

Technical Notes

Oregon Educator Workforce Dashboard



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Overview

The Oregon Educator Workforce Dashboard provides insights on Oregon public school K-12 teachers, covering Educator Preparation Program (EPP) completion, hiring, and retention. Created by the Oregon Longitudinal Data Collaborative (OLDC), the dashboard focuses on teachers prepared by Oregon-approved EPPs.

This dashboard combines data from the Teacher Standards and Practices Commission (TSPC) and the Oregon Department of Education (ODE). OLDC uses the same data for the annual Oregon Education Public Employment (OEPE) report.

Guiding Questions

This dashboard can be used to answer fundamental questions relating to the teacher preparation pathway in Oregon, such as:

- How have EPP completions changed over time since 2010?
- What percentage of EPP completers become employed at public schools in Oregon?
- Does teacher retention vary by gender, race, or ethnicity?

This information can also be used as a basis to craft targeted public policy questions related to educator preparation and teaching in Oregon.

Data Sources

Source Datasets

The two sources of data leveraged for this dashboard are detailed below:

1. TSPC Program Completion Report data file

The **TSPC Program Completion Report (TSPC-PCR)** data file produced by TSPC includes all educator preparation candidate program completion records as required by OAR 584-400-0160: Candidate Program Completion and Recommendation. For this reporting effort, the data file includes all submissions between September 1, 2010 and August 31, 2024. Relevant candidate-level data fields include: TSPC-assigned identifier number, license type, completion date, and EPP institution.

2. ODE Staff Position data file

The **ODE Staff Position** data file is derived from the Oregon Staff Position data collection required by OAR 581-022-2260. This data file includes a snapshot of paid staff who were actively employed at Oregon public schools on December 1st of each year. The data file includes staff information from the 2010-2011 to 2024-2025 school years.

Matching Individuals Across Datasets

The two data sources, TSPC-PCR and the ODE Staff Position data file, were joined to create the dashboard's underlying data file, referred to as the **Oregon Educator Public Employment (OEPE)** data file. The two data files are linked in the following way:

- Persons are matched between the two files using the TSPC identifier.
- Each week, TSPC provides the identifiers and matching information to ODE, where the TSPC identifier is linked to staff records.

Data Definitions

- **Academic Year:** For reporting consistency, the academic year for which an educator has completed their preparation at an Oregon EPP and is aligned with Higher Education Act (HEA) Title 2 reporting time frame that begins on September 1 and ends on August 31.
- **Educator Preparation Program (EPP):** Programs that prepare future teachers for licensure and classroom teaching. EPPs in Oregon are approved by TSPC and are housed at public universities as well as private colleges and universities. Future teachers must complete an EPP to become licensed as teachers. The term Educator Preparation Provider refers to the organization (university/college) offering one or more programs.
- **EPP completer:** A person who completes an approved public or private educator preparation program (EPP) in the state of Oregon
- **Gender:** Self-reported identifier by educators to their employer and collected by ODE that includes three categories: female, male, and non-Binary. Non-binary genders include all gender identities that are not Male or Female. ODE began allowing staff to choose the non-binary gender option starting in the 2018-2019 school year. Gender is displayed for Oregon public school teachers only.
- **Hired:** An individual is considered hired when they are employed by an Oregon public school district to work in public K-12 schools in Oregon for the first-time as a teacher in a licensed teaching position after EPP program completion.
- **Public school system:** This dashboard reports information on public K-12 schools, including public charter schools, that are overseen by the Oregon Department of Education. Oregon public schools are run by regional school districts, which are responsible for teacher hiring.
- **Race and ethnicity:** This dashboard includes self-reported race and ethnicity information using the United States Office of Management and Budget (OMB)'s 1997 categories, which include Asian American/Asian, Black/African American, Latino/a/x/Hispanic, Native American/Alaska Native, Native Hawaiian/Pacific Islander, two or more [races and/or ethnicities], and white. For more information on race and ethnicity in government reporting, visit [Oregon Department of Education : Federal Race and Ethnicity Reporting Assistance Manual : Data Resources : State of Oregon](#). Race/ethnicity displayed for Oregon public school teachers only.
- **Retention:** A teacher is considered retained if they are employed as a teacher at a public school on December 1st of a given year. The number of years retained as reported here requires the selected number of *consecutive* years of employment.
- **Teacher:** Licensed classroom teachers in public K-12 schools. This dashboard includes information filtered to new teachers when they completed an Oregon-approved EPP program and were first hired in a licensed teaching position.

Disclaimers

- TSPC program completion data includes school years 2010-2011 through 2023-2024, while ODE district hiring records include data through 2024-2025. This means that retention data (3 year look ahead) is available through the 2021-2022 academic year.
- This dashboard includes K-12 data on **public schools only**; however, it includes data from both **public and private EPPs**.
- While this product is entitled ‘Oregon Educator Workforce Dashboard,’ the current dataset includes only **licensed K-12 teachers** as defined above. We understand that many professionals contribute to education in schools, beyond licensed classroom teachers alone. OLDC maintains the term ‘Educator’ in the title of this dashboard to connect it to broader research and reporting efforts that include many types of educators.

Usage Notes

The dashboard has multiple ways to filter data, including:

1. Year of EPP completion (select one or more years of the bar chart in the completers section)
2. EPP institution (select institution from dropdown menu in the completers section)
3. Years to hire from EPP completion (select one or more ‘years until hired’ in the “Hiring by years from program completion” bar chart in the hiring section)
4. Gender (select directly through the pie charts for gender in either hiring or retention sections)
5. Race/ethnicity (select directly on the bar charts for race/ethnicity in either hiring or retention sections)
6. Retention (select 3, 4, or 5 years from dropdown menu in the retention section)

Considerations on filtering

- When you apply filters, the rest of the dashboard will automatically update to reflect your selections.
- Active filters appear beneath the dashboard title.
- To remove current filters, click the orange “Clear all selections” button in the upper right-hand corner.

Hover over any dashboard element with your mouse for more information. Hover over data plots to activate menu options for each visualization. Menu options include pin or expand visuals, copy visual as an image, list relevant filters, and export underlying data for download.

This dashboard has been updated to align with WCAG 2.0 AA accessibility standards.