Data Issues for Educator Effectiveness and Licensure

Presented by

Office of Educator Effectiveness

Arkansas Department of Education

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Teacher and Leader Quality

Teachers and leaders are the most important school-based factors in ensuring student success.

Arkansas has the responsibility to design and implement an **education workforce system** that
- *attracts*,
- *prepares*,
- *develops*, and
- *retains* the most effective educators.

Topics for Discussion

A. **Data Needed for Decision Making**
- **Educator Workforce Data**
- **ESSA Reporting**

B. Data Quality Issues

C. Arkansas Qualified Teacher

D. Updating AELS Profiles

E. Educator Effectiveness Data

F. Nat'l Board Certified Teacher Data Collection

Data Needed for Decision Making

Educator Workforce Data

- Data needed for equity issues, e.g.,
  - Teacher yrs of experience
  - Administrator yrs of experience
  - Teacher effectiveness data
  - Out-of-field teachers
  - Teachers current license(s)
- Demographics
  - age/race/ethnicity/gender (when appropriate)
  - Poverty levels
  - Minority levels

ESSA *"Musts…"*

Per ESSA, we require accurate data on…
- Ineffective, out-of-field, and inexperienced teachers
- Teachers teaching with emergency or provisional credentials; and
- Inexperienced principals and other school leaders

No identifiable information is shared.

Previously Identified Equity Gaps

- Students in high poverty and high minority schools are more likely to have an **INEXPERIENCED** teacher than students in low poverty and low minority schools.

- Students in high poverty schools are more likely to have an **OUT-OF-FIELD** teacher than students in low poverty schools.

- There is a higher percentage of **UNQUALIFIED** teachers in high poverty and high minority schools.

- There is a higher rate of teacher **TURNOVER** in high minority schools (more first-year teachers) based on number of new teachers per school per year for the last five years.

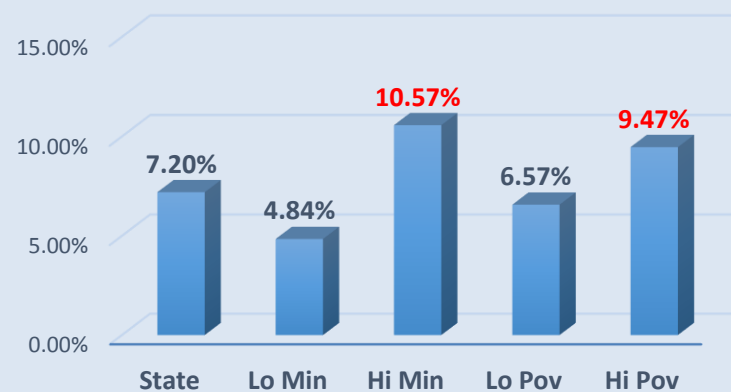# Recent 3-yr-avg School Equity Data

% Inexp. Teachers

Category	Value
State	8.37%
Lo Min	4.94%
Hi Min	12.65%
Lo Pov	8.06%
Hi Pov	10.81%

% Out-of-Field Teachers

Category	Value
State	3.29%
Lo Min	3.29%
Hi Min	2.62%
Lo Pov	2.24%
Hi Pov	3.35%

% Unqualified Teachers

Category	Value
State	0.16%
Lo Min	0.03%
Hi Min	0.22%
Lo Pov	0.02%
Hi Pov	0.25%

% Turnover

Category	Value
State	7.20%
Lo Min	4.84%
Hi Min	10.57%
Lo Pov	6.57%
Hi Pov	9.47%

Topic Outline

A. Data Needed for Decision Making

B. **Data Quality Issues**

C. Arkansas Qualified Teacher

D. Updating AELS Profiles

E. Educator Effectiveness Data

F. Nat'l Board Certified Teacher Data Collection

Codes for Certified Experience Category in eSchool

1 = Beginning Teacher

- By definition a Beginning Teacher should have zero "0" years of experience.

