

## Educator Workforce Data Repository

This handout outlines various types of data that state education agencies (SEAs) can consider collecting to better understand their educator workforce system. It includes key questions that SEAs may want to be able to answer about their educator workforce system and the corresponding data sources needed for answering such questions. The questions and data sources are categorized to explore various aspects of the educator workforce system. There may be additional questions that states would like to explore and other data sources needed beyond this list.

| Category             | Questions   | Data sources   |
|----------------------|---|--|
| <p><b>Demand</b></p> | <p><b>What are the status and longitudinal patterns of educator attrition, retention, vacancy, and/or mobility in districts and schools?</b></p> <ul style="list-style-type: none"> <li>• Which districts/schools have the greatest concentration of educators leaving or moving?</li> <li>• What is the status and patterns of educator turnover, retention, vacancy, and/or mobility for each type of educator (e.g., teacher, leader, paraprofessional)? How does it compare across districts and schools?</li> <li>• What are the characteristics or patterns of educators who are leaving, moving, or staying (e.g., higher performing, experience level, race/ethnicity)</li> <li>• Are students receiving the appropriate level of support and services (e.g., resulting from changes in positions or class size)</li> </ul> | <ul style="list-style-type: none"> <li>• Districts</li> <li>• Schools by type (i.e., traditional, charter)</li> <li>• Attrition rate by educator type (e.g., teachers, principal, special service provider), by district and school level and across time</li> <li>• Retention rate by educator type (e.g., teachers, principal, special service provider), by district and school level and across time</li> <li>• Vacancy rate by educator type (e.g., teachers, principal, special service provider), by district and school level and across time</li> </ul> |

| Category | Questions   | Data sources   |
|----------|---|--|
|          | <ul style="list-style-type: none"> <li>• What are the geographic characteristics or patterns of districts and schools impacted the most by educator shortages?</li> </ul> | <ul style="list-style-type: none"> <li>• Mobility rate by educator type (e.g., teachers, principal, special service provider), by district and school level and across time</li> <li>• Number of emergency licenses, long-term substitutes, and retired teachers by subject/endorsement area and by district/school</li> <li>• Educator evaluation performance rating</li> <li>• Educator years of experience</li> <li>• Educator race/ethnicity</li> <li>• Student to teacher ratio</li> <li>• Number of new or removed positions to school</li> <li>• Urban or rural status</li> <li>• Title I status</li> </ul> |

| Category                   | Questions  | Data sources  |
|----------------------------|--|---|
| <p><b>Labor Market</b></p> | <p><b>What is the relationship between educator vacancies and labor market trends?</b></p> <ul style="list-style-type: none"> <li>● Which subject/endorsement areas experience the greatest attrition or vacancies?</li> <li>● Which districts/schools have the greatest concentration of emergency licenses, long-term substitutes, and retired teachers by subject/endorsement area?</li> <li>● Which district/schools have the greatest concentration of classes taught by an out-of-field teacher?</li> <li>● How does cost of living or salary impact educator vacancy trends?</li> </ul> | <ul style="list-style-type: none"> <li>● Districts</li> <li>● Schools</li> <li>● Vacancy rate by subject or endorsement area by district</li> <li>● Number of emergency licenses, long-term substitutes, and retired teachers by subject/endorsement area and by district/school</li> <li>● Number of classes taught by out-of-field teachers by school/district</li> <li>● Number of teachers who are certified by but not employed as teachers by district</li> <li>● Educator salary by district and educator type (e.g., teachers, principal, special service provider) and compared with neighboring communities/states</li> <li>● Unemployment rate</li> <li>● Median house value</li> <li>● Median household income</li> </ul> |

