

## JTUSHE Exhibits

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**From:** Samuel Bogdanove <Samuel.Bogdanove@ashland.k12.or.us>  
**Sent:** Wednesday, July 20, 2022 3:56 PM  
**To:** JTUSHE Exhibits; Rep Alonso Leon  
**Cc:** Rep Marsh  
**Subject:** Public Testimony

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Representative Alonso-Leon,  
Thank you for meeting with Southern Oregon educators today.

I am submitting the three items below for public testimony on K12 workforce development and an educator pipeline.  
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K12 workforce development and retention is critical and likely the largest single issue facing K12 in Oregon and nationally. I believe we are still at the front end of a very big gulf that will take a major reinvestment in K12 to recover.

Well-supported seasoned teachers have a tremendous positive impact and create a personalized learning experience for students. Inexperienced or poorly supported teachers are an investment on the backs of students.

Our district has traditionally had a workforce that stays for 20, 25, 30+ years. With retirements and transitions over the last couple of years, our middle school has **50% of it's licensed staff hired since 2020**. That means classroom leaders are inexperienced and hired from limited hiring pools. Post-sec teaching program enrollments have dropped dramatically for general classroom teachers and specialists are incredibly tough to find and hire. Retention is a separate but related issue. We cannot have the needed impact on K12 students when we are constantly hiring and training new staff, or shuffling staff for coverage when we cannot hire anyone.  
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Alignment between K12 and community colleges, community colleges and other community colleges, and community colleges and universities is a no brainer that just has not happened. It creates tremendous barriers for students and families.  
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To echo what Neil Wolf from SOU shared, ODE has a huge central K12 student data repository. A formal FERPA compliant data sharing agreement with post-sec would save time, wear, tear and costs for both post-sec and K12 institutions and get state opportunities in the hands of students and families more effectively.  
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Lastly, thank you for HB 4030 and for engaging us in the conversation today.

*Samuel*

Samuel Bogdanove  
Superintendent  
Ashland Public Schools  
Pronouns: He, Him, His

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