2 = Transfer from Another School District
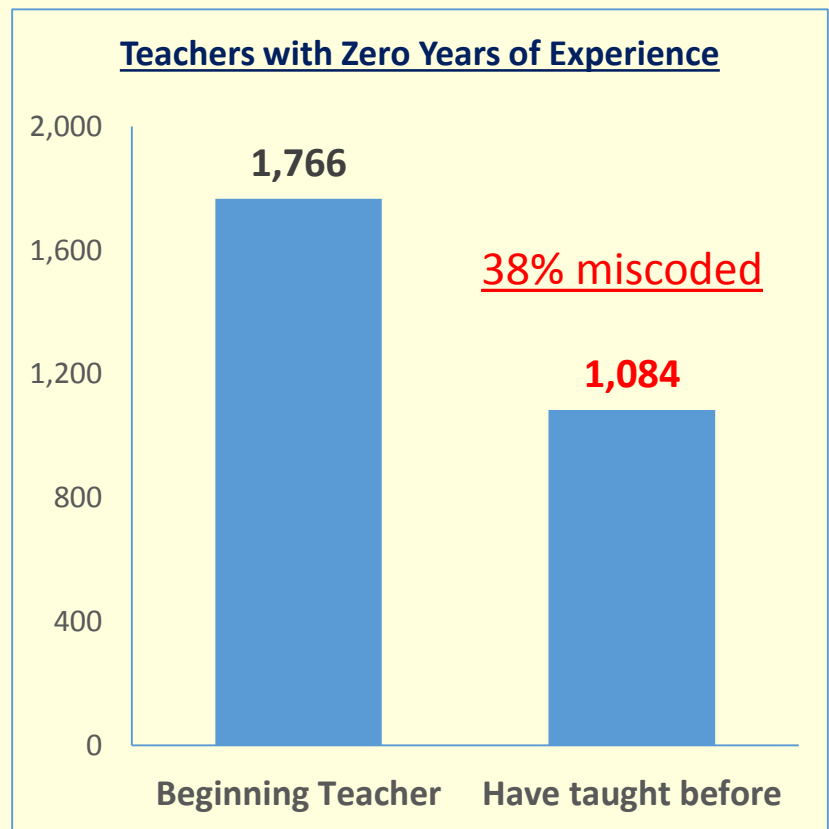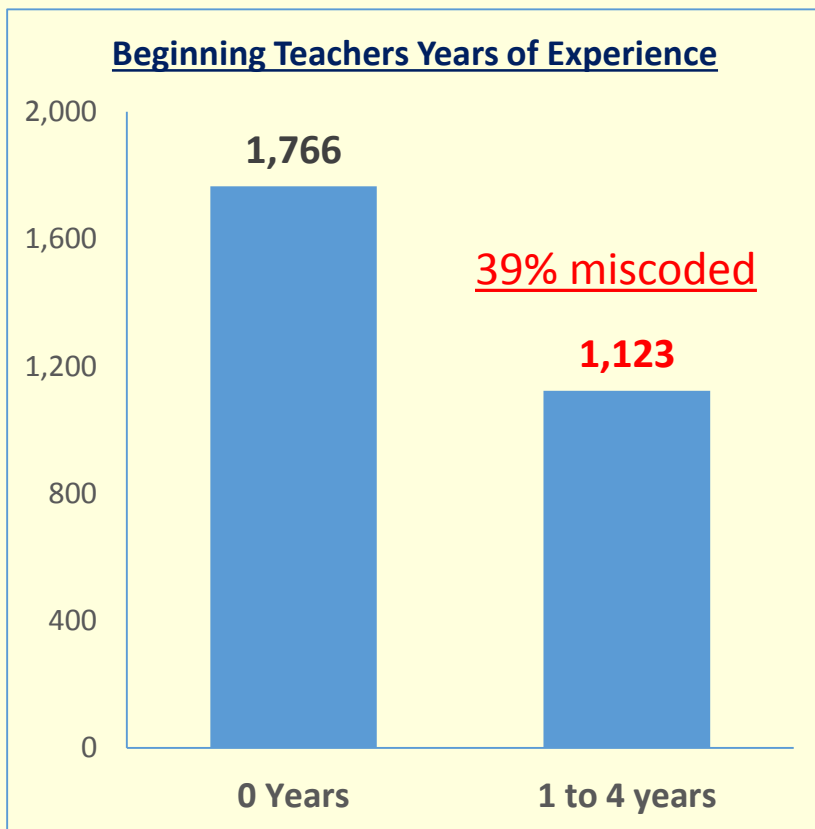
3 = Did Not Teach Last Year, but Has Taught

