

# Fast Facts

Ethnicity Updated April 2017



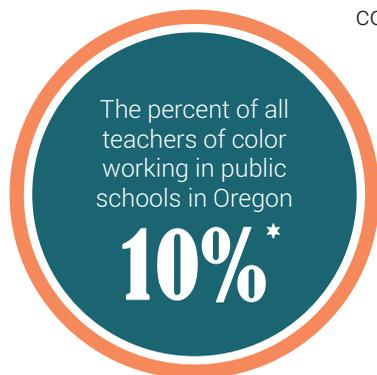
## Oregon Mentoring Program (OMP)

Oregon is committed to an educational system that recruits and retains educators of the highest quality in order to provide all children with effective teachers and administrators. An important component of that work is to reduce the disparity by ensuring a larger percentage of educators of color in schools to better reflect the student population.

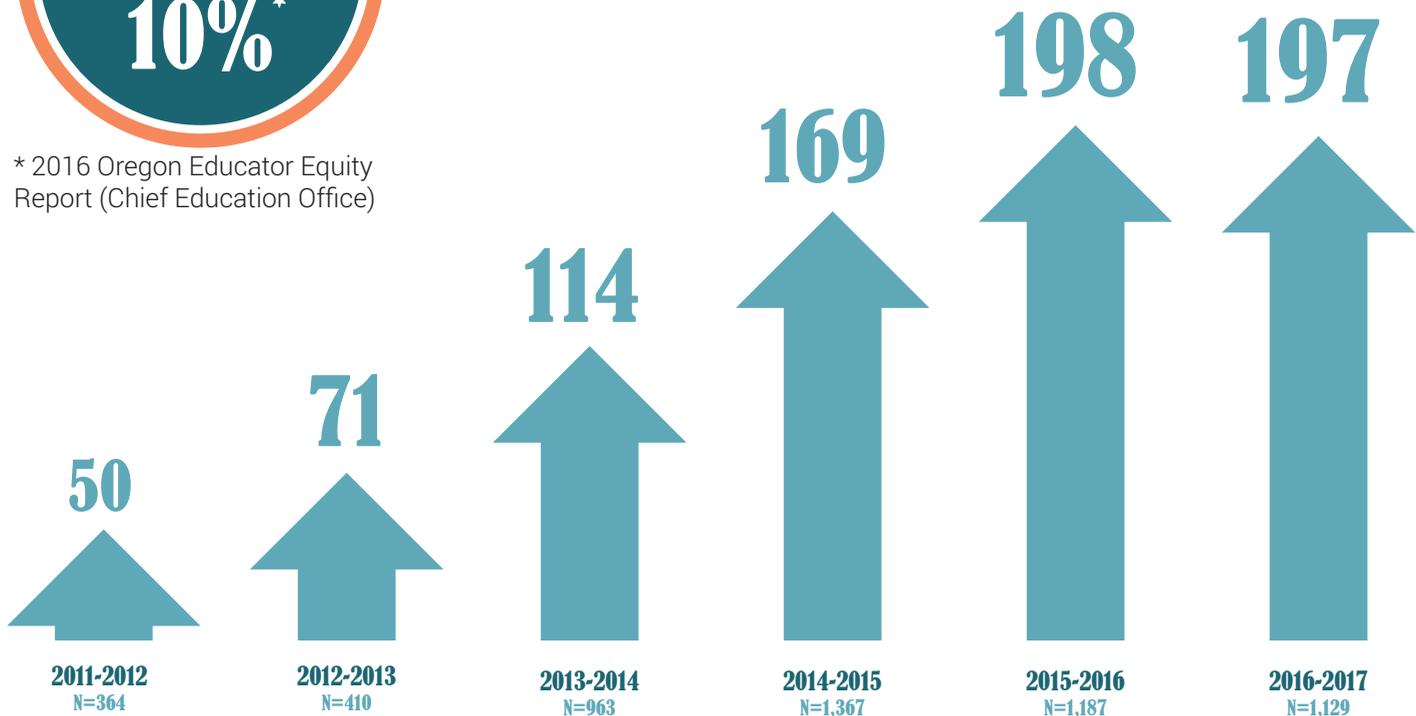
The Oregon Mentoring Program (OMP) is assisting with this goal. Since 2008 the Oregon Department of Education (ODE) has provided funds through grants-in-aid to individual and consortia of school districts to establish and support evidence-based mentoring programs for beginning teachers and beginning administrators in their first two years.

