



Oregon Teacher Standards and Practices Commission

Meeting Agenda

Tuesday, November 18, 2025

Mission: *To ensure Oregon schools have access to well trained, effective and accountable education professionals so all students have the opportunity to reach their full potential.*

Vision: *Enhance our ability to deliver our core services, while expanding our contributions to the development of a diverse educator community that meets the evolving needs of Oregon's schools, students and education professionals.*

Values: *The following principles guide and inform fulfillment of our Mission, Vision and daily responsibilities:*

- **Equity, diversity, and inclusion** for every group and individual
- **Academic excellence** at all levels
- **Respect** for all people
- **Equal access** to education and educational opportunities
- **Professional ethics and integrity**
- **Listening to education professionals and partners**
- **Advocating for education professionals and K-12 students**
- **Promoting safety and welfare** of the education community
- **Continual growth and development** of ourselves and those we serve
- **A comprehensive approach** to education that encompasses the social, emotional, academic, physical, and ethical needs of all students and their communities

Zoom Information for Virtual Participation: Place electronic devices on silent or vibrate during meeting. Please mute microphone when not speaking. Thank you.	
Topic	Tuesday, November 18, 2025, Commission Meeting to Consider Cases and Temporarily Amend 584-200-0125 Rule
Time	4:00 PM
Join Meeting	Virtual / Online
Join Meeting Zoom	https://us02web.zoom.us/j/82960124536?pwd=zcEyKsvkXZ9iQtkPY7bTK2Z5fl0m0B.1
Zoom Passcode	083529
Call in and additional information	

All times listed on the agenda are approximate.

The Commission reserves the right to rearrange the agenda, except for legally posted hearing times, to conduct Commission business expeditiously and efficiently.

Executive

Dr. Rae Ette Newman, Chair
Dr. Michelle York, Vice Chair
Jon Zwemke
Robert Waltenburg

Professional Practices

Jon Zwemke, Chair
Jessica Classen
Liliana Jimenez
Martha Gross
Dr. Francisco L. Atanes
Dr. Alfonso Garcia Arriola

Educator Preparation & Pathway Unit

Dr. Michelle York, Chair
Dr. Carrie Kondor
Helen Ying
Gary Roberts
Vacant

Licensure

Robert Waltenburg, Chair
Catherine Cox
Vacant
Mary Hofer
Vacant

1. The meeting location is accessible to persons with disabilities. For questions about accessibility or to request an accommodation, please contact Heidi Reinhardt Heidi.REINHARDT@tspsc.oregon.gov **at least 48 hours before the meeting** ORS 192.630((5)(b)).

2. **Executive**

Dr. Rae Ette Newman, Chair
Dr. Michelle York, Vice Chair
Jon Zwemke
Robert Waltenburg

3. **Educator Preparation & Pathway Unit**

Dr. Michelle York, Chair
Dr. Carrie Kondor
Vacant
Gary Roberts
Vacant

4. **Professional Practices**

Jon Zwemke, Chair
Jessica Classen
Liliana Jimenez
Martha Gross
Dr. Francisco L. Atanes
Dr. Alfonso Garcia Arriola

5. **Licensure**

Robert Waltenburg, Chair
Vacant
Vacant
Mary Hofer
Vacant

6. **Tuesday, November 18, 2025**

4:00-4:30 p.m.

RULES

- 6.1. Temporarily Amend 584-200-0125 Oregon License Expense Program.
Patrick Sieng

Action Item: Temporarily Amend 584-200-0125 Oregon License Expense Program.

6.2. Adopt 584-430-0300 (Admin Literacy: Program Standards).

Patrick Sieng

Action Item: Adopt 584-430-0300 (Admin Literacy: Program Standards).

7. **EXECUTIVE SESSION**

4:30-6:30 p.m.

