Believes

Workforce Reporting: Welcome to EdLink 360

Presenter: Emily Smiley

Objectives

Participants will be able to:

- Discuss the shift from a static workforce report to a live workforce dashboard
- Identify the steps in locating the educator workforce dashboard
- Align workforce planning needs with available educator workforce graphs

Agenda

- Reflection: Think & Share
- Creating a Common Language
- Shifting From an Annual Report to a Live Dashboard
- Learning How Data Teams Have Been Preparing
- Requesting Access to EdLink
- Understanding Permission Levels
- Accessing the Dashboard
- Working Through Graph Basics
- FAQs

Believes

Before We Start…

- **Think**: For what purposes have you used Workforce Reports for in the past? From your experience, consider one glow and one grow.
- **Share**: In the chat, share at least one thought from above.

Believes

Creating a Common Language

Common Language/Terms to Know

- **Application Systems:** Systems that are used for data reporting that are accessed through specific portals
- **Legacy Application Systems:** Beginning with the 2021-2022 school year, application systems that are being replaced by EdLink 360
- **Data Management FTP (DM FTP):** The secure site used by LDOE to provide data, reports, etc. for distribution to Superintendents, Accountability, Assessment, Child Welfare & Attendance and other school system staff
- **Data Warehouse (EdLink 360):** Consolidated system used for reporting and data analytics; multiple data sources in one location that can be connected for reporting
- **EdLink Security:** The process used to establish access to EdLink based on user roles and permissions

Common Language/Terms to Know

- **Static vs. Live Reporting:** identifies how current data in the report may be
    - **Static reporting:** static reports are published based on identified reporting dates; the data is not updated once the report is published
    - **Live Reporting:** the EdLink 360 Dashboard can be updated as often as daily; therefore this data is "living" in that it updates as often as data managers input data
- **Real-time:** another way of referring to live data (e.g., Dashboard data)
- **Snapshot:** another way of referring to static data (e.g., October 1 data snapshot)
    - Refers to MFP data; will be released later this year

Shifting From an Annual Report to a Live Dashboard

Believes

Shifting to a Live Dashboard: 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 district 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?

Shifting to a Live Dashboard

Various reporting systems, some dating back decades, have been used for the reporting of various types of K-12 and early childhood data.

Examples:

- School Facility & School Validation Systems
  - e.g., Sponsor Site System (SPS); Annual Financial Report (AFR); Curriculum System (CUR)
- Student Systems
  - e.g., Student Information System (SIS); Special Education Reporting (SER)
- Staff Systems
  - e.g., Profile of Educational Personnel (PEP); Teacher Certification Suite (TCMS)

Shifting to a Live Dashboard

- Workforce Reports began as a published annual report in 2016
  - These annual reports were static and focused on data from the October 1 count date.
  - The educator workforce reports were developed to inform school system-level leaders' and school-level leaders' educator workforce decisions by providing a rich field of data.
  - The reports contain data relative to educator recruitment, promotion, compensation, and placement.
- Beginning in early summer 2022, the Workforce Report will now be released as a living dashboard, offering real-time data to system and school leaders.

Shifting to a Living Dashboard

EdLink 360 is the Department's new education data warehouse that revolutionizes the way users access and interact with data.

ed·link

CORE VALUES

Our goal is to revolutionize the way we use data to support students and families.

WE BELIEVE:

Data is the most powerful member of any team.

Data is for everyone.

Data is a critical asset that requires investment and protection.

There is a simple and elegant solution to every problem.

Shifting to a Live Dashboard

EdLink is the Department's new education data warehouse and transactional system platform that revolutionizes the way users access and interact with data.

- Data collected in too many places
- Simple reporting and research were difficult
- The school and facility-level staff had little interaction with workforce data

→
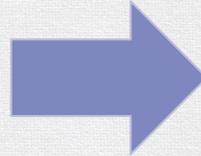
- Improves overall usability
- Consolidates data in one place
- Reduces multiple logins
- Builds a data warehouse with meaningful visualizations and comprehensive reporting

Believes

Shifting to a Live Dashboard

- Flow of data:
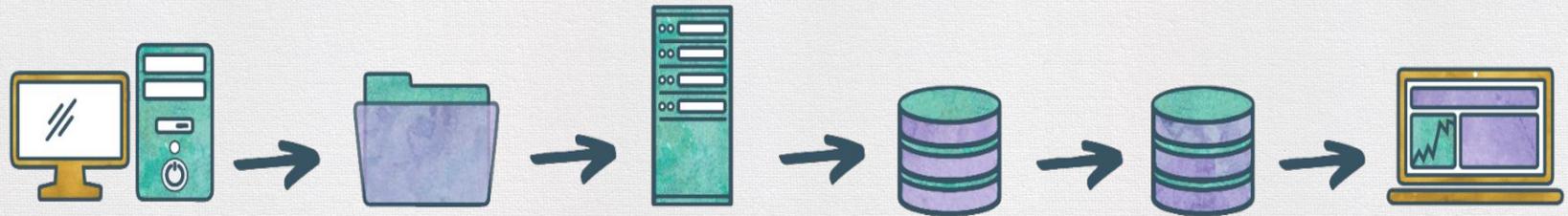
School System Data Management System → Extract of Data on Automated Schedule → PowerSchool FTP Server with Folder for each School System → PowerSchool Staging Database → PowerSchool Data Warehouse → Dashboard of Metrics

