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Workforce Reporting: Dashboard Best Practices

Presenter: Emily Smiley

Objectives

Participants will be able to…

- Discuss the importance of the shift from a static report to a live dashboard.
- Connect workforce data on the dashboard to real-world needs.
- Offer feedback on workforce reporting needs for future releases.

Agenda

- Understanding the Shift
- Identifying How to Make Workforce Data Work for You
- Connecting Your Needs to the Dashboard
  - Walking through the Dashboard
- Offering Feedback: Leadership Workshop

Before We Start…

- **Think & Add to Chat:** Given the current climate in education, why is access to current workforce data important in your role?

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Workforce Reporting:
Understanding the Shift to a Live Dashboard

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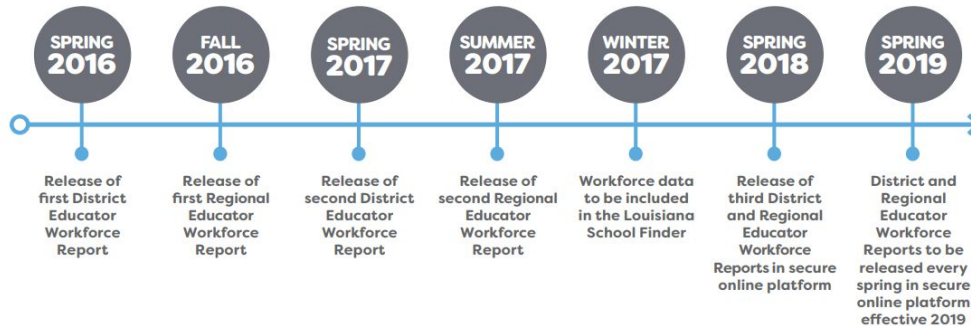
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Background of Educator Workforce Reporting

History of Workforce Reports:

WHAT ARE EDUCATOR WORKFORCE REPORTS?

The district educator workforce report was developed to inform school system leaders' educator workforce decisions by providing a rich field of data. The report contains data relative to educator recruitment, promotion, compensation, and placement.

The regional educator workforce report aggregates much of the district-level data to inform partnerships between district leaders and preparation providers, who have been able to make informed decisions around preparing, supporting, and retaining strong teachers and leaders.

SPRING 2016	FALL 2016	SPRING 2017	SUMMER 2017	WINTER 2017	SPRING 2018	SPRING 2019
Release of first District Educator Workforce Report	Release of first Regional Educator Workforce Report	Release of second District Educator Workforce Report	Release of second Regional Educator Workforce Report	Workforce data to be included in the Louisiana School Finder	Release of third District and Regional Educator Workforce Reports in secure online platform	District and Regional Educator Workforce Reports to be released every spring in secure online platform effective 2019

Future of Workforce Reports:

ed link

- Live, real-time data
- Continued snapshots
- Leaders have instant access to data

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Workforce Data

The Learning Policy Institute studied teacher retention and perennial staffing difficulties to identify promising practices to address these educator workforce needs. Their research points to the strategies below as key to building a strong and stable teacher workforce, in order to:

- use data to understand current needs and project future needs,
- build partnerships with preparation providers to meet short- and long-term workforce needs,
- establish career ladders to retain their most effective teachers, and
- implement support structures, including mentoring, for new teachers and leaders.

The new Educator Workforce dashboard on EdLink 360 will support systems and schools with up-to-date data, rather than relying on annually reported data from the previous school year.

Source: Learning Policy Institute

Identifying How to Make Workforce Data Work for You

Workforce Planning Questions

The Workforce Reporting dashboard supports leaders through considering four strategic questions to identify actions steps that will address their workforce needs:

