

Submitter: Theresa Just
On Behalf Of:
Committee: Senate Committee On Education
Measure, Appointment or Topic: HB2900
Chair Frederick, Vice Chair Webber, and Members of the Committee,

My name is Theresa Just, and I am a special education teacher in the North Clackamas School District. I'm writing to express my strong support for House Bill 2900A, which would reduce the probationary period for educators in Oregon.

First, we are facing an alarming teacher shortage—not just in Oregon, but nationwide. Reducing the probationary period would allow our state to more effectively recruit veteran and highly skilled educators from other states, without forcing them to restart their careers as probationary teachers. That barrier discourages many qualified professionals from entering or re-entering Oregon's workforce.

Second, a shorter probationary period frees educators to fully engage in their school communities. Rather than focusing on the constant demands and pressure associated with extended probation, teachers could invest more time collaborating with colleagues, joining school committees, participating in professional learning communities, and—most importantly—building strong relationships with their students.

Finally, reducing the probationary period provides teachers with greater job security, which directly impacts morale, retention, and student outcomes. Educators who feel secure are more likely to stay. When turnover drops, students benefit from long-term relationships with trusted adults. That continuity supports both academic achievement and social-emotional development.

I believe HB 2900A is a meaningful, well-balanced step toward strengthening Oregon's educator workforce and creating the stability our students need to thrive.

Thank you for your time and consideration.