4 = Taught in This District Last Year
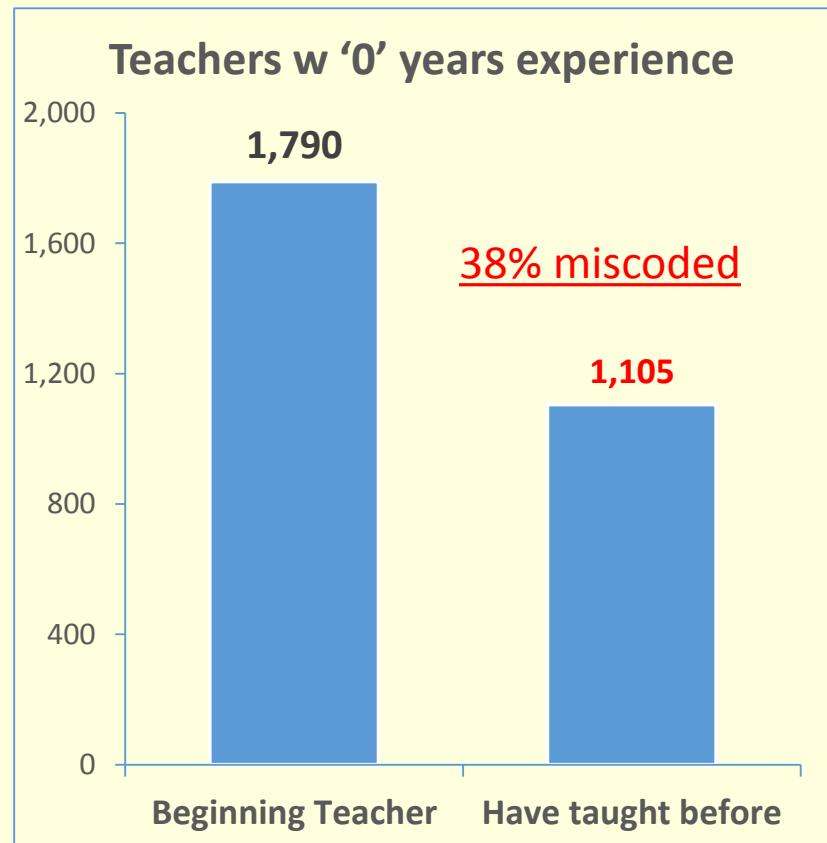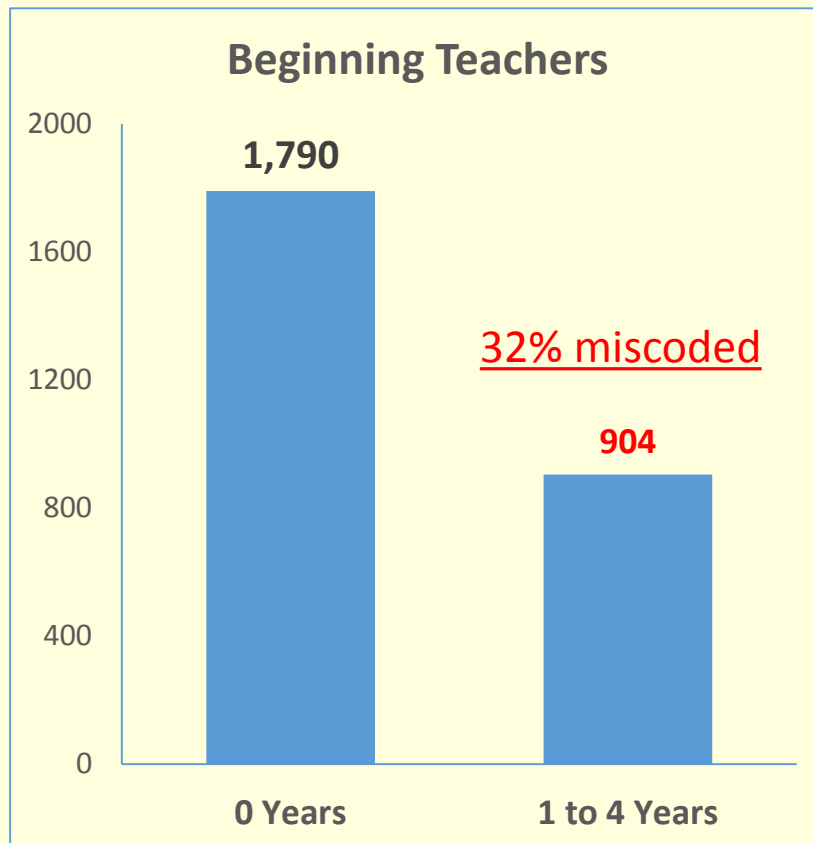
Data Quality Issues...