PROFESSIONAL PRACTICES HEARINGS, INVESTIGATION MATTERS AND INVESTIGATION REPORTS (EXECUTIVE SESSION)

Jon Zwemke, Professional Practices Chair

Discussion:

1. Receiving and discussing preliminary investigation reports on complaints and charges against licensed educators; ORS 192.660(2)(f)
2. Taking action to dismiss the complaint or to charge the educator; ORS 192.660(2)(f)
3. Deliberating the hearing record in disciplinary proceedings; ORS 192.660(2)(f)

7.1. Confidential Agenda

- 7.1.1. 20.1 APPLICATIONS FOR REINSTATEMENT
- 7.1.2. 20.2 PRELIMINARY INVESTIGATION REPORTS RECOMMENDING ACTION TO DISMISS
- 7.1.3. 20.3 PRELIMINARY REPORTS RECOMMENDING NO FURTHER ACTION
- 7.1.4. 20.4 PRELIMINARY INVESTIGATION REPORTS RECOMMENDING ACTION TO CHARGE
 - 7.1.4.1. 20.4a. PRELIMINARY INVESTIGATION REPORTS RECOMMENDING ACTION TO CHARGE
Sexual Conduct Cases (ORS 339.390) – Director Recommendation – Substantiated
 - 7.1.4.2. 20.4b PRELIMINARY INVESTIGATION REPORTS RECOMMENDING ACTION TO CHARGE - All other Case Types (including cases with unsubstantiated sexual conduct)
- 7.1.5. 20.5 CASES TO DISCUSS WITH THE COMMISSION
- 7.1.6. 20.6 CONSIDERATION OF OTHER DISCIPLINE ISSUES
Chair Jon Zwemke
- 7.1.7. 20.7 CONSIDERATION OF AMENDED NOTICES OF HEARING TO CHARGE
- 7.1.8. 20.8 STIPULATED ORDERS
- 7.1.9. 20.9 LETTERS OF INFORMAL REPROVAL
- 7.1.10. 20.10 MANDATORY REVOCATIONS (Information Only)
 - 7.1.10.1. 20.10a Sexual Conduct Cases- Substantiated
 - 7.1.10.2. 20.10b All other case types (unsubstantiated)
- 7.1.11. 20.11 INFORMATION ONLY

8. **COMMISSION CONSIDERATION OF PROFESSIONAL PRACTICES ACTIONS**

6:30-6:45 p.m.

PUBLIC SESSION

Jon Zwemke, Professional Practices Chair

Action Item: Stipulated Final Orders

Action Item: Adopt Consent Agenda

8.1. **Professional Practices Consent Agenda (PUBLIC SESSION)**

Jon Zwemke, Professional Practices Chair

Action Item: Professional Practices Consent Agenda
Adoption

9. **ADJOURNMENT**

7:00 p.m.

Dr. Rae Ette Newman

ITEM: 28.6. Temporarily Amend 584-200-0125 Oregon License Expense Reimbursement Program

ACTION: **ACTION ITEM**

RECOMMENDATION: The Executive Director recommends adoption of the following resolution:

RESOLVED, that OAR 584-200-0125 is temporarily amended effective November 1, 2025.

INFORMATION: Due to budgetary delays, a 90-day extension for submitting reimbursement requests will be temporarily adopted.

Program Area	Type of Change	Rule Number	Rule Title	Summary of Change	Public Comment
Licensure	Amend (temporary)	584-200-0135	Oregon License Expense Reimbursement Program	A 90-day extension for submitting reimbursement is needed due to budgetary delays	N/A

Attachments

None

ITEM: 28.1. Adopt 584-430-0300 Admin Literacy: Program Standards

ACTION: **ACTION ITEM**

RECOMMENDATION: The Executive Director recommends adoption of the following resolution:

RESOLVED, that OAR 584-430-0300 is adopted effective November 1, 2025.

INFORMATION: In July of 2024 the TSPC adopted early literacy standards recommended by the Governor appointed Early Literacy Educator Preparation Council. At that time it was recommended TSPC review the standards and revise to ensure grammatical consistency and parallel structure, to clarify language to support measurement of candidate outcomes, and to consider other logistical aspects of the standards as adopted. A number of individuals and work groups have been involved in supporting the revision of the standards. One of the recommendations was to move the references to administrator roles and responsibilities relating to early literacy from the Teacher Preparation Standards (Division 420) to the Administrator Preparation Standards (Division 430). A work group made up of representatives from EPPs supporting administrator preparation programs met several times to develop and edit these administrator standards supporting early literacy and present this draft.

