

Louisiana Believes

2018 Workforce Data March Collaborations

Agenda

- Review action steps taken last year (10 min.)
- Share updates to workforce data (5 min.)
- Deep dive into new data in secure site (25 min.)
- Discuss action steps for this year (5 min.)
- Reflect and discuss next steps (15 min.)

Action Steps from 2017

With the release of the 2016-2017 Educator Workforce Reports, network leaders and their teams met with each school system to discuss their data and determine 1-2 key action steps that would help meet their workforce needs.

A document was provided to guide these conversations, by posing critical questions for school systems to think about and answer as they reviewed their data.

These conversations and decisions were documented in the tracker.

Action Steps from 2017

LEA Name	Workforce reports next steps determined by districts
Allen	1. Ensure principals use TSGD data to make informed decisions about staffing for SY 17-18 2. Attract, train, and retain more certified teachers in the areas of math, science and social studies 3. Pursue teacher incentives and establish Pipeline person through TIF grant
Avoyelles	1. Ensure principals use TSGD data to make informed decisions about staffing for SY 17-18 2. Expand Partnership with LSUA to encourage resident teachers and broaden the scope of that program 3. Pursue teacher incentives and establish Pipeline person through TIF grant
Bienville	1. Ensure principals use TSGD data for staffing decisions in 2017-18 2. Ensure principals have conversations around TSGD with teachers 3. Revisit benchmark assessments in order to ensure they are aligned with the standards (especially in science and social studies)

Most districts indicated using **teacher effectiveness data as a key factor in making decisions** to address workforce needs.

Connecting with providers to form strategic partnerships were also among the top action steps indicated by districts.

Action Steps from 2017



36 school systems stated that they would establish or expand partnerships with providers to get residents placed in their schools.

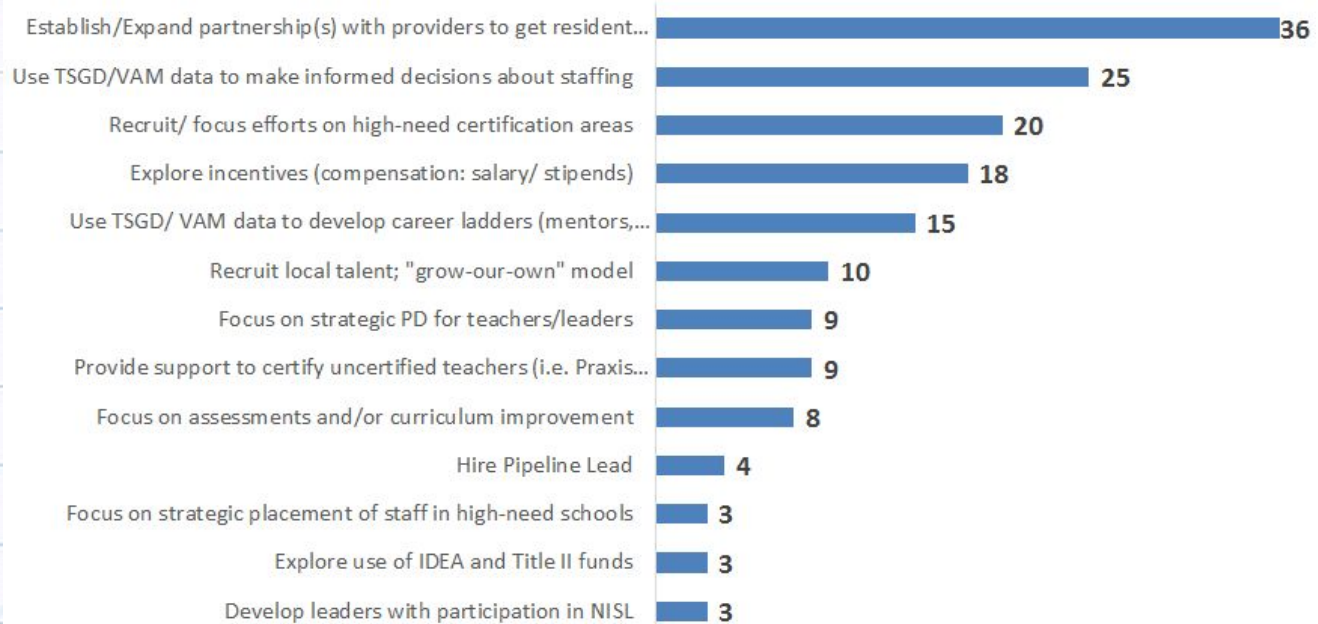
- *How successful has your school system been with getting an MOU in place with providers?*
- *What have been some of the greatest challenges?*

25 school systems indicated they would use teacher effectiveness data to make staffing decisions and create career ladders.

- *What were some of the most impactful changes your district made with this data?*
- *What have been some of the greatest challenges?*

Action Steps from 2017

Frequency of Action-Steps Indicated by Districts to Address Workforce Needs



Workforce Data Updates

2018 Workforce Data Updates

Based on feedback, a number of updates have been made to the workforce data.

UPDATES
Updated SPED methodology
More school-level and teacher-level data in secure site
Performance and Demand Pay
Tenure data includes information about those who earned before and after 2012

2018 Workforce Data Updates

The 2018 workforce data will be released in the secure site in March.

March 12:

- Overview
- Evaluating Results
- Recruiting & Hiring

April:

- Retention, Promotion, & Granting Tenure
- Compensation
- Equity

Review Workforce Data

Review Workforce Data

Tour *Example Parish* in secure site.

<https://louisianaschools.info/>

Using the discussion guide review the workforce data for the school system you chose to focus on.

- *Where is your school system having the greatest challenge?*
- *What are the 1-2 action steps your school system should take to address workforce needs?*
- *Does your school system have a partnership with a preparation partner that seems to meet their workforce needs?*

Action Steps for 2018

Action Steps



2018-2019 Grant Application

Teacher Pipeline: *(required)* The school system establishes formal teacher preparation partnerships to place teacher residents that will meet the specific workforce needs of the identified schools.

TEAM
March

DATA
March - May

ACTION
March - July

PARTNERSHIP
March - July

Who in your school system should be included on the team charged with making critical decisions related to addressing your workforce needs and building a strong talent pipeline?

Based on your workforce data, what are the highest priority workforce needs? What are the greatest challenges/successes you've experienced in placing appropriately certified and trained teachers in every class?

Considering our highest priority workforce needs, what are 1-2 key action steps we can take to address our workforce needs for the short- and long-term?

Do we have a formal partnership (demonstrated by an MOU) with a preparation provider that addresses our specific workforce needs? What supports are needed to establish or improve our partnership?

Next Steps

Next Steps

TIMELINE

March - July:

1. What are the key staffing decisions that need to be made this spring and summer to ensure all schools are adequately staffed for the 2018-2019 academic year?
2. Based on our 2018 workforce data, what are our **highest priority workforce needs**?
3. How can a **partnership with a preparation provider** be established or improved to address our workforce needs and build a strong talent pipeline for our school system?

August - December:

1. How will we use our workforce data to build a strong **school redesign grant application** to meet the needs of our schools requiring a comprehensive or urgent intervention plan?