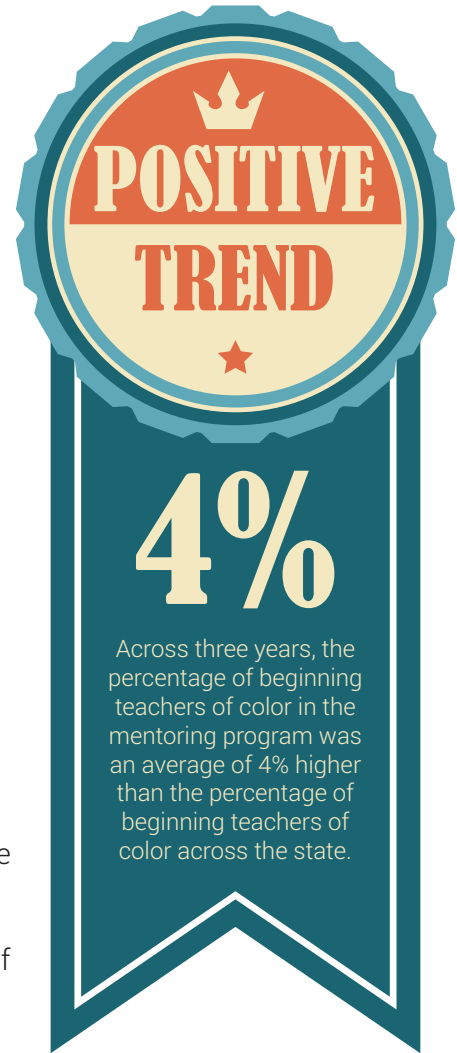


# Fast Facts

Ethnicity Information - March 2015



## 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 an effective teacher and administrator. The Beginning Teacher and Administrator Mentoring Program was established in Oregon through the passage of the 2007 Legislature's HB 2574 and then expanded in the 2013 legislative session with HB 3233 which established the Network for Quality Teaching and Learning. Individual and various consortia of school districts are funded by the Oregon Department of Education each year to establish and support evidence-based mentoring programs for beginning teachers and beginning administrators.

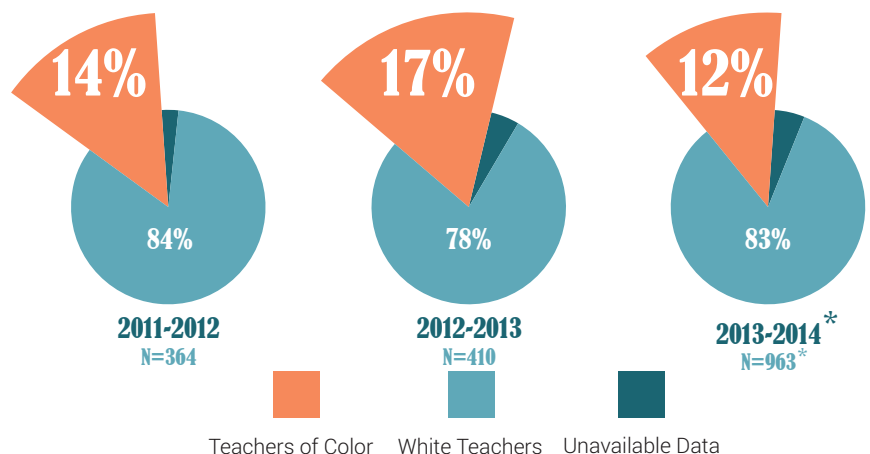
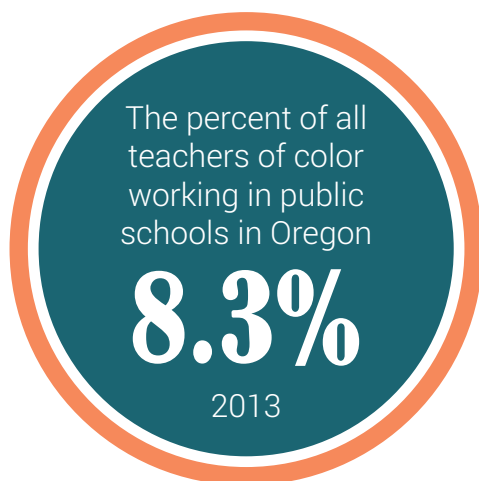
## Decreasing the Disparity

In 2013 Oregon strengthened its commitment to children and families by amending the Minority Teacher Act of 1991. Senate Bill 755 focused on the recruitment and retention teachers of color and teachers for whom their first language is not English. The goal of this commitment is to reduce the disparity by ensuring a larger percentage of teachers and administrators of color in the schools to better reflect the student population.

## Teachers of Color in Oregon

The figures below show the percentage of beginning teachers of color who were mentored in the ODE Mentoring Program. Each of the three years showed an **increase in the number** of beginning Teachers of Color: 2011-2012, **50** of the 364; 2012-2013, **71** of the 410; and 2013-2014, **114** of the 963. These percentages are compared to the 8.3% of all teachers of color in Oregon.

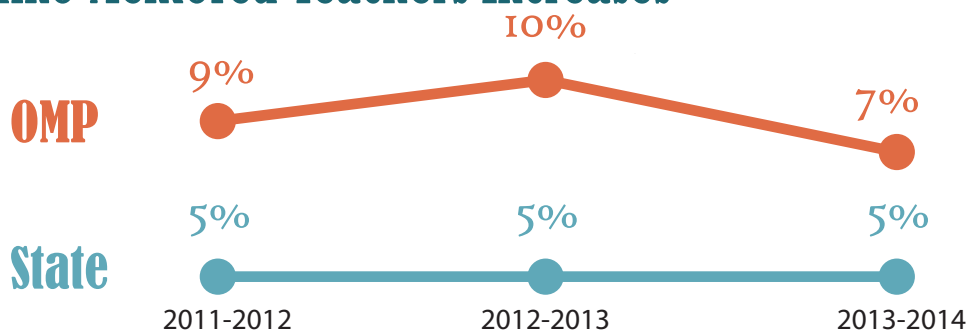
## Beginning Teachers Mentored in Oregon



\*It is important to note that there was also an increase in funding for mentoring during the 2013 legislative biennium.

## 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 across the three years. These percentages are based on increasing numbers of Hispanic/Latino beginning teachers who are participating in the OMP across the three years: **33** in 2011-2012; **40** in 2012-2013; and **65** in 2013-2014. These percentages are higher than the percentage of Hispanic/Latino beginning teachers across the state (5% each of those years).



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

## Administrators of Color in Oregon

2013-2014

In addition to beginning teachers, the Oregon Mentor Program serves beginning administrators. In 2013-14 20% of the 103 administrators in the mentoring program were administrators of color, which is a higher percentage than administrators of color in the state (12%).

In the State of Oregon,



of administrators who were mentored in the Oregon Mentoring Program were administrators of color.



of all administrators are administrators of color.

## About Fast Facts

Mentoring Fast Facts are based on data collected, summarized, and analyzed from various data sources including Oregon Department of Education data collections and annual surveys sent to the six groups involved with the school district mentoring programs: Beginning Teachers (BT), Beginning Teacher Mentors (BTM), Mentoring Site Administrators (SA), Beginning Administrators (BA), Beginning Administrator Mentors (BAM), and Local Education Agency Administrators (LEA).



## Oregon Mentoring Program

Fast Fact #2

<http://teachingresearchinstitute.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.

