



State Panel:

Using Data to Advance Human Capital Management Systems

9:30 AM – 10:30 AM

Using Data to Advance Human Capital Management Systems

Moderator

Danny Carlson

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Panelists



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Amy Wooten,

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Tennessee Department of Education

Louisiana Believes

**NGA Human Capital Learning Lab
Educator Workforce Data in Louisiana
October 2017**



Educator Workforce Data

Who needs educator workforce data?

- **School systems** need data to inform decisions relative to their educator workforces
- **Teacher preparation programs** need data to understand the workforce needs of their partner districts
- **The Louisiana Board of Elementary and Secondary Education** needs data to manage the portfolio of teacher preparation programs
- **Prospective teachers** need data regarding the quality of teacher preparation programs and regarding prospective employment opportunities

How is educator workforce data provided?

- District and regional educator workforce reports
- Teacher preparation quality rating system

Educator Workforce Reports

Background

One of the greatest challenges school systems face - as well as one of the greatest opportunities to impact student achievement - is attracting and retaining excellent educators in the schools and classrooms where they are needed most.

Educator Workforce Reports

The District Educator Workforce Report, an internal report, provides district leaders with a detailed overview of decisions they are charged with making regarding the educators and education leaders in their districts.

Data in the Educator Workforce Report may be used to inform decisions related to:

- **Recruiting and hiring**
- **Evaluating results**
- **Compensating teachers and school leaders**
- **Retaining teachers and granting tenure**

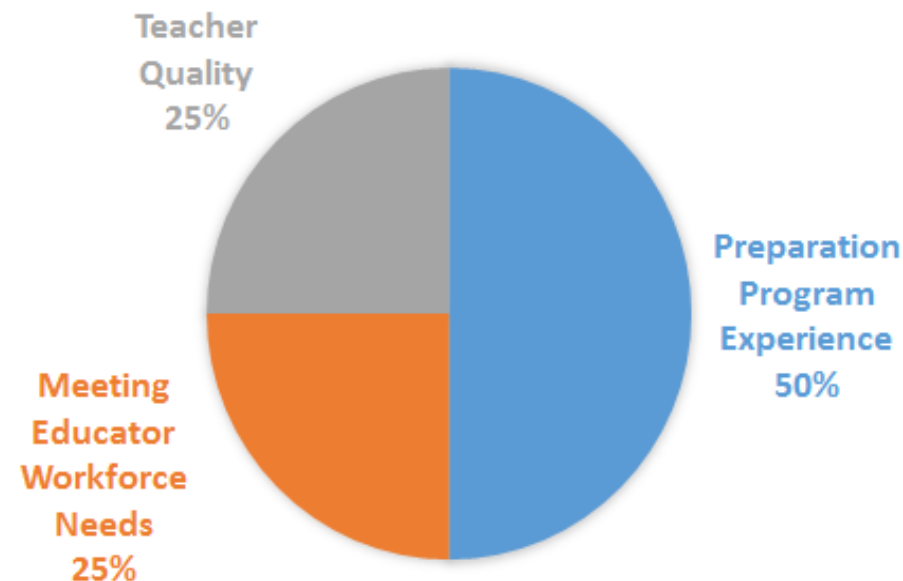
Teacher Preparation Quality Rating System

Excellent teacher preparation programs strengthen Louisiana's teacher workforce by:

- Preparing all teacher candidates to make at least one year of academic growth or meet IEP goals for all students
- Meeting Louisiana's workforce needs

In June 2017, the Louisiana Board of Elementary and Secondary Education approved the Teacher Preparation Quality Rating System. The purpose of this system is to:

- Provide teacher preparation providers with **meaningful information for improvement**
- Identify programs of excellence and programs in need of improvement** and, therefore, inform enrollment and hiring decisions, and interventions
- Reward programs for meeting Louisiana's educator workforce needs**, particularly in rural communities, and in terms of high-need certification areas

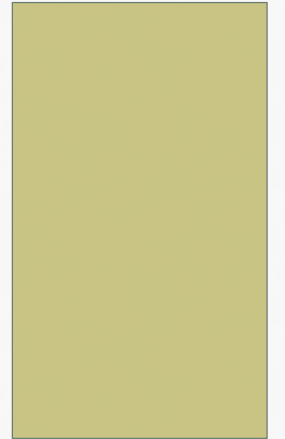




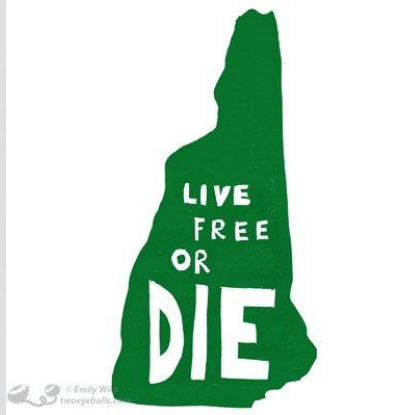
NEW HAMPSHIRE



STATE PANEL: USING DATA TO ADVANCE HUMAN
CAPITAL MANAGEMENT SYSTEMS



THE NH CONTEXT





BUILDING A BLUEPRINT



Data Constructs	Literature Review	Measures	Haves	Wants	Relevance/Priority
Coursework & Content					
Pedagogy					
Clinical Experience					
Dispositions					
Placement & Retention					
Induction & Mentoring					
Workforce					

ESSENTIAL ELEMENTS

- ❑ Strong & Diverse State Team
- ❑ Thought Partnerships – Internal & External to the State
- ❑ Systems for Monitoring Progress

TENNESSEE SUCCEEDS.