Beginning Teachers should have zero years of experience.

2015-16 ADE database...

Beginning Teachers Years of Experience

- 0 Years: 1,766
- 39% miscoded
- 1 to 4 years: 1,123

Teachers with Zero Years of Experience

- Beginning Teacher: 1,766
- 38% miscoded
- Have taught before: 1,084

Data Quality Issues…

In the 2016-2017 ADE database…

Beginning Teachers

1,790 — 0 Years

32% miscoded

904 — 1 to 4 Years

Teachers w '0' years experience

1,790 — Beginning Teacher

38% miscoded

1,105 — Have taught before

Data Entry Anomalies

2015-2016

Of all those coded as having zero years experience…

- 447 taught in the district last year
- 83 did not teach last year, but had taught
- 554 transferred in from another district

2016-2017

Of all those coded as having zero years experience…

- 397 taught in the district last year
- 118 did not teach last year, but had taught
- 590 transferred in from another district

Demographics (student and educator)

- It is critical that all data input, including demographic data (age, gender, race/ethnicity, when appropriate) be complete and accurate.

- These data are used for federal reporting, particularly Equity Plans and ESSA.

Data Quality Issues…

Accuracy is critical.

- 'Beginning Teacher' must be coded correctly as: Years of Experience = 0.
- ALPs must be correctly reported.
- Long-term Subs must be correctly reported.

How do we use this data?

- Teacher retention and/or attrition
  - To alleviate shortages
- ESSA reporting
  - Federal requirements
- Equity evaluations
  - Equitable Access to Excellent Educators for all students
- Licensure exceptions and Arkansas Qualified Teacher
- Workforce Stability Index

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C. **Arkansas Qualified Teacher**

D. Updating AELS Profiles

E. Educator Effectiveness Data

F. National Board Certified Teacher Data Collection

HQT

Highly Qualified Teacher

HQT has been rescinded by ESSA.

HQT provisions:

- should be removed from school district's application process

- should not be in evidence on the school district's website.

Arkansas Qualified Teacher (AQT)

AQT is **NEW…** *and DIFFERENT.*

AQT is NOT a licensure program, or a pathway to becoming a teacher.

AQT… is how teachers demonstrate they have **content knowledge** in the subject(s) they teach.

- See Commissioner's Memo LIC-16-046 (May, 2016)
  - Contains a summary of AQT requirements

- See Commissioner's Memo COM-17-012 (August, 2016)
  - Contains Final AQT Rules
  - Contains Definitions, Requirements, Forms

AQT only applies in <u>2 situations</u>...

...when teaching a **Core Academic Subject** for which licensure is required but **where the license requirements have been legally waived**, or

...when teaching a Core Academic Subject in **Special Education** or in an **Alternative Learning Environment (A.L.E.)**

Core Academic Subject Areas

- Art
- Music
- Science
- Mathematics
- Elementary (K-6)
- English/Language Arts
- Foreign Language
- Social Studies

In CCMS you'll see, AQT only applies in core academic classes.

Social Studies AQT = √

Physical Education AQT = X

Course Code Management System

Search by Course Code, Course Name, Subject Area, Licensure Code

AQT: All   State Grad: All   Smart Core: All   EOC: All   Grade Low: All   Grade High: All

Search

Sort By: ↑Code ○Name   Export to Excel

358710   Social Studies 5-8 (combination)   — Details

Subject Area: Grade 5-8

Grade Low: 5

Grade High: 8

AQT: ✔

State Grad Req: ✖ Above State Requirements Only

Smart Core: ✖ No Credit

End of Course: ✖

Licensure Code: 002,106,107,150,159,167,183,184,185,7015,7030,7060,7065,7065a,253,256