1. Are we hiring teachers in the certification areas and schools with the greatest needs?
2. Do we have a partnership with a teacher preparation provider that addresses our workforce needs?
3. Does our system have a sufficient number of trained mentor teachers and content leaders to support new teachers?
4. Do we have a performance and demand pay structure in place to incentivize and reward our teachers?
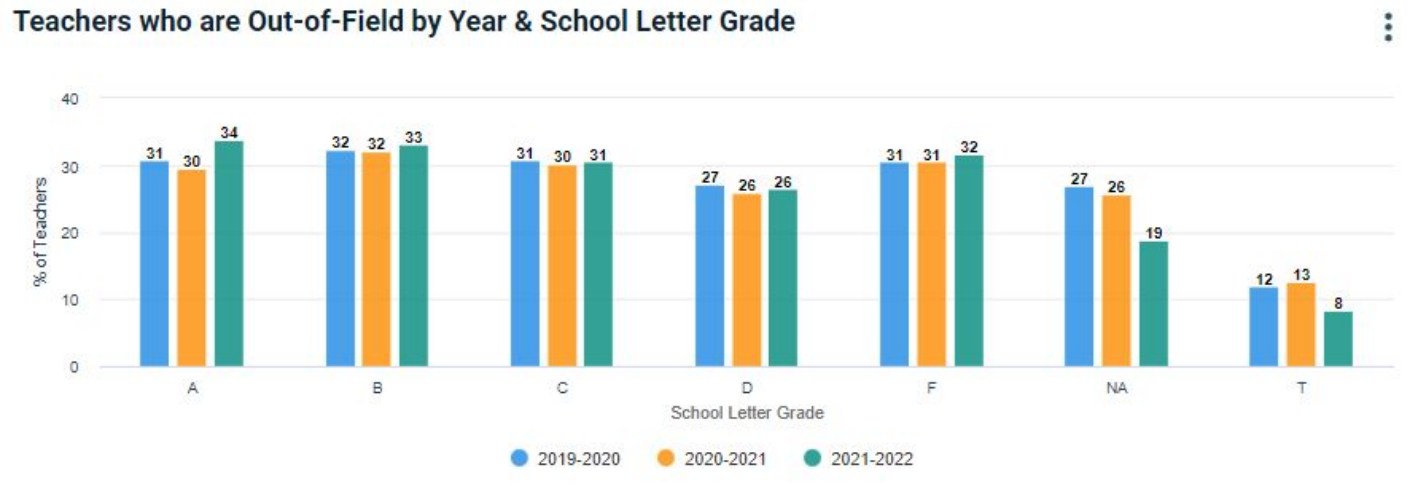
Connecting Your Needs to the Dashboard: Walking through the Dashboard

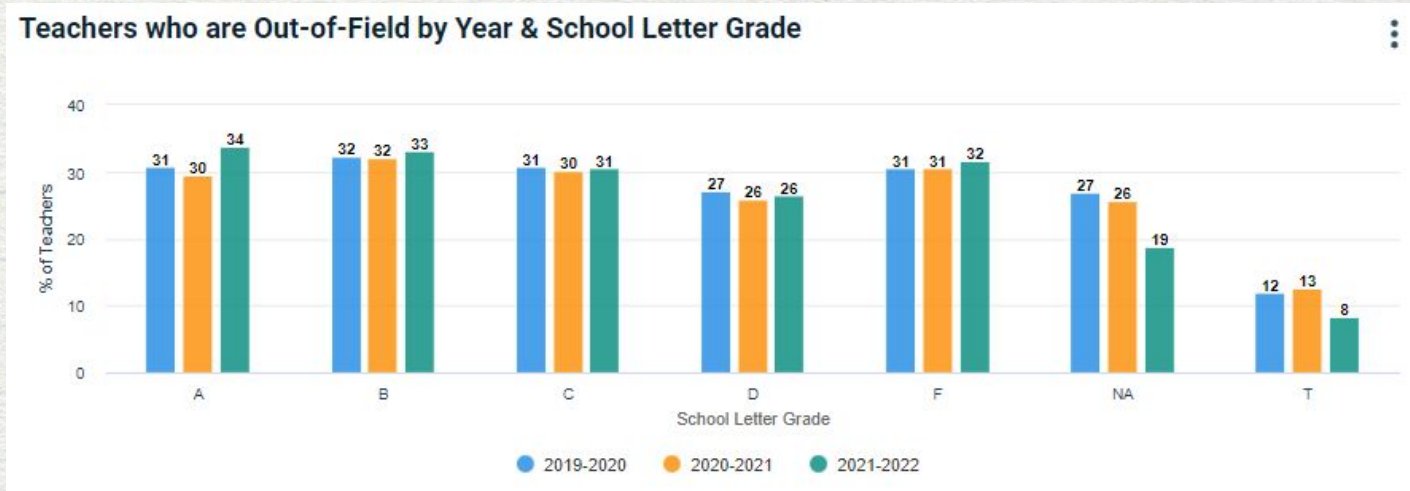# Using the Dashboard with Workforce Planning Questions

Workforce Planning Question 1:

Are we hiring teachers in the certification areas and schools with the greatest needs?

Teachers who are Out-of-Field by Year & School Letter Grade

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Teachers who are Out-of-Field by Year & School Letter Grade

Using the Dashboard with Workforce Planning Questions

Workforce Planning Question 2:

Do we have a partnership with a teacher preparation provider that addresses our workforce needs?
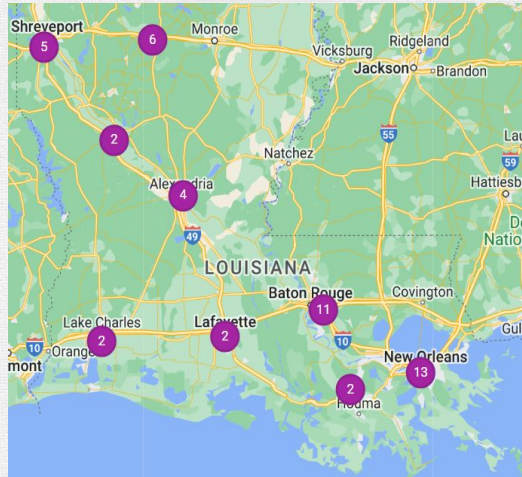
How can the **Louisiana Teacher Prep** site help with this?

