

Cradle-to-Career Governing Board Staff Report

Date Report Issued: July 26, 2023
Attention: Members of Cradle-to-Career Governing Board
Subject: **Teacher Training and Retention Dashboard Update**
Staff Contact: Mary Ann Bates, Executive Director

At this meeting, the Governing Board (Board) will receive an update on the Teacher Training and Retention Dashboard.

Requested Action:

This is an information item only, in response to a Board Member's request at the May 2023 Governing Board meeting for an update on the status and scope of the dashboard.

Summary:

The Cradle-to-Career Data System (C2C) intends to make useful information available for decision making in a way that is accessible and salient for students, families, and decision makers across California. The dashboards C2C builds are a key way the rich data from the data system can be easily accessed and used.

During the planning process, C2C interest holders and data providers defined a number of planned dashboards, including the teacher training and retention dashboard, which was first proposed as a pilot.

The [Overview: C2C Teacher Training and Retention Dashboard](#) document shared with the Board at the February 2022 meeting was the starting point for the current work the Office of Cradle-to-Career Data (Office) is doing with data providers to determine what data could be shared with the Office for future dashboard phases.

Once C2C receives data from data providers this fall (P20W dataset as described in the Participation Agreement, including the data points added during the May 2023 Governing Board meeting), the Office will move to a phased approach for developing the dashboard and reporting data. The first phase includes prioritize building two related dashboards:

1. The student pathways diagram: Clarify the educational pathways from early childhood to postsecondary education and employment, clarify differential outcomes for various student populations, and foster greater awareness about the interconnection between education, employment, and living wages
2. A first phase of the teacher training and retention dashboard, which will focus on the teacher training pipeline

These two dashboards are complementary. The student pathways diagram will provide high-level insights into the paths students take from high school to postsecondary or skills training, to employment. The teacher dashboard will focus on a subset of those individuals—those who are training to become teachers and shed light on their pathways.

Currently Feasible Scope of the Dashboard:

During the May 2023 Board meeting, the Board approved [Data Elements by Provider](#) that identified [additional data points](#) to be included in the P20W dataset from the California State University (CSU) and the California Commission on Teacher Credentialing (CTC). With the inclusion of those data points in this fall's planned first P20W data submission, the following scope and visuals are possible for the first phase of the teacher dashboard, which will also include P20W data points from the California Community Colleges, Employment Development Department, and the University of California:

Planned Dashboard Visuals

- Infographic showing the types of certificate or degrees that CSU teacher preparation program participants completed at a community college or four-year institution
- Infographic showing the alignment of demographics between participants enrolled in CSU teacher preparation programs and individuals earning teaching credentials
- Infographic showing the alignment of CSU credential program completion in comparison with the areas of CTC's areas of authorization (multiple subject, single subject, ed specialist, STEM, bilingual/bicultural, etc.)
- Infographic showing the ways teachers are trained and credentialed (traditional program, residency, interns, emergency permits, waivers), and the number of people earning teaching credentials
- Infographic showing, for teachers who stop working in the education industry, the industries that hire them and median change in earnings

Planned Disaggregation

- Academic year (CSU)
- Teacher characteristics (race/ethnicity, gender) (CTC)
- Location of teacher training (statewide/region/institution) (CSU)

Future Phases:

C2C aims to develop future phases of the dashboard which would display insights from integrating data on teachers in K-12 schools.

The California Department of Education (CDE) continues to serve as an active partner in the development of the Teacher Dashboard and participates in ongoing meetings with the Office to discuss dashboard scope and visualizations and the data needed to support linkages with other data providers.

Concurrent to this work, the State has made recent investments to support improved data collection and reporting through the California Longitudinal

Pupil Achievement Data System (CALPADS) with the passage of Assembly Bill 102 (Chapter 38, Statutes of 2023), which provides the CDE \$1,316,000 and 7.0 positions. Through this additional funding and positions, the CDE will leverage the work started with the [Teaching Assignment Monitoring Outcomes](#) report first published in June 2022. These investments increase CDE's capacity to inform the development of the C2C Teacher Training and Retention Dashboard and provide actionable data to the public.

With the new funds, the CDE will produce the following reports based on data collected through CALPADS:

- Certificated Staff Reports (Staff Profile): Teachers, Administrators, and Pupil Services Staff
- Demographics, Experience, and Education
- Teacher and Student Demographic Comparison Reports
- Teacher Retention and Turnover Reports
- Student-Teacher Ratio Reports
- Course Enrollment Reports
- Class Size and Average Class Size Reports

The CDE and C2C are meeting regularly to discuss this future phase of the dashboard.