| Category                     | Questions  | Data sources   |
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| <p><b>Teacher Supply</b></p> | <p><b>What is the relationship between the supply of educators and district hiring needs?</b></p> <ul style="list-style-type: none"> <li>• Are educator preparation programs (EPPs) preparing educator candidates with the subject/endorsement areas needed to fill vacancies or needed positions in schools?</li> <li>• From which EPPs are districts hiring new teachers?</li> <li>• From which EPPs are districts with greater teacher attrition/vacancy/mobility hiring?</li> <li>• Are there nearby institutions of higher education or community colleges as available resources to support the preparation of educators?</li> <li>• Are there any trends in educator retention based on EPP?</li> <li>• Is there a local pipeline of potential educators in your community (e.g., high school students, paraprofessionals, adults with college degrees)?</li> </ul> | <ul style="list-style-type: none"> <li>• Districts</li> <li>• Schools</li> <li>• Educator preparation programs by type (i.e., traditional or alternative) and licensure/endorsement area</li> <li>• Community colleges or other institutions of higher education</li> <li>• New hires by EPPs</li> <li>• Percentage of educators retained in school/district by EPP</li> <li>• Recoupment rates by district</li> <li>• Number of paraprofessionals</li> <li>• EPP enrollment, completion, licensed rates by licensure/endorsement area</li> <li>• Licensure testing rates</li> <li>• Number of high school graduates by community</li> <li>• Number of adults with college degrees</li> <li>• Number of paraprofessionals by district</li> </ul> |

| Category                       | Questions   | Data sources   |
|--------------------------------|---|--|
| <p><b>Equitable Access</b></p> | <p><b>Do districts/schools with historically underserved or at-risk student populations have equitable access to effective educators?</b></p> <ul style="list-style-type: none"> <li>● Do districts/schools that serve a greater number of students of color, students receiving special education services, English learners, or students eligible for free or reduced-price lunch experience more educator attrition, vacancies, or mobility?</li> <li>● Do districts/schools that serve a greater number of students of color, students receiving special education services, English learners, or students eligible for free or reduced-price lunch experience more out-of-field or emergency licensed teachers?</li> <li>● Do districts/schools that serve a greater number of students of color, students receiving special education services, English learners, or students eligible for free or reduced-price lunch have effective educators?</li> <li>● Do low-performing schools experience greater educator attrition, vacancy, or mobility?</li> </ul> | <ul style="list-style-type: none"> <li>● Districts</li> <li>● Schools</li> <li>● Attrition rate by educator type and by district and school level</li> <li>● Vacancy rate by educator type and by district and school level</li> <li>● Mobility rate by educator type and by district and school level</li> <li>● Percentage of students of color by school/district</li> <li>● Percentage of students receiving free or reduced-price lunch by school/district</li> <li>● Percentage of students receiving special education services by school/district</li> <li>● Percentage of English learners by school/district</li> <li>● Number of out-of-field teachers by school/district</li> <li>● Number of emergency licensed teachers by school/district</li> <li>● Educator evaluation performance rating</li> <li>● Performance rating by school/district</li> </ul> |

| Category                        | Questions  | Data sources   |
|---------------------------------|--|--|
| <b>Educator Diversity</b>       | <b>What is the status of educator diversity in districts/schools?</b>  | <ul style="list-style-type: none"> <li>● Districts</li> <li>● Schools</li> <li>● Percentage and absolute number of Black, indigent, and people of color (BIPOC) students by school/district</li> <li>● Percentage and absolute number of BIPOC educators by type and by school/district</li> </ul>   |
| <b>Initiatives and Supports</b> | <b>How are initiatives to attract, prepare, and retain teachers distributed across the state and are they targeted to the places with the greatest need?</b> <ul style="list-style-type: none"> <li>● What initiatives are offered and where?</li> <li>● What is the relationship between availability and access to these initiatives and supports to educator retention, attrition, vacancy, and/or mobility?</li> </ul> | <ul style="list-style-type: none"> <li>● Districts</li> <li>● Schools by type (i.e. traditional, charter)</li> <li>● Turnover rate by educator type</li> <li>● Retention rate by educator type</li> <li>● Vacancy rate by educator type</li> <li>● Mobility rate by educator type</li> <li>● Initiatives (e.g., Grow Your Own, mentoring and induction programs, residency programs, stipends, fellowships, funding) targeted by school/district/region</li> </ul> |

| Category                  | Questions   | Data sources  |
|---------------------------|---|---|
| <b>Working Conditions</b> | <p><b>What is the relationship between schools/districts' educator attrition, mobility, vacancy, and retention to working conditions?</b></p> <ul style="list-style-type: none"> <li>• What are the reasons that educators give for leaving the school/district?</li> </ul> | <ul style="list-style-type: none"> <li>• Districts</li> <li>• Schools</li> <li>• Attrition rate by educator type and by district/school</li> <li>• Retention rate by educator type and by district and school level</li> <li>• Vacancy rate by educator type and by district and school level</li> <li>• Mobility rate by educator type and by district and school level</li> <li>• Working conditions survey</li> <li>• Exit survey</li> </ul> |