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Using the Dashboard with Workforce Planning Questions

Workforce Planning Question 3:

Does our district have a sufficient number of trained mentor teachers and content leaders to support new teachers?
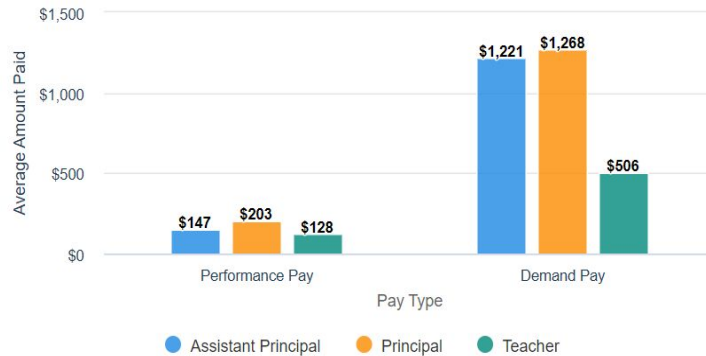
- Approved Mentor and Content Leader Training Provider List
- Mentor Certification Requirements
- Content Leader Certification Requirements
- Email believeandprepare@la.gov for an up-to-date list of Mentor Teachers & Content Leaders.

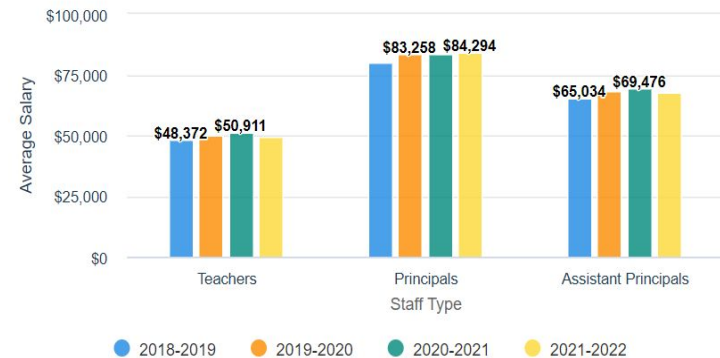# Using the Dashboard with Workforce Planning Questions

Workforce Planning Question 4:

Do we have a performance and demand pay structure in place to incentivize and reward our teachers?

What is the average performance and demand pay for our teachers?

Average Amount Paid vs Pay Type

Performance Pay: $147, $203, $128
Demand Pay: $1,221, $1,268, $506

Legend: ● Assistant Principal ● Principal ● Teacher

How has the average salary of our teachers and leaders changed over time?

Average Salary vs Staff Type

Teachers: $48,372, $50,911
Principals: $83,258, $84,294
Assistant Principals: $65,034, $69,476

Legend: ● 2018-2019 ● 2019-2020 ● 2020-2021 ● 2021-2022

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# Using the Dashboard with Workforce Planning Questions

Workforce Planning Question 4:

Do we have a performance and demand pay structure in place to incentivize and reward our teachers?

DEMAND_SALARY_AMOUNT	NUMERIC	10		N	Used to indicate the total amount paid to an employee based on the demand-based compensation requirements outlined in revised statute 17:418 (Salaries; teachers and other school employees). The amount awarded is based on the demand-based position held by the employee during the current academic year. The performance-based pay amount may be part of the total salary amount.
PERFORMANCE_SALARY_AMOUNT	NUMERIC	10		N	Used to indicate the total amount paid to an employee based on the performance-based compensation requirements outlined in revised statute 17:418 (Salaries; teachers and other school employees). The amount awarded is based on the employee's effectiveness rating in the previous academic year(s). The performance-based pay amount may be part of the total salary amount.

