic Region

Filtered by Institution Type, AgeCohort65 variable

Source: SLDS 2024
Finding 7: Roughly two thirds of Oregon’s Public EPP graduates come from Oregon high schools.

Percent of Oregon Public EPP Graduates that Come from High School Economic Regions

Results: Oregon's Supply of Educators

Institution Name

Eastern Oregon University
Oregon State University
Oregon State University - Cascades
Portland State University
Southern Oregon University
University of Oregon
Western Oregon University

Source: SLDS 2024
Finding 8: Over 85% of Oregon Public EPP graduates remain and work in Oregon.

Results: Oregon's Supply of Educators

Source: SLDS 2024
Finding 9: The majority of EPP graduates that later work in Oregon remain in the same region of Oregon as their program.

Results: Oregon’s Supply of Educators

Source: SLDS 2024
Finding 10: Historically the majority of new teachers employed come from Oregon EPPS. Oregon also attracts experienced teachers from other states.
Finding 10: Historically the majority of new teachers employed come from Oregon EPPS. Oregon also attracts experienced teachers from other states.

New Teachers and SPED Teachers Hired by Oregon Public K-12 Schools with at Least 1 Year of Out of State Experience

Source: SLDS 2024
Oregon’s Demand for Teachers

What is Oregon’s Unmet Need for Teachers?
Oregon’s unmet need for educators, as represented by higher student teacher ratios, is likely due to limits on resources to hire more educators.

Expanding the supply of teachers would require more qualified students looking to enter programs. Oregon EPPs currently accept 90-100% of qualified applicants.

New teachers in a third of Oregon counties could not afford to rent an average cost 2-bedroom apartment.

Oregon has a measurable unmet need for more teachers.

Oregon’s projected teacher job openings are primarily replacement openings.

Key Findings on Oregon’s Demand for Teachers

11

Key Findings
Finding 11: Oregon’s projected teacher job openings is primarily replacement openings.

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

<table>
<thead>
<tr>
<th>Economic Region</th>
<th>Annual Projected New Job Openings</th>
<th>Annual Projected Replacement Job Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Southwestern</td>
<td>3</td>
<td>105</td>
</tr>
<tr>
<td>Eastern Oregon</td>
<td>1</td>
<td>108</td>
</tr>
<tr>
<td>Northwest</td>
<td>4</td>
<td>136</td>
</tr>
<tr>
<td>Rogue Valley</td>
<td>3</td>
<td>155</td>
</tr>
<tr>
<td>Lane</td>
<td>6</td>
<td>188</td>
</tr>
<tr>
<td>East Cascades</td>
<td>13</td>
<td>217</td>
</tr>
<tr>
<td>Mid Valley</td>
<td>16</td>
<td>388</td>
</tr>
<tr>
<td>Portland Tri-County</td>
<td>63</td>
<td>895</td>
</tr>
<tr>
<td>Oregon</td>
<td></td>
<td>2,221</td>
</tr>
</tbody>
</table>

Results: Oregon’s Demand for Teachers

Source: OED 2023
Finding 12: Oregon has a measurable unmet need for more educators (National average student/teacher ratio = 16.55)

Student to Teacher Ratio

- Less than 15 students per teacher
- 15 to 17.9 students per teacher
- 18 to 19.9 students per teacher
- 20 to 21.9 students per teacher
- 22 or more students per teacher

Source: SLDS 2022-23

* (Wallowa County 2021-22 School Year)
Finding 13: New teachers in a third of Oregon counties could not afford to rent an average 2-bedroom apartment.

Percent of Income Required to Rent a 2 Bedroom Apartment (FMR2)

- 20% to 24.9%
- 25% to 27.9%
- 28% to 33.9%
- 34% to 39.9%
- 40% to 45%

Exceeds housing affordability threshold

Results: Oregon’s Demand for Teachers

Source: SLDS 2022-23, HUD 2023
* (Wallowa County 2021-22 School Year)
Finding 14: Expanding the supply of teachers would require more qualified students looking to enter programs.

