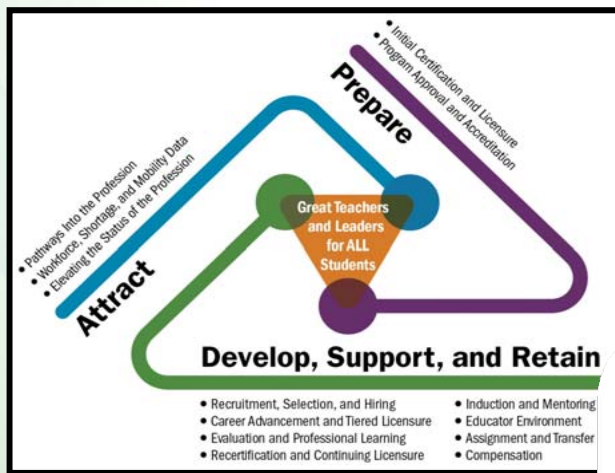


# Wisconsin Talent Development Framework Project

State Superintendent's Advisory Council on

Rural Schools, Libraries,  
and Communities



Oct. 12, 2016

# Wisconsin Staffing Concerns

- ❑ We are hearing about a national shortage of educators.....
- ❑ Wisconsin has some staffing needs, as seen by the data.....
- ❑ The Wisconsin Equity Plan included strategies to address recruitment specifically to address emergency credentialed educators.....
- ❑ The School Administrators Alliance Published a Policy Document asking the state superintendent to study this...

*This led to the Talent Development Framework.....*



# Wisconsin Talent Development

❑ The Professional Standards Council (PSC) – advisory council to the state superintendent on licensure, program approval, and educator development- took on the charge

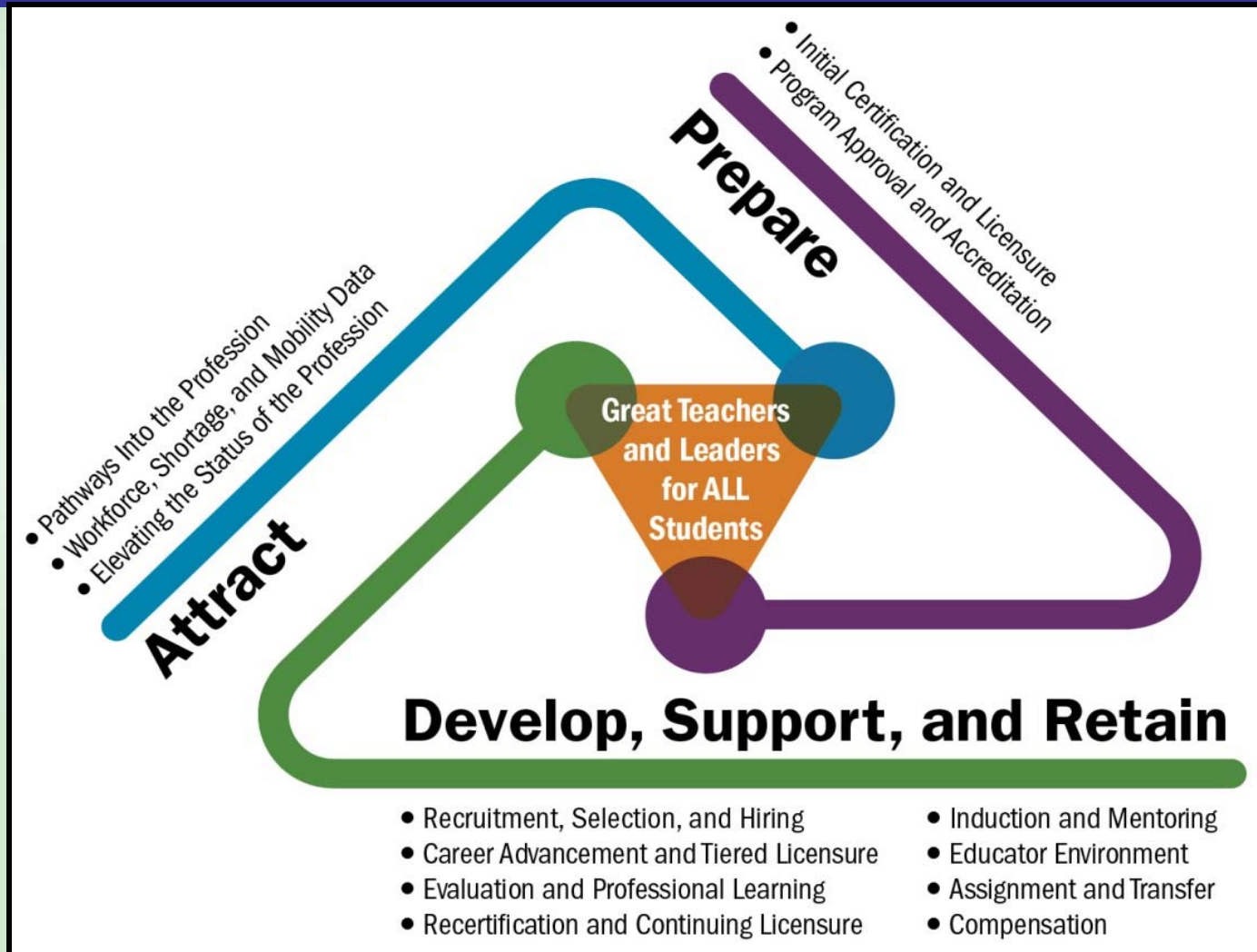
❑ The Talent Development Framework helped the PSC organize their thinking, systems approach

❑ The Wisconsin Talent Development Framework will be utilized to:

- *Review current policy and practices;*
- *Collaborate with stakeholders to identify gaps and strategies for consideration;*
- *Develop a strategic plan*
- *Provide resources*



# Talent Development Framework



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 is available at [http://www.gtlicenter.org/sites/default/files/14-2591\\_GTL\\_Talent\\_Dev\\_Framework-ed\\_110714.pdf](http://www.gtlicenter.org/sites/default/files/14-2591_GTL_Talent_Dev_Framework-ed_110714.pdf).

