

## **Cradle to Career System Teacher Training and Retention Dashboard**

The Teacher Training and Retention Dashboard is a planned public dashboard of the Cradle to Career System (C2C). It will provide information on teacher workforce trends including training pipelines, teacher employment and retention, and employment trends for former teachers. This data set will provide critical information to the public and policymakers to understand and address the shortage of teachers, as well as show patterns of teacher diversity and mobility statewide.

### **Dashboard Content**

The dashboard will be based on information from the California Community Colleges, the California Department of Education, California Commission on Teacher Credentialing, California State University, the University of California, and Employment Development Department to address six major topics.<sup>1</sup>

1) Is there a strong pipeline of people entering teacher preparation programs?

- For students in teacher preparation programs, what disciplines did they pursue for their community college awards and bachelor's degrees?
- Do people entering teacher training programs reflect K-12 populations?
- Are training candidates studying subjects where there are not enough teachers?
- What types of training programs are prospective teachers participating in?
- In which sectors other than schools do prospective teachers get jobs?

2) Do teaching program completers obtain teaching credentials?

- To what extent do completers who earn teaching credentials reflect K-12 student populations?
- Are completers getting credentialed in shortage areas?
- What types of teacher training programs produce completers who earn credentials?
- How are people demonstrating subject matter competency and other required skills?

3) Do newly credentialed teachers get jobs in public schools?

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<sup>1</sup> The University of California will provide information on the degrees that students earned prior to entering teacher training programs, as the Office of the President does not currently collect information specific to teacher training programs.

- Within how many years do newly credentialed teachers get jobs in California public schools?
- What types of jobs do newly credentialed teachers get?
- What is the alignment between the subject in which teachers earned credentials and their teaching assignments?
- For credential earners who do not go into teaching, what industries do they enter, how much do they earn relative to their peers who took teaching jobs, and do they earn a living wage?

4) How do newly credentialed teachers' racial/ethnic characteristics compare to those of the students they teach?

- What is the relationship between the racial mix of newly credentialed teachers and types of students in schools where they teach?
- What is the relationship between the racial mix of newly credentialed teachers and the geographic location of the schools where they teach?

5) To what extent are those who enter the profession through emergency permits, waivers, and intern pathways remain in California public schools?

- To what extent are teachers who get emergency permits, waivers, and internships retained in California public schools?
- To what extent do teachers who enter through emergency permits, waivers, and internships become fully credentialed?
- In what types of schools are teachers who enter through emergency permits, waivers, and internships being hired?
- To what extent teachers from different race/ethnicity groups follow different pathways into teaching?

6) How do retention rates differ by teacher characteristics?

- Are teachers of different race/ethnicity groups more likely to remain in the profession over time?
- Do retention rates differ by licensing pathways?

7) When teachers leave public schools, what are their employment outcomes?

- When teachers leave jobs in the public schools, which industries hire them?
- Do former teachers earn more than their peers after leaving teaching?
- Are former teachers more likely to earn a living wage after leaving public schools?

## Dashboard Development

The dashboard was first proposed as part of the C2C planning process as a proof-of-concept for the underlying technology infrastructure (see the [April 2021 Legislative Update Report](#)). The scope of the dashboard was jointly developed by the proposed data providers, with advice from an advisory group made up of data providers, teachers union representatives, HR managers from school districts, and community organizations. This first iteration of plans for the dashboard focused primarily on teacher credentialing, placement, and retention. The Legislature delayed implementation of the dashboard until after the formal procurement process was completed.

The C2C Governing Board reviewed the proposed scope of the dashboard at its [February 2022](#) meeting, when partner agencies proposed [expanding the scope](#) to include information from the Employment Development Department about the earnings and industry of occupation for teacher candidates and people who leave positions in the California public schools, as well as information on the subjects in which students earned community college awards and bachelor's degrees before entering a teacher training program. These expansions reflected recommendations from the advisory group that had met during the planning process.

During Summer 2022, the Office of Cradle-to-Career Data convened the [Teacher Data Taskforce](#) for the purpose of identifying ways to consistently calculate data points related to teacher preparation programs, teacher credentialing, teacher placement, and teacher retention. Over the course of three public meetings held during summer 2022, the group completed the following tasks and provided a [report out](#) to the Governing Board:

- Reviewed the research questions listed in the Teacher Training and Retention Dashboard overview that was discussed by the Cradle-to-Career (C2C) Governing Board in February 2022
- Identified potential data points that could be used to answer those questions and which data provider could provide those data elements
- Flagged key issues for consideration when combining and presenting information
- Identified additional work that should be done with CDE, CSU, and CTC to finalize the selection of data providers, source data, and calculations for each data point

Because this dashboard would require data points that were not yet included in the [list of data points](#) C2C's data partners will share, in fall 2022 the Governing Board tasked an ad hoc committee with clarifying the process to include additional data points in C2C's data set, via updates to the C2C [Governance Manual](#).

During the first quarter of 2023, the Office worked with WestEd to interview potential dashboard users to identify key considerations for the design, to inform input at the spring Community Engagement Advisory Board and Data & Tools Advisory Board [meetings](#).

Next steps:

- C2C's data partners identify the specific data points they are willing to share with C2C to enable the build of the dashboard and bring those data points to the Governing Board for a vote.
- C2C receives the data, links it, and begins the build of the dashboard.
- C2C continues collaborative user-centered design activities to create a dashboard that meets the needs of data users and communities.
- C2C develops a community engagement plan to support the use of the dashboard.