The Rules Advisory Committee was consulted on July 16, 2025.

Notices to Interested Parties and Legislators were sent on September 4, 2025.

A Public Hearing was held on September 9, 2025, and there were no public comments submitted.

Program Area	Type of Change	Rule Number	Rule Title	Summary of Change	Public Comment
EPP	Adopt (permanent)	584-430-0300	Admin Literacy: Program Standards	Implements admin literacy program standards developed by the Early Literacy Educator Preparation Council	None

Attachments

Secretary of State Notice of Proposed Rulemaking

OFFICE OF THE SECRETARY OF STATE
TOBIAS READ
SECRETARY OF STATE

MICHAEL KAPLAN
DEPUTY SECRETARY OF STATE



ARCHIVES DIVISION
STEPHANIE CLARK
DIRECTOR

800 SUMMER STREET NE
SALEM, OR 97310
503-373-0701

NOTICE OF PROPOSED RULEMAKING
INCLUDING STATEMENT OF NEED & FISCAL IMPACT

CHAPTER 584
TEACHER STANDARDS AND PRACTICES COMMISSION

FILED
07/31/2025 10:00 AM
ARCHIVES DIVISION
SECRETARY OF STATE

FILING CAPTION: Adopt 584-430-0300 (Administrator Literacy: Program Standards)

LAST DAY AND TIME TO OFFER COMMENT TO AGENCY: 09/09/2025 5:00 PM

The Agency requests public comment on whether other options should be considered for achieving the rule's substantive goals while reducing negative economic impact of the rule on business.

CONTACT: Patrick Sieng
503-480-9282
patrick.sieng@tspc.oregon.gov

250 Division St NE
Salem, OR 97301

Filed By:
Patrick Sieng
Rules Coordinator

HEARING(S)

Auxiliary aids for persons with disabilities are available upon advance request. Notify the contact listed above.

DATE: 09/09/2025

TIME: 2:00 PM

OFFICER: Patrick Sieng

REMOTE HEARING DETAILS

MEETING URL: [Click here to join the meeting](#)

PHONE NUMBER: 503-446-4951

CONFERENCE ID: 841607833

NEED FOR THE RULE(S)

In July of 2024 the TSPC adopted early literacy standards recommended by the Governor appointed Early Literacy Educator Preparation Council. At that time it was recommended TSPC review the standards and revise to ensure grammatical consistency and parallel structure, to clarify language to support measurement of candidate outcomes, and to consider other logistical aspects of the standards as adopted. A number of individuals and work groups have been involved in supporting the revision of the standards.

One of the recommendations was to move the references to administrator roles and responsibilities relating to early literacy from the Teacher Preparation Standards (Division 420) to the Administrator Preparation Standards (Division 430). A work group made up of representatives from EPPs supporting administrator preparation programs met several times to develop and edit these administrator standards supporting early literacy and present this draft.

DOCUMENTS RELIED UPON, AND WHERE THEY ARE AVAILABLE

Strengthening Literacy Preparation and Support for Oregon's Educators -

<https://www.oregon.gov/gov/policies/Documents/Early%20Literacy%20Educator%20Preparation%20Council%20Final%20Report.pdf>

STATEMENT IDENTIFYING HOW ADOPTION OF RULE(S) WILL AFFECT RACIAL EQUITY IN THIS STATE

none

FISCAL AND ECONOMIC IMPACT:

none

COST OF COMPLIANCE:

(1) Identify any state agencies, units of local government, and members of the public likely to be economically affected by the rule(s). (2) Effect on Small Businesses: (a) Estimate the number and type of small businesses subject to the rule(s); (b) Describe the expected reporting, recordkeeping and administrative activities and cost required to comply with the rule(s); (c) Estimate the cost of professional services, equipment supplies, labor and increased administration required to comply with the rule(s).

none

DESCRIBE HOW SMALL BUSINESSES WERE INVOLVED IN THE DEVELOPMENT OF THESE RULE(S):

none

WAS AN ADMINISTRATIVE RULE ADVISORY COMMITTEE CONSULTED? YES

ADOPT: 584-430-0300

RULE SUMMARY: In July of 2024 the TSPC adopted early literacy standards recommended by the Governor appointed Early Literacy Educator Preparation Council. At that time it was recommended TSPC review the standards and revise to ensure grammatical consistency and parallel structure, to clarify language to support measurement of candidate outcomes, and to consider other logistical aspects of the standards as adopted. A number of individuals and work groups have been involved in supporting the revision of the standards.