A brief survey was sent to all public and private EPPs in Oregon. 11 of the 15 universities (73%) with at least one educator preparation program replied, encompassing 18 individual programs within the 11 universities. The programs were asked to respond about their acceptance rate of qualified applicants and to explain barriers that they, and their students, faced if the programs were to expand.

<table>
<thead>
<tr>
<th>Please rate the following barriers to program expansion and student recruitment:</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Lack of qualified student interest is a barrier to expansion</th>
<th>Student teaching causes financial barriers to students</th>
<th>Student teaching causes barriers to student recruitment</th>
<th>Difficult to find and recruit faculty</th>
<th>Lack of University resources is a barrier to expansion</th>
<th>Public perception of the teaching profession is a barrier to student recruitment</th>
<th>Lack of flexible learning options is a barrier to students</th>
<th>Tuition/financial aid, program cost is a barrier to students</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.00</td>
<td>3.87</td>
<td>2.88</td>
<td>2.44</td>
<td>3.06</td>
<td>4.22</td>
<td>2.39</td>
<td>4.11</td>
</tr>
</tbody>
</table>

18 programs across 11 Universities responded to the survey

All programs reported accepting 89% to 100% of qualified applicants

Source: OLDC EPP Survey 2024
Finding 15: Oregon’s unmet need for educators, as represented by higher student teacher ratios, is likely due to limits on resources to hire more educators.

If we assume that schools and districts have limited resources, then they must make a trade off between expenses.

Examples:

1. Areas with higher regional cost of living require higher salaries per individual teacher to attract teachers and this can reduce the total number of teachers that can be hired. For example: Regions with lower cost of living may be able to hire more teachers.

2. Schools with more SPED students require more resources for SPED supports than schools with fewer SPED students, this can reduce the total number of classroom teachers that can be hired.

3. Controlling for regional cost of living and the number of SPED students, schools that spend less on teacher salaries per student due to other limits on resources (higher transportation costs, for example) may also reduce the number of teachers that can be hired.
Finding 15: Oregon’s unmet need for educators, as represented by higher student teacher ratios, is likely due to limits on resources to hire more educators.

Regression analysis was performed with all variables statistically significant (Appendix Slide 60):

1. As regional rental costs increase, student teacher ratios increase as fewer teachers can be hired
2. As the number of SPED students increases, student teacher ratios increase as fewer teachers can be hired
3. Controlling for regional cost of living and the number of SPED students: As average per student teacher salary expenditures increase, student teacher ratios decrease as more teachers can be hired

Much of the variation in unmet need for teachers is correlated with regional cost of living differences, differences in per student teacher salary expenditures, and differences in the number of SPED students.
Conclusions
Conclusions

1. Regionalization is important in the supply of high school students into Oregon’s EPPs, and the supply of EPP graduates into K-12 employment.

2. Oregon salaries are competitive both regionally and nationally, except for starting teacher salaries compared to neighboring states.

3. Oregon has an unmet need for more educators as measured by student-to-teacher ratios and the national mean and median.

4. When combined with the numbers of out of state teachers and those from out of state programs, Oregon’s EPPs are producing enough teachers to meet Oregon Employment Department projections. However, Oregon’s EPPs do not currently produce enough teachers for Oregon to be nationally competitive with student-to-teacher ratios.

5. To increase the supply of educators, Oregon would need an increase in the number of students interested in becoming educators.

6. Oregon’s unmet need for educators appears to be linked to limits on resources rather than to the current supply of educators.
Questions?

Jesse Helligso | Jesse.Helligso@hecc.Oregon.gov
Drew Allen | Drew.Allen@hecc.Oregon.gov
Appendix

National Trends (Draft Findings)
Finding 1: Oregon’s Educator Preparation Programs (EPPs) are not graduating as many educators per capita as national medians.