- EdLink is one single platform where all users access data based on their role
- Dashboards with graphics that are designed to be visually appealing and easy to understand

Believes

Shifting to a Live Dashboard

Takeaways:

- System and school leaders will now have access to real-time workforce data in EdLink 360's Educator Workforce dashboard.
- The dashboard will replace the annual, published Workforce Report.
- EdLink pulls data from legacy systems so that leaders have a "one stop shop" for their data needs.
- Data in the dashboard is updated as often as data managers input new data.
- Leaders can use the real-time data in the Educator Workforce dashboard, rather than relying on data from the previous school year's static report.

Believes

Learning How Data Teams Have Been Preparing

Security Coordinators and Data Managers

Systems have designated one or more local Security Coordinators and one or more Data Managers:

- **Security Coordinator:** responsible for being aware of the level of system access needed by users and granting the appropriate authorized access; being aware of any change in status for users; addressing system access and security issues encountered by system users
- **Data Manager:** responsible for submission of state required data; ensuring timeliness, accuracy, completeness, and quality of data submitted; voluntarily participating in monthly webinars, focus groups, and other trainings provided by LDOE

Security Coordinators and Data Managers

- Training for security coordinators and data managers began in the summer of 2021.
- Training included privacy and data sharing agreements.
- Security coordinators have been creating access for system and school leaders.
- Data managers have been transitioning historical data and current year data into EdLink 360 in preparation for the Educator Workforce dashboard release (as well as other dashboards found in EdLink 360).
- Data managers have worked with vendors, where applicable, to ensure that all updates were included when systems began their 2021-2022 data submissions when EdLink went live for data managers in August 2021.

Requesting Access to EdLink

Steps to request access:

Reach out to your district's Security Coordinator. That person will:

- Create usernames and passwords
- Link passwords with eScholar Staff ID, creating the linkage that authenticates users
- Utilize EdLink Security to request access to EdLink in order to approve/deny/modify requests

System Leaders: Please work with your Security Coordinator to make sure that there is a system in place that streamlines the process to issue access.

Believes

Understanding Permission Levels

Current Permissions

- **District Administrator:** able to view all school sites within their system, as well as state overview data; sometimes referred to as "System Leader"
- **Principal Administrator:** able to view their specific site, as well as state overview data; sometimes referred to as "Site Leader"
- **+PII:** administrators who need to have access to PII can have this permission added to their permission level; not generally needed outside of data manager or security coordinator roles
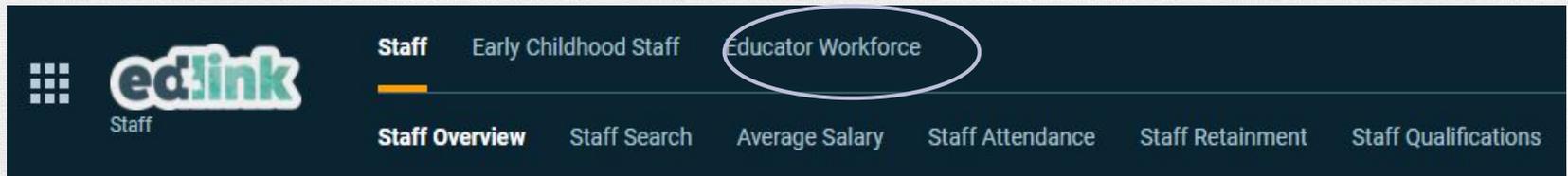
Believes

Accessing the Dashboard

Accessing the Educator Workforce Dashboard

- Ensure that you have been granted access to EdLink 360 by your Security Coordinator
- Log in at: https://reports.edlink.la.gov
- Click on the nine-square
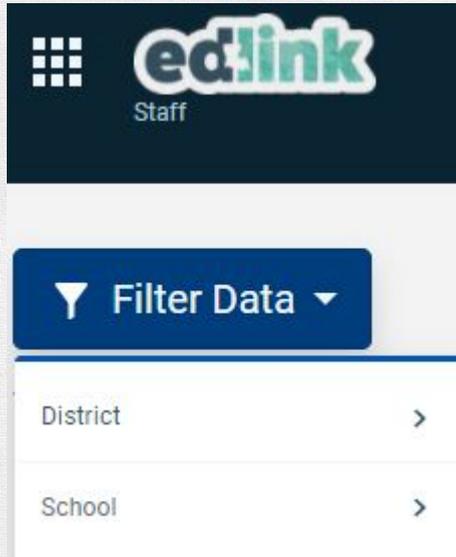