358810   Physical Education 5- 8 (combination)   — Details

Subject Area: Grade 5-8

Grade Low: 5

Grade High: 8

AQT: ✖

State Grad Req: ✖ Above State Requirements Only

Smart Core: ✖ No Credit

End of Course: ✖

Licensure Code: 253,500,510,254,255,256,257,002,082,083,085,086,107,168,183,184,185,227,228,235,236,3030,510

Course SIS Data in eSchool

Save   Search   List

Building: 39 - Your Town Elementary   **Course:** 200111   **Section:** 1   **Course Description:**

Exclude From Cycle:	000000	Not In Oct 1
DO NOT USE (Previously HQT):	1 ✖	Passed Content Test
Licensure Exception:	NA	Not Applicable
Vocational LEA:		
Digital Learning Type:	NO	No
Digital Learning Provider:*	NA	Not Applicable
Digital Delivery:	NA	Not Applicable
Special Ed:	☐	
Alternative Environment:	☐	
Coding Block 7/8:	☐	
College Credit:	☐	
Institution Issuing Credit:		
Kindergarten Overage Flag:	☐	
Course Minutes:	0	

HQT field is still on the screen but…
DO NOT USE IT.

Licensure Exception is the AQT field.
NA (Default)
AWL (Act 1240 of 2015 Waiver)
CWL (Charter School Waiver)
SOI (Sch. of Innovation Waiver)
ALP (Additional Licensure Plan)
LTS (Long-term Sub)

Special Ed and ALE courses should be marked as in the past. (Teachers not licensed for the course should meet AQT.)

Local district paperwork is only needed for ADE on-site reviews

Course SIS Data Fields for AQT

…for use in the **Licensure Exception** field when the teacher is not licensed for the core class being taught	Code
License requirement is waived **(Act 1240 Approval)** Teacher meets AQT requirements.	**AWL**
License requirement is waived **(Charter School Approval)** Teacher meets AQT requirements.	**CWL**
License requirement is waived **(School of Innovation Approval)** Teacher meets AQT requirements.	**SOI**
Teacher is on an approved **Additional Licensure Plan**.	**ALP**
Teacher is an approved **Long-term Substitute**.	**LTS**
Not Applicable	**NA**

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AELS –

Arkansas Educator Licensure System

• Remind teachers at beginning of school (and any new teachers hired during the year) to update their information in AELS.

• Also, update whenever there are changes.

• **IT'S EASY.   IT'S IMPORTANT.**

Click on AELS Login

Arkansas Department of Education
Arkansas Educator Licensure System

Office of Educator Licensure
Arkansas Department of Education
Four Capitol Mall, Room 106B
Little Rock, AR 72201
Phone (501) 682-4342   Fax (501) 682-4898
Email: ade.educatorlicensure@arkansas.gov

AELS Public Site

The Arkansas Educator Licensure System Public Site allows public access to educator licensure data. Educator licensure data may be searched for any Arkansas-licensed educator by entering known public information, such as the educator's last name and first name. The public view shows applicant information, professional license effective and expiration dates, background check information and licensure areas. Confidential data is restricted from the public view.

CLICK HERE

AELS Educator Login Site

The AELS Educator Login Site allows licensed educators to update their contact information, including email, phone number and mailing address. Educators may login to view their license, license activity and all information accessible through the public view. Educators may also use the login to start a new application online.

Expiring Educator Licenses

This Expiring Educator Licenses website allows approved district administrators to view educators in their district with a license expiring soon. A district local education agency (LEA) number must be present in educator's records in order to be displayed online in the Expiring Educator Licenses website.

LEADERSHIP SUPPORT SERVICE

Login with personal info

Choose operation…

Click on Update Profile

A. Data Needed for Decision Making

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E. **Educator Effectiveness Data**
- **TESS and LEADS in BloomBoard**
- **WSI**

F. Nat'l Board Certified Teacher Data Collection

Data reported to the ADE in BloomBoard

- **Aggregate School Ratings**
  - TESS Only
    - Total Number of Teachers
    - Total Number Proficient/Distinguished
    - % Proficient/Distinguished
    - No individual educator data

- **Aggregate State Ratings**
  - TESS
    - % Unsatisfactory, Basic, Proficient, Distinguished
    - Overall Ratings
  - LEADS
    - % NMS, Developing, Proficient, Advanced
    - no school level ratings
    - Overall Ratings

BloomBoard Dashboard

BloomBoard

BloomBoard

Arkansas State End of Year Teacher Process 2014–2015

Final rating for Jason Ng
evaluated by **Jessica Smith**
last edited May 14, 2015

→ View AR state handbook

Input 1 (rating)
Proficient

FINAL RATING
Proficient

View proficiency level table

This input sheet is visible to Jason Ng
Subsequent changes are automatically shared. (Unshare this input sheet)

Input 1

Snapshot Component Ratings
The learner's snapshot standard ratings score is a result of the average of each domain level rating.