Oregon Produces 78% of the National Median for Teaching Degrees per Capita.
Oregon employs 82.4% of the national median for elementary teachers. Additional teacher needed to match the national median = 3,813
Oregon employs 78.4% of the national median for middle school teachers. Additional teacher needed to match the national median = 1,906
Oregon employs 75.3% of the national median for high school teachers. Additional teacher needed to match the national median = 3,900
Finding 2: Oregon has higher student to teacher ratios across all levels of K-12 compared to national medians, and regional states.

Student teacher ratios are not class sizes. (Total population 5 to 17) / (Total teachers employed)

Data Source: BLS 2022
National Comparison of Student to Teacher Ratios

Average K-12 Student Teacher Ratio: Percent Compared to National Average by State

Appendix: Student to Teacher Ratios in Depth

Data Source: BLS 2022
Finding 3: Nationally, Oregon average teacher salaries and new teacher salaries are competitive.
Finding 4: New Oregon teacher salaries are less competitive with regional states.

Average Unadjusted New Teacher (Bottom 10%) Salary by State Excluding SPED and CTE

Results: National Trends

Data Source: BLS 2022
Finding 4: New Oregon teacher salaries are less competitive with regional states.

Data Source: BLS 2022
Appendix

Oregon’s Supply of Educators (Draft Findings)
Total Education Graduates in Oregon

IPEDS Total Graduates = 2,293
TSPC Total License Recommendations = 1,883

Appendix: Statistics on Education Graduates

Data Source: IPEDS 2020
Total Education License Recommendations in Oregon

IPEDS Total Graduates = 2,293
TSPC Total License Recommendations = 1,883
Education License Recommendations Over Time

TSPC Recommended Licences by Category and by Year

Appendix: Statistics on Education Graduates

Data Source: TSPC 2023
Where Oregon High School Educated Public Educator Preparation Programs get Employed Post Graduation (2010-11 through 2022-23)
TSPC Preliminary Teaching Recommended Licenses by Year and ODE Employment Match

Percent of Oregon EPP Preliminary Teacher Recommendations that Become Employed with ODE

<table>
<thead>
<tr>
<th>Year</th>
<th>No ODE Employment</th>
<th>ODE Employment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>67.6% 1,337</td>
<td>32.4% 641</td>
<td>1,978</td>
</tr>
<tr>
<td>2012</td>
<td>69.8% 1,146</td>
<td>30.2% 495</td>
<td>1,641</td>
</tr>
<tr>
<td>2013</td>
<td>70.9% 1,156</td>
<td>29.1% 475</td>
<td>1,631</td>
</tr>
<tr>
<td>2014</td>
<td>73.7% 1,021</td>
<td>26.3% 364</td>
<td>1,385</td>
</tr>
<tr>
<td>2015</td>
<td>76.5% 1,023</td>
<td>23.5% 315</td>
<td>1,338</td>
</tr>
<tr>
<td>2016</td>
<td>72.4% 939</td>
<td>27.6% 358</td>
<td>1,287</td>
</tr>
<tr>
<td>2017</td>
<td>71.2% 1,121</td>
<td>28.8% 454</td>
<td>1,175</td>
</tr>
<tr>
<td>2018</td>
<td>71.2% 1,152</td>
<td>28.8% 465</td>
<td>1,147</td>
</tr>
<tr>
<td>2019</td>
<td>76.2% 3,254</td>
<td>23.8% 392</td>
<td>3,646</td>
</tr>
<tr>
<td>2020</td>
<td>73.7% 1,175</td>
<td>26.3% 419</td>
<td>1,594</td>
</tr>
<tr>
<td>2021</td>
<td>75.6% 1,133</td>
<td>24.4% 365</td>
<td>1,501</td>
</tr>
<tr>
<td>2022</td>
<td>68.4% 888</td>
<td>31.6% 410</td>
<td>1,368</td>
</tr>
</tbody>
</table>

Data Source: TSPC 2023

Appendix: Post-graduation Employment
Distribution of Years of Experience of Teachers by County

Simple Boxplot of Median Total Years Teaching by School County, 2022-23 School Year

