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ITEM: STATEMENT OF OREGON SCHOOL ADMINISTRATOR  
RESPONSIBILITY IN SUPPORT OF NEW EDUCATORS AND  
DEVELOPING A DIVERSE EDUCATOR WORKFORCE

ACTION: **ACTION ITEM**

RECOMMENDATIONS: The Executive Director recommends adoption of the following  
resolution:

**WHEREAS** research demonstrates that teacher attrition negatively impacts schools and student learning in several ways, including reduced time spent directly with students, lost resources through repetitive professional development, resources taken away from classrooms and used for filling vacancies, and losing valuable teaching experience;

**WHEREAS** in Oregon, the 5-year total attrition rate for the 2011-2012 cohort of first-year teachers was 41.1%, and across the country teachers of color have a 24% greater likelihood of leaving the profession;

**WHEREAS** today, approximately 40% of Oregon's K-12 students are culturally or linguistically diverse, compared to approximately 10% of Oregon educators;

**WHEREAS** research shows that when the teaching workforce reflects student diversity, there are benefits to all students, including better achievement, attendance, and graduation rates; and

**WHEREAS** the Commission believes that school and district administrators share a primary responsibility in supporting new educators and making best efforts to diversify the educator workforce; now, therefore, be it

**RESOLVED**, that the Commission adopts the *Statement of Oregon School Administrator Responsibility in Support of New Educators and Developing a Diverse Educator Workforce* (Statement), effective June 18, 2019; and

**RESOLVED further**, that the Commission declares that the responsibilities included within the Statement are best practices in educational administration consistent with and expected within the

scope and responsibility of the school administrator and the Oregon School Leadership Standards per OAR 584-235-0010.

**INFORMATION:**

The Executive Director will present for Commission consideration and adoption the *Statement of Oregon School Administrator Responsibility in Support of New Educators and Developing a Diverse Educator Workforce*. This Statement recognizes the responsibility and best practices of school and district administrators to sustain a highly skilled, diverse professional educator workforce that will contribute to Oregon achieving its goals of student success. The approved Statement will be provided to all school administrator preparation programs, school district superintendents, and the Confederation of Oregon School Administrators for further dissemination.

**Introduction:**

Research demonstrates that teacher attrition negatively impacts schools and student learning in several ways. In Oregon, the 5-year total attrition rate for the 2011-2012 cohort of first-year teachers was 41.1%. Additionally, Oregon has seen an increase in the diversity of its students. While the proportion of educators of color has slightly increased over this time, the rate has not matched that of student diversification. Creating the climate in which new educators can succeed and diversifying the educator workforce are clearly goals worth undertaking.

School district and administrator support is a critical factor in the retention of educators new to the profession, and efforts to further diversify the workforce can only succeed when schools and their leaders commit to practices which aid in the recruitment, pre-service preparation, hiring, induction, and ongoing support of diverse educators. The Teacher Standards and Practices Commission (TSPC) recognizes the responsibility of administrators at the school and district level to support the profession. Specifically, OAR 584-235-0010, requires administrators to “support the continuous improvement and capacity of the school administrator profession,” and “recruit, hire, support, develop, and retain effective, culturally responsive, and caring teachers and other professional staff and form them into an educationally effective faculty” within “the context of equity and culturally responsive practices.” It is unequivocal that supporting novice educators and efforts to diversify the workforce are duties of all licensed administrators in the State of Oregon.

**Attachments:**

[6.5a Statement of Oregon School Administrator Responsibility in Support of New Educators and Developing a Diverse Educator Workforce](#)