One of the recommendations was to move the references to administrator roles and responsibilities relating to early literacy from the Teacher Preparation Standards (Division 420) to the Administrator Preparation Standards (Division 430). A work group made up of representatives from EPPs supporting administrator preparation programs met several times to develop and edit these administrator standards supporting early literacy and present this draft.

CHANGES TO RULE:

584-430-0300

Administrator Literacy: Program Standards

(1) Purpose: These standards are designed to guide the preparation of administrators in evidence-based literacy leadership practices. Aligned with Oregon law (ORS 342.147), these standards ensure that educator preparation programs equip administrators with the knowledge and skills to support high-quality literacy instruction, promote reading proficiency in the early grades and beyond, and lead school and district-wide efforts to improve literacy outcomes. Teacher candidates must demonstrate instructional competencies, administrators are expected to develop, within their context, the capacity to recognize effective literacy instruction, provide coaching and feedback, and foster a culture of literacy.¶

(2) Scope: The requirements for instruction on Administrator Literacy: Program Standards apply to Oregon EPPs preparing candidates for:¶

(a) Principal License¶

(b) Professional Administrator License¶

(3) Standard 1: Foundational Knowledge of Evidence-Based Literacy Instruction: The Educator Preparation Provider (EPP) will ensure that candidates understand and demonstrate the capacity to support evidence-based literacy instruction, including the cognitive, linguistic, cultural, and social foundations of language and literacy, and apply this knowledge to improve outcomes for all learners including:¶

(a) Understand foundational literacy skills (e.g., phonological and phonemic awareness, phonics, vocabulary,

fluency, and comprehension) and their application in diverse school contexts.¶

(b) Examine and learn to promote explicit, systematic, and culturally responsive instruction in oral language development and writing.¶

(c) Analyze major theoretical models or evidence-based practices including, but not limited to, those referenced in the Oregon Early Literacy Framework and apply them to literacy decision-making.¶

(4) Standard 2: Curriculum, Instruction, Assessment, and Evaluation: The Educator Preparation Provider (EPP) will ensure that candidates understand and demonstrate the capacity to lead the development, implementation, and evaluation of evidence-based, culturally and linguistically responsive literacy instruction aligned with state and federal policy, including the ability to:¶

(a) Demonstrate the knowledge and understanding of core, supplemental, and intervention literacy materials and the process for selecting materials that align with state standards and reflect the diversity of Oregon learners.¶

(b) Recognize reading difficulties across a continuum of severity and understand how to align instruction, resources, and interventions accordingly.¶

(c) Coach and effectively evaluate educators in their literacy instruction including the appropriate use of disaggregated data to monitor instructional impact and promote continuous improvement.¶

(d) Facilitate equitable assessment practices, including the use of valid, reliable, and bias-free literacy assessments.¶

(e) Prepare candidates to understand and apply relevant policies, laws, and operational systems that impact literacy programming.¶

(5) Standard 3: Literacy Leadership and Professional Learning: The Educator Preparation Provider (EPP) will ensure that candidates understand and demonstrate the capacity to foster a culture of literacy, support ongoing professional learning, and implement policies that promote equitable opportunities to learn and literacy outcomes, including:¶

(a) Design, coordinate, and/or organize job-embedded professional learning aligned with evidence-based literacy instruction.¶

(b) Lead collaborative data cycle review, coaching, and reflective practices that strengthen literacy instruction.

Statutory/Other Authority: Executive Order 23-12, House Bill 3198 (2023)

Statutes/Other Implemented: Executive Order 23-12, House Bill 3198 (2023)