

JOINT TASK FORCE ON SUBSTITUTE TEACHERS

Oregon State Legislature
900 Court Street NE
Salem, OR 97301

<https://www.oregonlegislature.gov>



RECOMMENDATION PROPOSAL

For questions or assistance filling out this form, please reach out to task force staff: ellen.obrien@oregonlegislature.gov, whitney.perez@oregonlegislature.gov, or erin.seiler@oregonlegislature.gov.

Please submit one form per policy recommendation. There is no limit on the number of forms you may submit for discussion.

Task force members are encouraged to collaborate. If you collaborate, please submit one form per recommendation and list all group members' names.

Name(s) of submitter(s):
Debbie Fery and OSTA Executive Board
What problem are you trying to solve?
Increases the pool of teacher-trained substitutes qualified to do long term assignments. A Restricted Substitute Teacher with a BA in a given field (but who lacks teacher training) would be a better teacher in a long- term situation for that subject than a teacher-trained individual who is not endorsed in that subject. Yet current rules do not allow this type of emergency license. School districts have been reluctant to sponsor Restricted Substitutes, but may be more likely to sponsor a Pathways candidate and even provide mentorship in order to gain a qualified substitute in hard to fill long-term positions. Stops the long- standing practice of school districts doing the "10 day boogie" when they wrongly choose to use a Restricted Licensed Substitute in long-term positions.
Title of proposal (25 words or less):





Pathway from Restricted Substitute Teaching License to Substitute Teaching License

Value/Finding/Goal Number:

Goal 3: Career Support

Goal 4: Recruitment and Retention

Goal 1: Professional Development

Detailed description of proposal (50 words or more):

Through TSPC, Create a pathway for the Restricted Substitute Teaching License to a regular Substitute Teaching License for working Restricted Substitute Teachers to fulfill the basic requirements of a Preliminary Teaching License through video mentoring and on-line classes as well as documenting of classroom teaching experience and work experience in the field of specialization to gain teacher certification without the formality of an on-campus program.

Restricted Substitutes have a BA and many could test out of subject areas for an endorsement, but they lack the classroom management skills and decorum taught in a profession education Degree program. TSPC has wisely barred them from being long-term substitute teachers.

There are candidates who would like to up-grade their licenses, but they cannot take time from work, nor do they have the funds to attend an on-campus degree program. There may be University programs already qualified to provide on-line mentoring and requisite on-line classes for teacher certification. In addition, we believe there are qualities unique to the profession of substitute teaching which could be required to obtain the Substitute Teaching License.

In creating pathways, this proposal uses the teacher's classroom experience, work experience, online training and mentorship to upgrade their substitute teaching license from restricted to regular. TSPS shall outline the process and standards to achieve this.



<p>This proposal increased the LT Sub pool and reduce the administrative burden of supplying a sponsorship.</p>
<p>Enforcement:</p> <p><i>How will the legislature make sure the policy is followed?</i></p>
<p>Legislation for the 2025 Session with an effective date of July 1, 2025.</p>
<p>Reporting mechanisms:</p> <p><i>What information will be collected so the legislature knows if the policy is working?</i></p>
<p>TSPC and the Oregon Substitute Teachers Association shall develop report to the House and Senate Education Committee on the revised OAR by December 2025.</p>
<p>State agency responsible for implementation:</p>
<p>TSPC</p>