

# Technical Notes

*Oregon Educator Workforce Dashboard*



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### Table of Contents

Overview .....	3
Guiding Questions.....	3
Data Sources .....	3
Source Datasets.....	3
Matching Individuals Across Datasets.....	4
Data Definitions .....	4
Disclaimers .....	5
Usage Notes .....	5

## Overview

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The Oregon Educator Workforce Dashboard provides insights on Oregon public K-12 teachers, covering licensure recommendations, hiring, and retention. Created by the Oregon Longitudinal Data Collaborative (OLDC), the dashboard focuses on teachers prepared by Oregon Educator Preparation Programs (EPPs) in Oregon.

This dashboard combines data from the Teacher Standards and Practices Commission (TSPC) and the Oregon Department of Education (ODE).<sup>1</sup>

## Guiding Questions

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This dashboard can be used to answer fundamental questions relating to the teacher preparation pathway in Oregon, such as:

- How have EPP licensure recommendations changed over time since 2010?
- What percentage of licensed teachers become employed at public schools in Oregon?
- Does teacher retention vary by gender, race, or ethnicity?

This information can also be used as a basis to craft targeted public policy questions related to educator preparation and teaching in Oregon.

## Data Sources

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### Source Datasets

The two sources of data leveraged for this dashboard are detailed below:

1. TSPC Program Completion Reports data file

The **TSPC Program Completion Report (TSPC-PCR)** data file produced by TSPC includes all educator preparation candidates recommended for licensure as required by OAR 584-400-0160: Candidate Program Completion and Recommendation. For this reporting effort, the data file includes all submissions between September 1, 2010 and August 31, 2022. Relevant candidate-level data fields include: TSPC-assigned identifier number, recommended license type, recommendation date, and EPP institution providing the recommendation.

2. ODE Staff Position data file

The **ODE Staff Position** data file is derived from the Oregon Staff Position data collection as required by OAR 581-022-2260. This data file includes a snapshot of paid staff who were actively employed at Oregon public schools on December 1st of a given year. The data file includes staff information from the 2010-11 to 2022-23 school years.

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<sup>1</sup> The data were originally combined and analyzed for OLDC's [‘Oregon Educator Public Employment’ \(OEPE\) report](#), which is provided annually to TSPC and to Oregon’s EPPs.

## Matching Individuals Across Datasets

The two data sources, TSPC-PCR and the ODE Staff Position data file, were joined to create the dashboard's underlying data file, referred to as the **Oregon Educator Public Employment (OEPE)** data file. The two data files are linked in the following way:

- Persons are matched between the two files using the TSPC identifier.
- Each week, TSPC provides the identifies and matching information to ODE, where the TSPC identifier is linked to staff records.

## Data Definitions

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- **Academic Year:** For reporting consistency, the academic year for which an educator has completed their preparation at an Oregon EPP and is aligned with Higher Education Act (HEA) Title 2 reporting time frame that begins on September 1 and ends on August 31.
- **EPP (Educator Preparation Program):** college education programs that prepare future teachers for licensure and classroom teaching. EPPs in Oregon are approved by TSPC and are housed at both public and private universities. Future teachers must graduate from an EPP in order to become licensed as teachers.
- **Gender:** self-reported identifier by educators to their employer and collected by ODE that includes three categories: female, male, and non-Binary. Non-binary genders include all gender identities that are not Male or Female. ODE began allowing staff to choose the non-binary gender option starting in the 2018-2019 school year.
- **Graduates:** prospective educators who complete an EPP course and receive a college degree.
- **Hired:** An individual is considered hired when they are employed by an Oregon public school district to work in public K-12 schools in Oregon as a first-time teacher in a licensed teaching position.
- **Public K-12 schools:** K-12 refers to schools that include grades from kindergarten through 12th grade. This dashboard reports information on public K-12 schools, including public charter schools, that are overseen by the Oregon Department of Education. Oregon public schools are run by regional school districts, which are responsible for teacher hiring.
- **Race and ethnicity:** This dashboard includes self-reported race and ethnicity information using the United States Office of Management and Budget (OMB)'s 1997 categories, which include Asian American/Asian, Black/African American, Latino/a/x/Hispanic, Native American/Alaska Native, Native Hawaiian/Pacific Islander, two or more [races and/or ethnicities], and white. For more information on race and ethnicity in government reporting, visit [Oregon Department of Education : Federal Race and Ethnicity Reporting Assistance Manual : Data Resources : State of Oregon](#)
- **Recommended for a License:** An approved EPP recommends a graduate, or "completer," for teaching licensure when the completer has fulfilled all requirements. This recommendation is made by the EPP to TSPC. Note that the recommendation does not guarantee that the completer will receive a teaching license.
- **Retention:** A teacher is considered retained if they are employed as a teacher at a public school on December 1<sup>st</sup> of a given year. The number of years retained as reported here requires the selected number of *consecutive* years of employment, allowing for up to *one gap year* within the specified time range.

- **Teacher:** licensed classroom teachers in public K-12 schools.
- **TSPC PCR (Program Completion Report):** a document that confirms a teacher candidate has successfully finished all the required coursework and assessments in their EPP course. This report is submitted by the EPP institution to TSPC to verify that the candidate is ready for licensure.

## Disclaimers

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- This dashboard includes information about new teachers when they are first recommended for a teaching license and first hired in a teaching position.
- Recommended license category and license type names were converted to currently approved naming conventions, as approved by TSPC.
- Licensure data includes school years 2010-2011 through 2021-2022, while district hiring records include data through 2022-2023. This means that retention data (3 year look ahead) is available through the 2019-2020 academic year.
- This dashboard includes K-12 data on **public schools only**, however it includes data from both **public and private EPPs**.
- While this product is entitled ‘Oregon Educator Workforce Dashboard,’ the current dataset includes only **licensed K-12 teachers** as defined above. We understand that many professionals contribute to education in schools, beyond licensed classroom teachers alone. OLDC maintains the term ‘Educator’ in the title of this dashboard to connect it to broader research and reporting efforts that include many types of educators.
- For teachers with multiple positions in a given school year, records were filtered to one record per teacher using only classroom teacher positions.
- “Those hired” and “those retained” are filtered to only people who are contracted as a teacher to work in public K-12 schools in Oregon.

## Usage Notes

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The dashboard has multiple ways to filter data, including:

1. Year recommended for a teaching license
2. Years to hire from licensure recommendation
3. Gender (limited to those employed in K-12 public schools)
4. Race/ethnicity (limited to those employed in K-12 public schools)
5. Retention window (dropdown menu)

Considerations on filtering

- When you apply filters, the rest of the dashboard will automatically update to reflect your selections.
- Active filters appear beneath the dashboard title.

- To remove current filters, click the orange “Clear all selections” button in the upper left-hand corner.

Hover over any dashboard element with your mouse for more information. Hover over data plots to activate menu options for each visualization. Menu options include pin or expand visuals, copy visual as an image, list relevant filters, and export underlying data for download.