

# DRAFT

## SUMMARY

Digest: The Act tells the ODE to develop and maintain a data system for the education workforce in the state. (Flesch Readability Score: 62.8).

Directs the Department of Education, in conjunction with various education stakeholders, to develop, administer and maintain a statewide data system for the education workforce in this state.

### A BILL FOR AN ACT

Relating to educator workforce data solutions.

**Be It Enacted by the People of the State of Oregon:**

#### **SECTION 1. (1) As used in this section:**

(a) **“Education workforce” means licensed and classified staff who are:**

(A) **Employed by a public education provider; or**

(B) **Under contract to provide services to a public education provider.**

(b) **“Public education provider” means:**

(A) **A school district;**

(B) **A public charter school;**

(C) **An education service district;**

(D) **A long term care or treatment facility, as described in ORS 343.961;**

(E) **The Youth Corrections Education Program;**

(F) **The Juvenile Detention Education Program; or**

(G) **The Oregon School for the Deaf.**

(2) **The Department of Education shall, in conjunction with the**

1 **Teacher Standards and Practices Commission, education service dis-**  
2 **tricts, school districts, approved educator preparation programs and a**  
3 **representative of the statewide longitudinal data system, develop, ad-**  
4 **minister and maintain a statewide data system for the education**  
5 **workforce in this state.**

6 **(3) The statewide data system must allow the department to assign**  
7 **unique identifiers to each individual who is a member of the education**  
8 **workforce. The identifier may not use any personally identifiable in-**  
9 **formation, except for alignment purposes in data processing. Any**  
10 **personally identifiable information that is collected must be linked in**  
11 **a secure data location so that data sets can be matched based on the**  
12 **personally identifiable information when the identifier is included.**

13 **(4) In addition to subsection (3) of this section, the statewide data**  
14 **system must allow the following uses:**

15 **(a) Identifying school district hiring needs by content area and ge-**  
16 **ographic location;**

17 **(b) Providing information, by content area, about graduates of ed-**  
18 **ucator preparation programs and persons who complete nontraditional**  
19 **pathways to licensure;**

20 **(c) Identifying educator mobility, attrition and retention patterns;**

21 **(d) Determining educator longevity and possible factors that affect**  
22 **longevity;**

23 **(e) Evaluating school climate and culture from the educator's per-**  
24 **spective based on the surveys administered as provided by ORS 342.676;**

25 **(f) Evaluating pay in relation to local economic data from the most**  
26 **recent American Community Survey from the United States Census**  
27 **Bureau; and**

28 **(g) Studying education workforce trends and needs in this state in**  
29 **a manner that:**

30 **(A) Includes a review of:**

31 **(i) The satisfaction of persons who complete educator preparation**

1 **programs in this state;**

2 **(ii) Employer satisfaction with the availability and skills of the ed-**  
3 **ucation workforce in this state; and**

4 **(iii) Hiring and retention trends of the education workforce in this**  
5 **state; and**

6 **(B) Is sortable by school district, geographic location, school, grade**  
7 **level, teacher characteristics and educator preparation program of this**  
8 **state.**

9 **(5) In addition to any requirements described in subsections (3) and**  
10 **(4) of this section, the statewide data system must:**

11 **(a) Provide complete data integration and interoperability with**  
12 **other state data systems, including longitudinal data under ORS**  
13 **342.443.**

14 **(b) Ensure all underlying data is validated, accurate and secure and**  
15 **complies with privacy laws.**

16 **(c) Offer a user-friendly interface with comprehensive educator**  
17 **workforce metrics that enable users to deliver actionable insights.**

18 **(d) Provide advanced analytics capabilities to support strategic**  
19 **decision-making and long-term planning for all user groups.**

20 **(e) Offer tailored reporting features that respond to the specific**  
21 **needs of distinct user groups, including district leaders, policymakers**  
22 **and researchers.**

23 **(f) Perform efficiently and be scalable to accommodate growing**  
24 **data volumes and varying loads with minimal downtime.**

25 **(g) Provide comprehensive training and documentation resources**  
26 **to ensure all user groups can efficiently and effectively understand and**  
27 **utilize the system.**

28 **(h) Include a robust mechanism for soliciting and incorporating**  
29 **user feedback to continuously enhance the system for all user groups.**

30 **(6) The department shall make the information described in sub-**  
31 **section (4) of this section publicly available through a visually ap-**

1 **pealing interactive data visualization tool that is accessible on the**  
2 **department's website home page.**

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