Appendix: Teacher Experience

Data Source: SLDS 2023
Teacher Retention by Race/Ethnicity

Length of Time (Years Teaching) After Employment with ODE by Race/Ethnicity Survival Functions (Oregon EPP Graduates)

Appendix: Teacher Retention by Demographic

Data Source: SLDS 2024
Teacher Retention by Race/Ethnicity (1st five years)

Length of Time (Years Teaching) After Employment with ODE by Race/Ethnicity Survival Functions (Oregon EPP Graduates)

Data Source: SLDS 2024

Appendix: Teacher Retention by Demographic
### Teacher Retention Survival Analysis Model

#### Means and Medians for Survival Time

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Estimate</th>
<th>Std. Error</th>
<th>95% Confidence Interval Lower Bound</th>
<th>95% Confidence Interval Upper Bound</th>
<th>Estimate</th>
<th>Std. Error</th>
<th>95% Confidence Interval Lower Bound</th>
<th>95% Confidence Interval Upper Bound</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>20.841</td>
<td>1.859</td>
<td>17.197</td>
<td>24.484</td>
<td>19.000</td>
<td>2.231</td>
<td>14.628</td>
<td>23.372</td>
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<tr>
<td>Hispanic</td>
<td>21.853</td>
<td>0.736</td>
<td>20.410</td>
<td>23.295</td>
<td>22.000</td>
<td>1.150</td>
<td>19.747</td>
<td>24.253</td>
</tr>
<tr>
<td>Native American</td>
<td>18.814</td>
<td>1.755</td>
<td>15.374</td>
<td>22.254</td>
<td>23.000</td>
<td>5.245</td>
<td>12.720</td>
<td>33.280</td>
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<tr>
<td>Multiracial</td>
<td>18.687</td>
<td>1.014</td>
<td>16.700</td>
<td>20.674</td>
<td>22.000</td>
<td>2.002</td>
<td>17.959</td>
<td>26.041</td>
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<tr>
<td>Pacific Islander</td>
<td>15.367</td>
<td>1.563</td>
<td>12.304</td>
<td>18.428</td>
<td>21.000</td>
<td>4.646</td>
<td>11.890</td>
<td>30.110</td>
</tr>
<tr>
<td>White</td>
<td>20.955</td>
<td>0.206</td>
<td>20.550</td>
<td>21.359</td>
<td>24.000</td>
<td>0.445</td>
<td>23.128</td>
<td>24.872</td>
</tr>
<tr>
<td>Overall</td>
<td>20.988</td>
<td>0.204</td>
<td>20.570</td>
<td>21.386</td>
<td>24.000</td>
<td>0.412</td>
<td>23.193</td>
<td>24.807</td>
</tr>
</tbody>
</table>

a. Estimation is limited to the largest survival time if it is censored.

#### Overall Comparisons

<table>
<thead>
<tr>
<th>Test</th>
<th>Chi-Square</th>
<th>df</th>
<th>Stg.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Log Rank (Mantel-Cox)</td>
<td>21.727</td>
<td>6</td>
<td>0.001</td>
</tr>
<tr>
<td>Breslow (Generalized Wilcoxon)</td>
<td>26.667</td>
<td>6</td>
<td>&lt;0.001</td>
</tr>
<tr>
<td>Tarone-Ware</td>
<td>26.525</td>
<td>6</td>
<td>&lt;0.001</td>
</tr>
</tbody>
</table>

Test of equality of survival distributions for the different levels of Ethnicity.

---

Appendix: Teacher Retention by Demographic
Most teachers that leave for other full-time employment in Oregon leave for more money.

