

## **HB 3006 -3 STAFF MEASURE SUMMARY**

### **House Committee On Higher Education and Workforce Development**

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**Sub-Referral To:** Joint Committee On Ways and Means

**Meeting Dates:** 3/27, 4/8

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#### **WHAT THE MEASURE DOES:**

The measure appropriates unspecified amounts from the General Fund to the Oregon Department of Education (ODE) to fund affordable pathways and programs for teacher or administrator candidates from marginalized populations and to incentivize schools to hire and provide early career support to new educators from marginalized populations. The measure also requires the Higher Education Coordinating Commission to award scholarships to administrator candidates from marginalized populations. The measure requires ODE to develop and implement a plan to expand sharing of educator workforce data and modernize systems to monitor and evaluate educator workforce trends.

Fiscal impact: May have fiscal impact, but no statement yet issued.

Revenue impact: May have revenue impact, but no statement yet issued.

#### **ISSUES DISCUSSED:**

##### **EFFECT OF AMENDMENT:**

-3 The amendment replaces the measure. It allocates \$5 million from the Statewide Education Initiatives Account to incentivize schools to hire and provide early career support to new educators who have experience with diverse populations. It requires the Oregon Department of Education (ODE) to develop and implement a plan to expand the sharing of educator workforce data and to modernize systems to monitor and evaluate educator workforce trends.

##### **BACKGROUND:**

Separate scholarship programs for teacher candidates and administrator candidates who are culturally and linguistically diverse are administered by HECC and TSPC, respectively. The Oregon Teacher Scholars Program (OTSP) was enacted in Senate Bill 182 (2017) and is administered by HECC. The Oregon Administrator Scholars Program (OASP) is administered by TSPC and exists primarily in administrative rules that were first adopted in 2021. Both programs award scholarships of \$12,000 per academic year for a maximum of two years to teacher or administrator candidates with culturally or linguistically diverse characteristics, with partial scholarships available for part-time enrollment. For both programs, culturally or linguistically diverse is defined as having certain ethnic or racial backgrounds or a first language that is not English (OAR 575-066-0002, OAR 584-235-0205).

The stated intention of both programs is to advance the goal in ORS 342.437 that the percentage of diverse educators employed by a school district or education service district reflect the percentage of diverse students in the public schools of the state or the district.

ORS 342.448 requires the Educator Advancement Council (EAC), the Higher Education Coordinating Commission (HECC), the Oregon Department of Education (ODE), and the Teacher Standards and Practices Commission (TSPC) to jointly produce an Educator Equity Report every two years. The [2024 Oregon Educator Equity Report](#) includes data on the number of racially, ethnically, and linguistically diverse educators and educator candidates in Oregon.

Senate Bill 283 (2023) enacted several policies designed to address labor shortages in Oregon schools. Section 1 required ODE to convene a steering committee to develop a business case for a statewide data system on the education workforce. The report on [Oregon's Educator Workforce Data Solution](#), delivered to the Legislative Assembly in September 2024, indicated that further development of a data platform would require legislative input regarding content, timeline, and budget, and require at least two more years to implement an operational platform. Section 29 of Senate Bill 283 (2023) also appropriated \$10 million to ODE to promote registered apprenticeships for educators and to promote the existing beginning teacher and administrator mentorship program, and gave priority to developing educators who are culturally and linguistically diverse, among other groups. The [EAC](#) distributed \$8 million in beginning educator mentorship grants in accordance with this section.