## Teachers of Color in Oregon

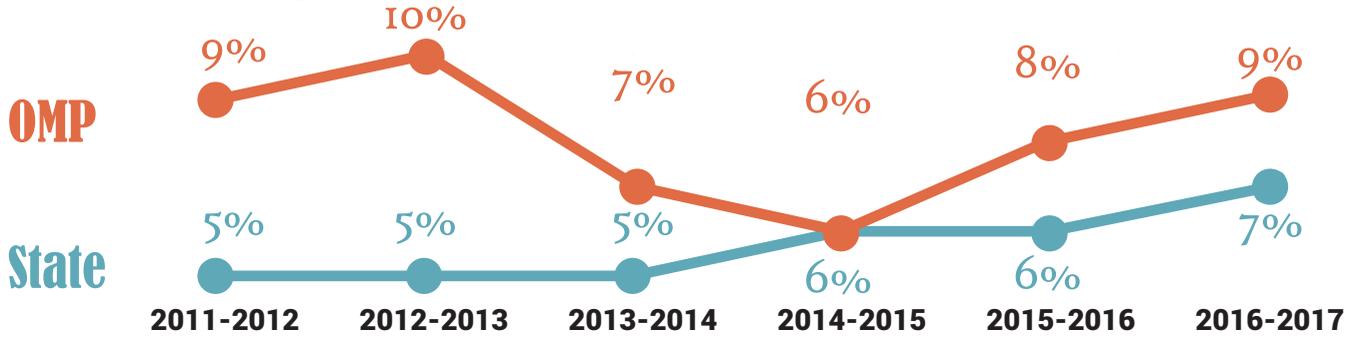
The figures below show the number of beginning teachers of color who were mentored in the ODE Mentoring Program. Five of the six years showed an increase in the number of beginning teachers of color. The percentage of beginning teachers of color has increased to **17%** in both 2015-2016 and 2016-2017. These percentages are compared to the **10%** of all teachers of color in Oregon in 2016, which includes the mentored beginning teachers.



\* 2016 Oregon Educator Equity Report (Chief Education Office)



# Number of Hispanic/Latino Mentored Teachers Increases



This graph shows the percentage of beginning teachers\*\* who have participated in the Oregon Mentoring Program (OMP) who are Hispanic/Latino compared to all Hispanic/Latino beginning teachers in Oregon. These percentages are based on increasing numbers of Hispanic/Latino beginning teachers who are participating in the OMP across the six years: **33** in 2011-2012; **40** in 2012-2013; **65** in 2013-2014; **64** in 2014-2015; **99** in 2015-2016 and **107** in 2016-2017. Five of the six years showed an increase in the number of Hispanic/Latino beginning teachers in the Oregon Mentoring Program.

## Administrators of Color in Oregon

2014-2017

In addition to beginning teachers, the Oregon Mentoring Program serves beginning administrators. Since 2014-15 the Oregon Mentoring Program has also reviewed the ethnicity of beginning administrators in the state compared to the beginning administrators being mentored. Consistently beginning administrators of color being mentored has had a higher percentage than administrators of color in the state.



\*\* Beginning teachers and administrators are defined as first year and second year educators.

# Mentoring Program Standard #4

This standard focuses on mentor roles and responsibilities. Quality mentoring programs use a formal, rigorous and timely process for recruiting, selecting and assigning mentors based on culturally responsive criteria consistent with the roles and responsibilities of mentoring (Std 4.1). Thoughtful selection of mentor/mentee partners that is reflective of cultural characteristics is an essential element of a highly effective mentoring program and important for retaining teachers of color.

★ [triwou.org/pages/show/oregon-mentoring-program-standards](http://triwou.org/pages/show/oregon-mentoring-program-standards)

## Oregon Mentoring Program

TRI - [triwou.org/centers/cepe/mentor](http://triwou.org/centers/cepe/mentor)

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ODE is required by law to allocate a portion of funding to evaluate the effectiveness of the mentoring program.



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