- Select "Staff"
- Click on Educator Workforce

Working Through Graph Basics

Accessing Workforce Graphs

You must apply a filter before the graphs will appear:

- Select your district
- System Leaders will have the option of selecting "all" schools or single schools
- Site Leaders will only be able to select their district and their site
- **Note:** you must remove the filter if moving between dashboards, or your graphs will disappear

Believes

Identifying Available Data

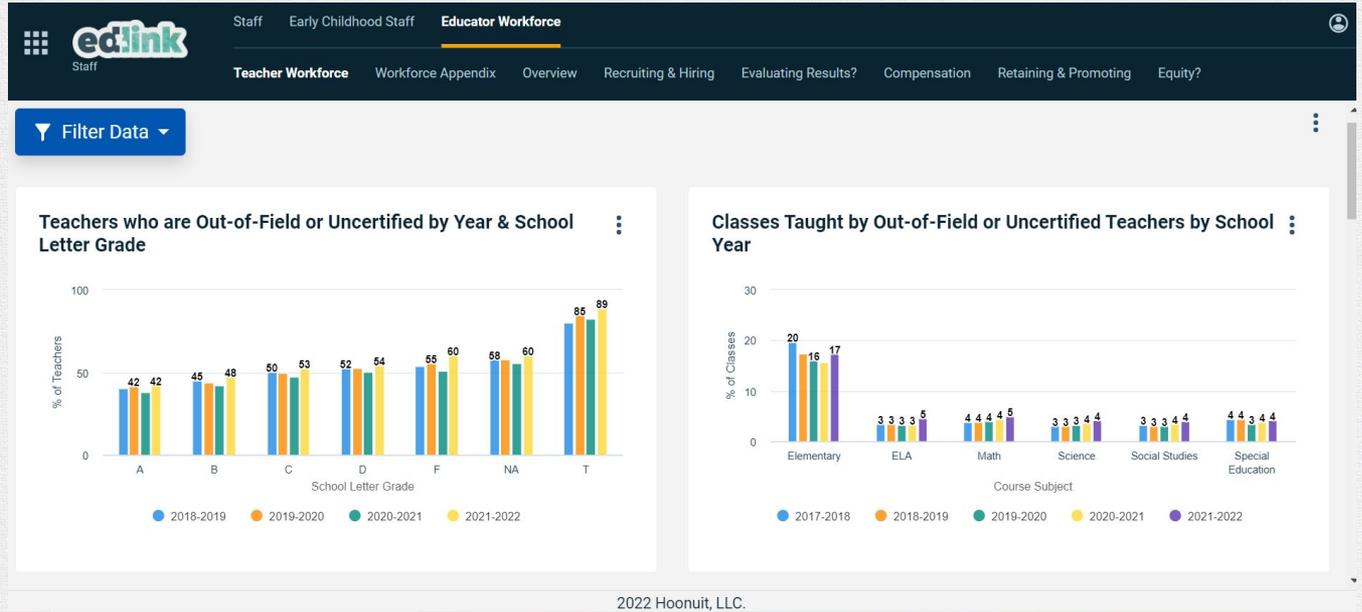The following dashboards are available on the Educator Workforce dashboard:

- Overview
- Teacher Departure/Mobility*
- Compensation
- Workforce Appendix

Note: There will be no major changes to the dashboard layout over the next year.

*This graph is not "live" due to its reliance on two-year data points

Walking Through the Graphs

Let's take a tour!

FAQs

Believes

Frequently Asked Questions or Concerns

- *I'm having trouble logging in…*
  - Reach out to your district's Security Coordinator
- *The dashboard graphs disappeared…*
  - Verify that your filters are correct
    - When you enter the workforce dashboard, you must filter by district and by school
    - If you leave the workforce dashboard, you must remove the filter first
- *I've got a new Security Coordinator or Data Manager…now what?*
  - LDOE's Data Team have an [EdLink 360 Support Page](#) that includes training modules for all new Security Coordinators and Data Managers. Direct them there, and they can train asynchronously. The contact information for the Data Team is found on this page, as well.

Believes

As We Close…

- **Think**:
    - (1) What is your biggest takeaway from this session?
    - (2) What would be helpful to add to the dashboard or to future trainings.
- **Share**: In the chat, share at least one thought from above.

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/QahqJfAYZmMeM2yp9

Or, Scan with your phone:

Believes

For questions or support:
emily.smiley@la.gov