100%
of total score

Domain 1	Domain 2	Domain 3	Domain 4
3.4	3.4	4.0	2.8

Hover over [...] to see the individual ratings that contributed to each standard group.

Input 1 Rating
3.16
Proficient

Code	Rating	Unweighted Score
1.a	Distinguished	4
1.b	Distinguished	4
1.c	Basic	2
1.d	Proficient	3

Domain 1 score
3.4

Proposed Workforce Stability Index (WSI)

- The relative strength of the workforce can be estimated by examining factors determined to be relevant to educator quality.

- ADE is developing a WSI to help inform school districts regarding considerations for recruiting, assigning, and retaining a quality educator workforce.

Proposed Workforce Stability Index (WSI)

- ADE gathers data from multiple systems and compiles a working tool for districts to view various data measures at once to help pinpoint areas for targeted action planning.

- The WSI will be refined, and ADE will develop resources for utilizing WSI over the coming years.

WSI Components

Current

- Inexperienced Teachers
- Out-of-Field Teachers
- Provisional Licenses
- Teacher Turnover (Attrition)

Possible (future)

- Administrator Experience
- National Board Certification
- Advanced Degrees
- Teacher Effectiveness
- Student:Teacher Ratio

Example of WSI for a Hypothetical District

District One	Inexperienced %	Out-of-Field %	Prov. Lic. %	Turnover %	Proposed WSI
School A	63.64%	6.06%	6.06%	53.33%	67.7
School B	42.55%	14.89%	2.13%	36.17%	76.1
School C	12.00%	20.00%	0.00%	9.60%	89.6
School D	0.00%	0.00%	0.00%	3.78%	99.1
School E	0.00%	0.00%	0.00%	0.00%	100.0

Inexperienced -- Teachers in first year of teaching

Out-of-Field -- Teachers on ALPs or Long-term-subs

Prov. Lic. -- Teachers teaching on a provisional license

Turnover -- 5-yr avg. occurrence rate of inexperienced teachers

Proposed Calculations for WSI

- Each factor is established as a percentage of the workforce in the school or district.

- Each factor's percentage is converted to a factor score by multiplying by 100.
  - e.g. 55.7% x 100 = 55.7

- The factor scores are averaged, yielding an average factor score.

- The average factor score is subtracted from the standard of 100.

- The result is the school or district WSI.

Example Calculations for WSI

	Inexp.	**Out-of-field**	**Prov. Lic.**	**Turnover**	
Factor %	63.7%	6.1%	6.2%	53.3%	
Factor Score (% x 100)	63.7	6.1	6.2	53.3	Sum = 129.3
Average Factor Score					129.3 ÷ 4 = 32.3
Standard minus Average Factor Score					100 - 32.3
WSI for this school or district					67.7

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"NEW" NBCT Data Collection

- National Board Certified personnel to be collected in Cycles 2 & 6, beginning FY '18. All NBCs must be reported in the Certification Area.
- Add NBC code to the certification screen in finance with certification issue date and expiration date.
- See below. Number "NBC". The number can be any alpha/numeric code (SSN, employee #, or other generic number).

Further details on this topic will be presented in the **"Finance Cycles and Troubleshooting Tips"** session at this Data Conference.

| PLUS 360 | eFinancePLUS a PLUS 360 Application | Certifications/Licenses - | (10211) - KC TRAINING DATABASE | KATHLEEN CRAI |

Insert Row   Delete Row

Certifications

Number	Issued	Expiration	Registration	Type	Area	Primary
55	01/01/2016	12/31/2020		1 - STANDARD FIVE YEAR	296 - LIB MEDIA SC 7-12	Not Primar
NBC	07/01/2015	06/30/2018		NBC - NATIONAL BOARD CRT		Not Primar

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