Results: Oregon's Supply of Educators

Source: SLDS 2024
Appendix

Oregon’s Demand for Educators
(Draft Findings)
OED Projected Annual Teacher Job Opening Projections

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

<table>
<thead>
<tr>
<th>Economic Region</th>
<th>Annual Projected New Job Openings</th>
<th>Annual Projected Replacement Job Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>East Cascades</td>
<td>94.39%</td>
<td>5.61%</td>
</tr>
<tr>
<td>Eastern Oregon</td>
<td>99.09%</td>
<td>0.91%</td>
</tr>
<tr>
<td>Lane</td>
<td>96.86%</td>
<td>3.14%</td>
</tr>
<tr>
<td>Mid Valley</td>
<td>96.04%</td>
<td>3.96%</td>
</tr>
<tr>
<td>Northwest</td>
<td>97.20%</td>
<td>2.80%</td>
</tr>
<tr>
<td>Portland Tri-County</td>
<td>93.42%</td>
<td>6.58%</td>
</tr>
<tr>
<td>Rogue Valley</td>
<td>97.85%</td>
<td>2.15%</td>
</tr>
<tr>
<td>Southwestern</td>
<td>97.58%</td>
<td>2.42%</td>
</tr>
<tr>
<td>Oregon</td>
<td>95.92%</td>
<td>4.08%</td>
</tr>
</tbody>
</table>

Appendix: Projected teacher job openings

Data Source: OED 2023
Oregon’s Historical Teacher Employment by Hiring Status

Total Full-Time Teacher and SPED Teacher Employment by Year and Hiring Status

Appendix: Projected teacher job openings

Data Source: OED 2023
Finding 11: Oregon’s projected teacher job openings is primarily replacement openings.

Oregon’s EPPs currently provide enough teaching graduates to meet current projected job demand.

Oregon’s projected job openings matches the historical trends in teacher staffing from ODE data, with higher turnover more recently during the pandemic.

As was seen above, not all Oregon EPP graduates stay and work in Oregon. However, Oregon is also attracting out of state EPP graduates and experienced teachers to fill vacancies.

Results: Oregon’s Demand for Teachers
Finding 11: Oregon’s projected teacher job openings is primarily replacement openings.

Appendix: Projected teacher job openings

Percent of OED Projected Job Vacancies Filled By TSPC (2020) Recommended Teacher Licenses

<table>
<thead>
<tr>
<th>Economic Region</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oregon Total</td>
<td>94%</td>
</tr>
<tr>
<td>East Cascades</td>
<td>0%</td>
</tr>
<tr>
<td>Southwestern</td>
<td>0%</td>
</tr>
<tr>
<td>Eastern</td>
<td>77%</td>
</tr>
<tr>
<td>Portland Tri-County</td>
<td>88%</td>
</tr>
<tr>
<td>Rogue Valley</td>
<td>93%</td>
</tr>
<tr>
<td>Lane</td>
<td>124%</td>
</tr>
<tr>
<td>Northwest</td>
<td>152%</td>
</tr>
<tr>
<td>Mid Valley</td>
<td>160%</td>
</tr>
</tbody>
</table>

Source: SLDS 2024
Finding 12: Oregon has a measurable unmet need for more educators that is not reflected in current job openings.
New teacher salaries

Average New Teacher Salary

- $41,500 to $44,999
- $45,000 to $47,499
- $47,500 to $49,999
- $50,000 to $52,499
- $52,500 to $57,500

Source: SLDS 2022-23

* (Wallowa County 2021-22 School Year)
Oregon Student to Teacher Ratios Over Time

Total Number of Full-Time Teachers and SPED Teachers and Student Teacher Ratios by Year (Traditional Schools)

Appendix: Student to Teacher Ratios in Depth

*Note: Due to connections for student counts from other data sources total teacher counts are reduced by unmatched data also increasing student teacher ratios.

Data Source: BLS 2024
Finding 15: Oregon’s unmet need for educators, as represented by higher student teacher ratios, is likely due to limits on resources to hire more educators.

Regression analysis was performed:
1. As regional rental costs increase, student teacher ratios increase as fewer teacher can be hired
2. As the number of SPED students increases, student teacher ratios increase as fewer teachers can be hired
3. Controlling for regional cost of living and the number of SPED students: As average per student teacher expenditures increase, student teacher ratios decrease as more teachers can be hired

Much of the variation in unmet need for teachers is correlated with regional cost of living differences, differences in per student teacher expenditures, and differences in the number of SPED students.

Results: Oregon's Demand for Teachers