



Oregon  
Tina Kotek, Governor



OREGON  
DEPARTMENT OF  
EDUCATION

*Oregon achieves . . . together!*

Dr. Charlene Williams  
Director of the Department of Education

---

**HB 3403: Educator Workforce Data Solution**  
**House Rules Committee**  
**June 2, 2025**

Chair Bowman and Members of the House Rules Committee,

Thank you for the opportunity to share more information about the -3 amendment to House Bill (HB) 3403. This letter comes from staff of six state agencies/programs: the cross-agency Oregon Longitudinal Data Collaborative (OLDC), the Higher Education Coordinating Commission (HECC), the Oregon Department of Education (ODE), the Educator Advancement Council (EAC), the Oregon Employment Department (OED), and the Teachers Standards and Practice Commission (TSPC). The agencies have no position on the bill. This written testimony provides relevant contextual information and a cross-agency implementation plan if the amendment to HB 3403 is adopted and becomes law.

This -3 amendment provides a solution to meet the following purposes:

- A. Generating timely, accessible and actionable information on the educator workforce; and
- B. Assisting with the recruitment, preparation, hiring and retention of a high-quality, well-prepared and well-supported educator workforce that supports students from all demographics in this state.

These purposes are echoed in HB 4030 (2022 Legislative Session), Senate Bill (SB) 283, Section 1 (2023 Legislative Session), and the 2024 workgroup that resulted from SB 283. Most agencies represented in this letter were part of that workgroup and participated fully in identifying solutions to fulfill the needs for more readily accessible data on Oregon's educator workforce.

As drafted, the amendment builds on existing work, much of it cross-agency, to minimize fiscal impacts and speed implementation. Implementation would require coordination among several state agencies and programs, and the proposal below identifies which agency should be primarily responsible for each requirement. Primary responsibility is based on existing work, respective agency resources, and respective areas of expertise and duties. Wherever possible, the implementation plan builds on established processes and data infrastructure, and strong partnership from each agency is anticipated. A fiscal impact based on this understanding will be submitted.

Below are the uses identified in the amendment and the proposed implementation plan.



Oregon  
Tina Kotek, Governor



OREGON  
DEPARTMENT OF  
EDUCATION

*Oregon achieves... together!*

Dr. Charlene Williams  
Director of the Department of Education

*“(a) A statewide educator workforce jobs website that: “(A) Includes educator workforce job vacancies in this state; “(B) Allows for searching job vacancies based on public education provider, content area and geographic location; “(C) Is updated frequently and is accessible to the public; and “(D) Allows for the collection of data to prepare the report described in paragraph (c) of this subsection.”*

**Proposal:** In 2023-25 biennium, TSPC built a website to house open positions in K-12 education throughout the state as a resource for educators. This work was not planned to continue beyond the 2023-25 biennium. **TSPC will transfer its existing Oregon educator jobs website (OregonEDD.com) to ODE to maintain for the 2025-27 biennium.** If this amendment is funded, the state agencies listed in this memo will convene to explore options for maintaining the website. OED will work with sibling agencies to explore the feasibility of downloading some/all education jobs into its labor exchange system in the future, and will support the objectives of the educator workforce data system by leveraging the labor exchange to help school districts identify educators to fill their openings.

*“(b) A publicly-accessible interactive data visualization tool that: “(A) Provides trends on the preparation, hiring and retention of the educator workforce in this state; “(B) Presents hiring and retention data of the educator workforce in this state sorted by public education provider, geographic location and, as applicable, school, grade level and teacher characteristics; and “(C) For licensed staff, includes information sorted by content area and education preparation pathways programs, including nontraditional pathways to licensure.”*

**Proposal:** OLDC will lead the work and create the data visualization tool, drawing on its robust interagency governance program and data it currently has, and incorporating additional data on nontraditional pathways as that data develops. [OLDC’s Oregon Educator Workforce dashboard](#) (published in 2024) provides the foundation for this work. It currently focuses on preparation, hiring, and retention trends for teachers prepared by an Oregon Educator Preparation Program and would be expanded for this amendment.

*“(c) The production of a biennial report that includes an analysis of: “(A) Hiring patterns and educator workforce staffing needs for public education providers; “(B) Educator mobility, attrition and retention trends; “(C) The satisfaction of persons who complete educator preparation programs in this state; “(D) The satisfaction of public education providers with respect to the availability and skills of the educator*



Oregon  
Tina Kotek, Governor



OREGON  
DEPARTMENT OF  
EDUCATION

*Oregon achieves . . . together!*

Dr. Charlene Williams  
Director of the Department of Education

*workforce in this state; “(E) The working experiences of the educator workforce from the educator’s perspective based on the surveys administered as provided by ORS 342.676; “(F) Pay in relation to local economic conditions using data from the most recent American Community Survey from the United States Census Bureau and other applicable sources; and “(G) Projections of future educator workforce demand based on information provided by the Employment Department.”.*

**Proposal: OLDC will lead the work and will create the report using existing data provided by ODE and OED and additional survey data collected by ODE and TSPC.** This work will build on OLDC’s existing use of educator workforce data for the Oregon Educator Workforce Dashboard, as well as for an annual data report it creates for the Oregon educator preparation programs and for an upcoming study. It also builds on and expands ODE’s survey of educators begun in 2024 and educator preparation programs’ surveys of their completers, coordinated by TSPC. OED will support the OLDC’s effort to generate the report and supplement data from the sources of information the agency has access to enhance the quality of the analysis.

Thank you for the opportunity to share more information regarding House Bill 3403. We look forward to addressing any questions that you might have.