- 1 Tennessee will rank in the top half of states on NAEP by 2019.
- 2 The average ACT score in Tennessee will be a 21 by 2020.
- 3 The majority of high school graduates from the class of 2020 will earn a postsecondary certificate, diploma, or degree.



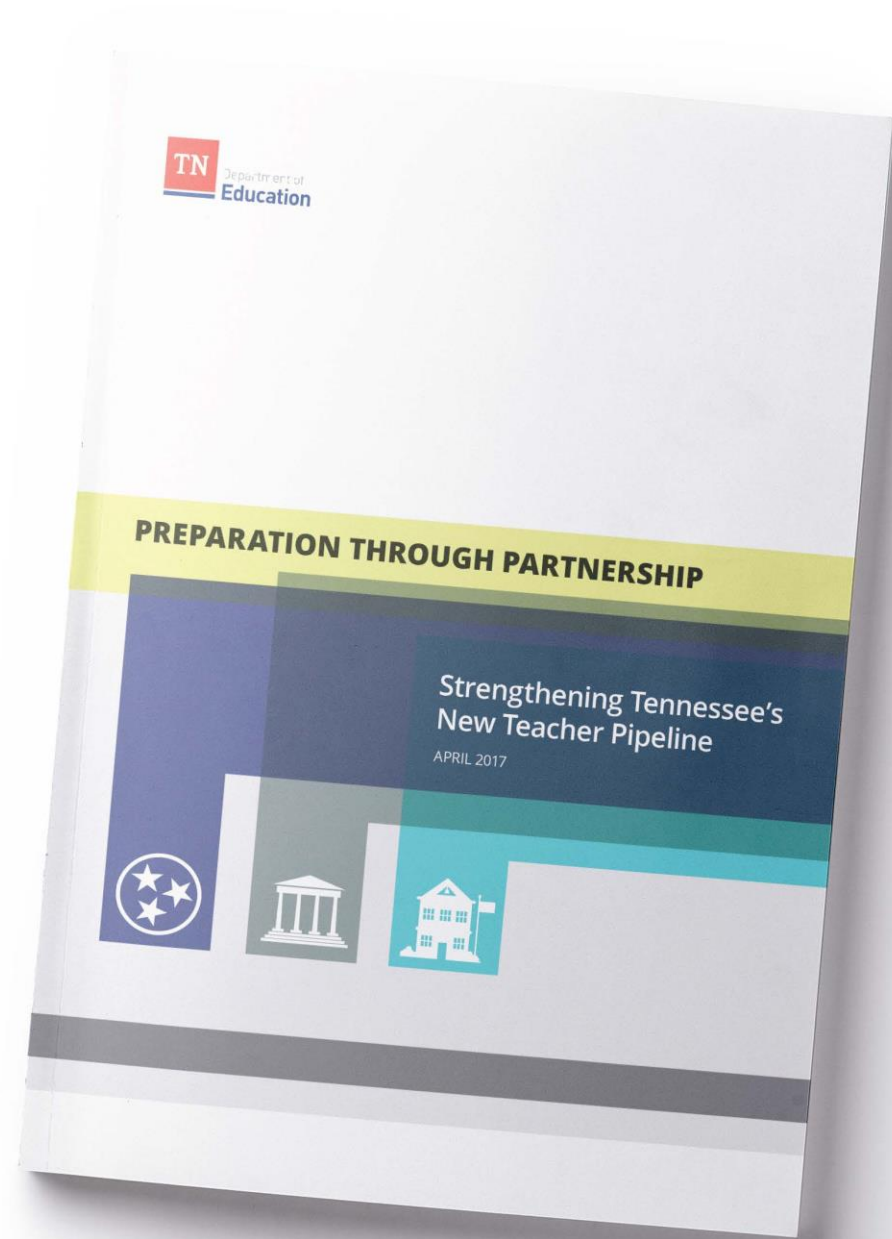
STANDARDS | ASSESSMENT | ACCOUNTABILITY

Supporting the preparation and development of an exceptional educator workforce

Build pipeline by developing partnerships with educator preparation and improving leadership development and differentiation of teacher roles, responsibilities, and salaries.

Preparation through Partnership

This report looks at the landscape of new teachers in Tennessee to understand more about state needs involving teacher preparation.



Empowering Districts and EPPs

Reports improve teacher training by

- » Providing critical feedback every year
- » Breaking down data into actionable information
- » Helping EPPs pinpoint program strengths and weaknesses
- » Enabling EPPs to adjust programs when needed

