



KATE BROWN  
Governor

December 7, 2017

Dear Oregon Educator:

As an educator, you are a critical link to student success. I value your voice and want to ensure that you are both heard and supported in your work. To help achieve that goal, I would love to hear feedback on the conditions of teaching and learning through an anonymous survey.

In 2016, more than 18,000 educators responded to the Oregon Teaching, Empowering, Leading, and Learning (TELL) Survey. It provided critical baseline information to help us shape education policy and consider strategies to address key educator priorities. Survey results were used at the school, district, and state level and by the Governor's Council on Educator Advancement to advance policies and practices that ensure more equitable access to high quality professional learning, support our educator workforce, and elevate teacher voice in decision making.

Involving teachers in human resources and other improvement efforts drives higher school achievement. As recommended in Oregon's Every Student Succeeds Act (ESSA) plan, TELL data will be used to develop more robust human capital and talent management (i.e. recruitment, hiring, retention) strategies that reflect educators' perceptions of teaching and working conditions. In a 2017 study of more than 900,000 TELL respondents in 16 states, Richard Ingersoll found schools with higher levels of both instructional leadership and teacher leadership have greater student performance.

There is more we can do to support you, and your feedback is essential to our ability to monitor and improve teaching and learning conditions. I am pleased to announce that Oregon will launch the third TELL Survey in February 2018 for teachers and school-based administrators. Your school principal and association leaders will review the process and key dates for the survey with you in January 2018.

We want to hear from you. When the time comes, please share your perspective to help us ensure that we can best support you, and set the stage for success for Oregon students

Sincerely,

Governor Kate Brown