Statute 17:418

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Walking Through the Graphs

Let's take a tour!
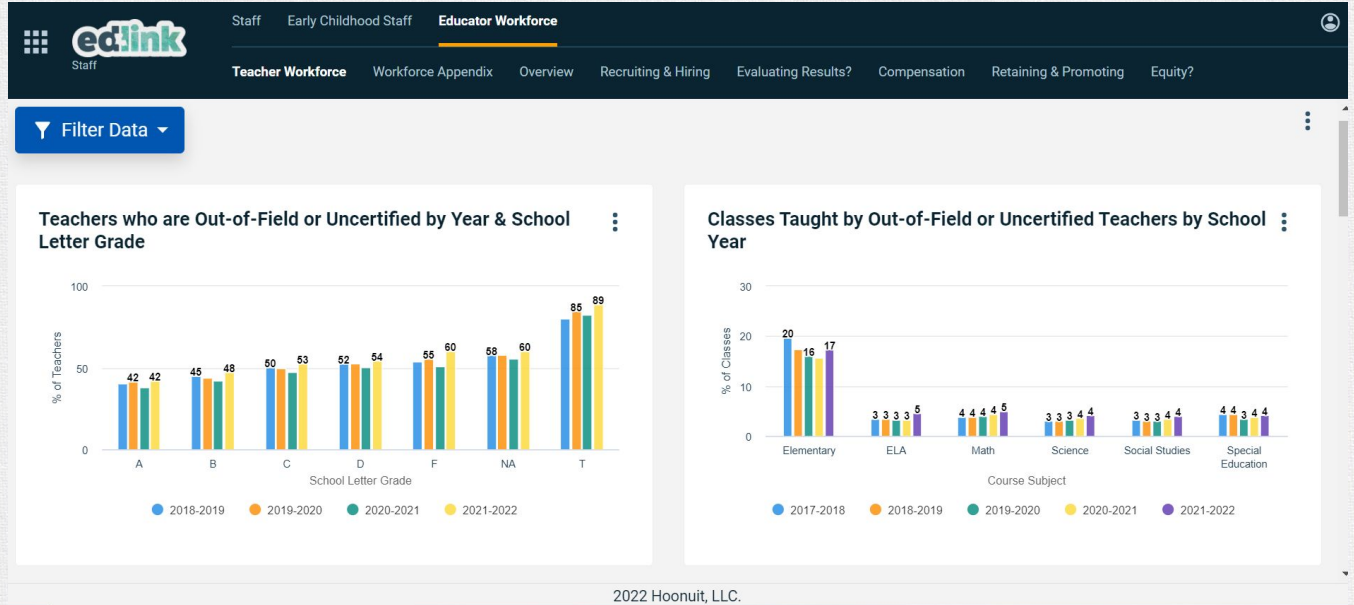
Leadership Focus Group

Offering Feedback: Gaining Context

Gaining Context:

- Statewide, an average of 11 percent of the teacher workforce exits each year. The departure rates have stabilized since 2013; however, there has been a decrease in the total teacher workforce and the number of teachers completing a teacher preparation program.

Total Number of Completers from Education Preparation Programs 2019-2022

	2019	2020	2021	2022
Traditional		828	780	784
Alternate	470	366	358	254
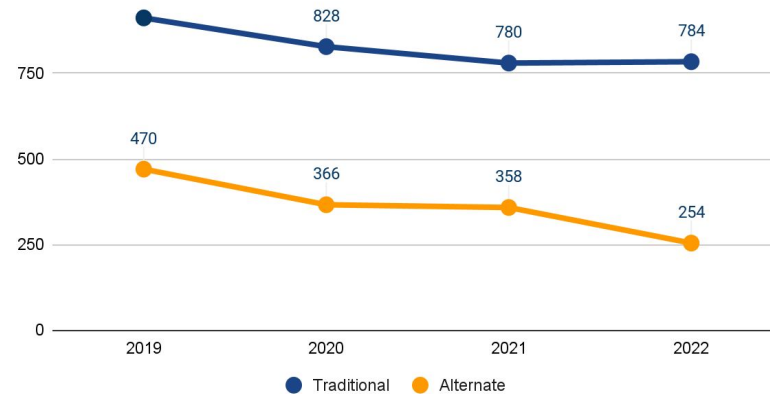
Offering Feedback: Gaining Context

Gaining Context:
- Additionally, an increasing trend is emerging in the number of out-of-field and uncertified teachers. This shows that there is a challenge in hiring teachers who have been prepared in the area they are teaching.
- In order to adequately address the teacher shortage problem, we need a robust system of collecting system and school level data in real-time. By having a workforce reporting system that is live, school systems will be able to answer the workforce planning questions as frequently as they need to and make decisions to address the needs of their schools and system.

Offering Feedback

1. Take some time to generate as many answers as possible to the questions below:
   a. What are possible workforce dashboard uses for your workflow?
   b. How can you use this dashboard to provide for equitable access to effective educators for all students?
   c. What are your "glows" about the Dashboard so far?
   d. Based on the Workforce Planning Questions and current staffing/planning needs, what are your "grows" for the Dashboard (what data is still needed)?

Exit Survey

Please take a moment to complete this exit survey which will guide our planning for Workforce Reporting as we move forward.

Link: https://forms.gle/PAZPf9w2XKbjRpzu7

Or, scan with your phone:

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For questions:

Emily Smiley: emily.smiley@la.gov