

## Wisconsin Talent Development Framework Project – Data Update

The Wisconsin Professional Standards Council (PSC) was established in 1998 to provide advisory feedback to the state superintendent on licensure, program approval, and educator development. The PSC has conducted a review of Wisconsin’s talent development efforts, in order to provide a draft strategic plan to the state superintendent. To assist with this work, the PSC utilized the *Talent Development Framework for 21<sup>st</sup> Century Educators: Moving Toward State Policy Alignment and Coherence* developed by the Center on Great Teachers & Leaders at American Institutes for Research, as a model to review current efforts in the state. The PSC is gathering additional data from school districts, educator preparation programs (EPP), educators, and professional organizations to gain a perspective of talent development initiatives and issues occurring across the state beyond those known by the DPI.

### Wisconsin Talent Development Framework –

- <http://dpi.wi.gov/tepd/programs/talent-development-framework>
- *Chronicled data and feedback from stakeholders, project progress*
- *onDemand Educator Data*
- *Resources for Educators and Stakeholders*

### Attracting PK-12 students to teaching – Some findings

- 348 school districts responded to the 2015-2016 school staffing survey; of the 348 districts, 16 or 4.6% host a chapter of future teachers or Educators Rising
- Of the 348 districts, 207 or 59.5% offer a student mentoring, job shadowing, or teaching assistant program with district teachers; 99 districts or 28.4% support teachers to work with these students; and 57 districts or 16.4% compensate teachers to work with these students.

### Preparing Educators – Some Pipeline Data

Federal Higher Education Opportunity Act Title II reporting – Candidates enrolled in Initial Teacher Licensure Programs <https://title2.ed.gov/Public/Home.aspx>

Year	WISC	ILL	MINN	MICH	IOWA	IND
2015	8,867	14,699	7,549	11,287	7,142	7,222
2014	9,561	17,934	7,300	14,372	7,885	8,991
2013	10,998	26,045	8,856	18,483	9,308	13,029
2012	11,780	32,433	10,403	18,402	9,336	13,493
2011	12,624	34,103	11,565	22,128	11,984	15,115
2010	12,323	34,184	12,172	23,372	9,243	18,113

2015 Report year = candidates enrolled during 2013-2014; September 1, 2013 through August 31, 2014

## Recruiting Educators –

- 348 school districts responded to the 2015-2016 school staffing survey; these licensure areas were noted most often as “shortage”- Business Administrator, Speech and Language Pathologist, World Languages, Bilingual/bicultural, Agriculture, Business, Family/Consumer Sciences, Technology Education & Engineering, Library Media Specialist, and Emotional Behavioral Disability
- 348 school districts responded to the 2015-2016 school staffing survey; these licensure areas were noted most often as not difficult to fill “Surplus” – Elementary, Middle, and High School Principal; Early Childhood-Middle Childhood; Social Studies; and Physical Education.

## Wisconsin Shortages – using emergency license/permit requests data

- **Emergency License** – *Prepared, licensed educator, teaching outside their subject area*
- **Emergency Permit** – *Bachelor’s Degree, no educator preparation*
- <http://dpi.wi.gov/tepd/programs/research-data/shortage-data>

Wisconsin Emergency Licenses and Emergency Permits Data - TOP 10 Subjects Issued In	<u>2012-2013</u>	<u>2013-2014</u>	<u>2014-2015</u>	<u>2015-2016</u>
Cross Categorical Special Education	236	228	461	500
Bilingual-Bicultural	96	103	248	244
Reading Teacher	81	80	143	136
Early Childhood	67	65	86	115
English as a Second Language	63	37	72	104
Instructional Library Media Specialist	48	26	60	70
Regular Education	26	22	94	92
Early Childhood Special Education	24	28	62	68
Math	27	19	49	55
Spanish	31	23	36	44
<b>State Totals of All Teacher Emergency Licenses and Permits Issued</b>	<b>1021</b>	<b>957</b>	<b>1741</b>	<b>1,969</b>

## Emergency Licenses/Permits - Total by License Category

License Category	2012-2013	2013-2014	2014-2015	2015-2016
Teacher	1,021	957	1,741	1,969
Pupil Services	17	20	46	60
Administrators	88	98	126	129
<b>State Totals</b>	<b>1,126</b>	<b>1,075</b>	<b>1,913</b>	<b>2,158</b>