# Gathering the Data

## Professional Standards Council

➤ *Wisconsin Talent Development Framework Project*  
<http://dpi.wi.gov/tepd/programs/talent-development-framework>

- Created and administered a survey to school districts.
- Developing a survey for educator preparation programs
- Developing a survey for educators
- Will gather information from professional organizations
- Will use this information for the statewide strategic plan

# Talent Development Framework Web Page

## Wisconsin Talent Development Framework

Want to learn about Wisconsin efforts to attract, prepare, recruit and retain educators?

### Resources

- [Project Overview](#) ↗
- [Talent Development Framework Visual](#) ↗
- Wisconsin Quality Educator Initiative State Scan Document
- Professional Standards Council Strategic Plan Recommendations

### School District Input

- [Survey sent to school districts](#) ↗
- Attract/Prepare/Retain Data
- [Elem/Middle Level Teacher Data](#) ↗
- [Special Education Teach Data](#) ↗
- [Early Adolescence-Adolescence Teacher Data](#) ↗
- [CTE Teacher Data](#) ↗

## on Demand Wisconsin Educator Data

Looking for data on Wisconsin's educator workforce?

### Educator Supply Data

- [Educator Preparation Program Annual Reports](#)
- [Supply and Demand Reports](#)

### Educator Staffing Data

- [Educator Staffing Data](#)
- [Educator Staffing Data Collection & Reporting](#)

### Educator Shortage Data

- [Emergency Licenses & Permits – Shortages](#)
- [Wisconsin Reported Shortages – USED](#)

## Wisconsin Educator Resources

Considering becoming an educator in Wisconsin?

### Section

- [Future Educators](#)
- [Pathways to Preparation and Licensure](#)
- [Federal Loan Forgiveness & Cancellation Programs](#)
- Wisconsin Higher Education Approval Board (HEAB) Loan Programs
  - [Minority Teacher Loan](#)
  - [Teacher Education Loan - Rural Schools](#)
  - [Teacher Education Loan - Milwaukee](#)
  - [Teacher of the Visually Impaired Loan](#)



# Attracting PK-12 to teaching

348 School Districts responded to the staffing survey, of the 348 districts

- *16 districts or 4.6% host a chapter of future teachers or Educators Rising*
- *207 districts or 59% offer a student mentoring, job shadowing, or teaching assistant program with district teachers; and*
- *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 - The Pipeline Data

## Higher Education Opportunity Act Title II data:

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

Candidates enrolled in Initial Teaching License Programs  
2015 Report year = candidates enrolled during 2013-2014  
<https://title2.ed.gov/Public/Home.aspx>





# Preparing -The Pipeline

## Higher Education Opportunity Act Title II data:

Year	WISC enrollment	completers	MINN enrollment	completers	ILL enrollment	completers
2015	8,867	3741	7,549	3057	14,699	6454
2014	9,561	3965	7,300	2927	17,934	8534
2013	10,998	4075	8,856	3594	26,045	9690
2012	11,780	4306	10,403	3396	32,433	10,436
2011	12,624	5437	11,565	4334	34,103	20,298
2010	12,323	4749	12,172	4572	34,184	18,121

Candidates enrolled in Initial Teaching License Programs  
2015 Report year = candidates enrolled during 2013-2014  
<https://title2.ed.gov/Public/Home.aspx>



# Prepared, Licensed, Employed EPP Annual Reports

## Wisconsin Educator Preparation Program Report – 2013

□ 2011-2012 program completers; 2012-2013 PI 1202 staffing data

	EPP Completers 2011-2012		Licensed in Wisconsin 2011-2012		Employed in WI Public School 2012-2013	
	Number		Number	Percent of Completers	Number	Percent of Completers
Public Univ.	2,669		2,386	89.4%	1,514	56.7%
Private Colleges/Univ.	1,469		1,283	87.3%	628	42.8%
Alternative Route	158		138	87.3%	112	70.9%
Public Tribal	2		1	50.0%	1	50.0%
<b>TOTALS</b>	<b>4,298</b>		<b>3,808</b>	<b>88.6%</b>	<b>2,255</b>	<b>52.5%</b>

WI students 2012-13 72% white; 2011-12 test takers 92% white; 2012-13 K-12 Educators 95% white – as WI student demographic expands, educators remains constant

<http://dpi.wi.gov/tepd/epp/annual-reports>

# Recruiting Educators

348 School Districts responded to the 2015-2016 staffing survey, these licensure areas were noted most often as “Shortage”

- *Business Administrator*
- *Speech and Language Pathologist*
- *World Languages*
- *Bilingual/Bicultural*
- *Agriculture Education*
- *Business & IT Education*
- *Family & Consumer Sciences*
- *Technology Education & Engineering*
- *Library Media Specialist*
- *Emotional Behavioral Disability*

# Recruiting Educators

348 School Districts responded to the 2015-2016 staffing survey, these licensure areas were noted most often as “Surplus”

- *Elementary Principal*
- *Middle School Principal*
- *High School Principal*
- *Early Childhood-Middle Childhood*
- *Social Studies*
- *Physical Education*

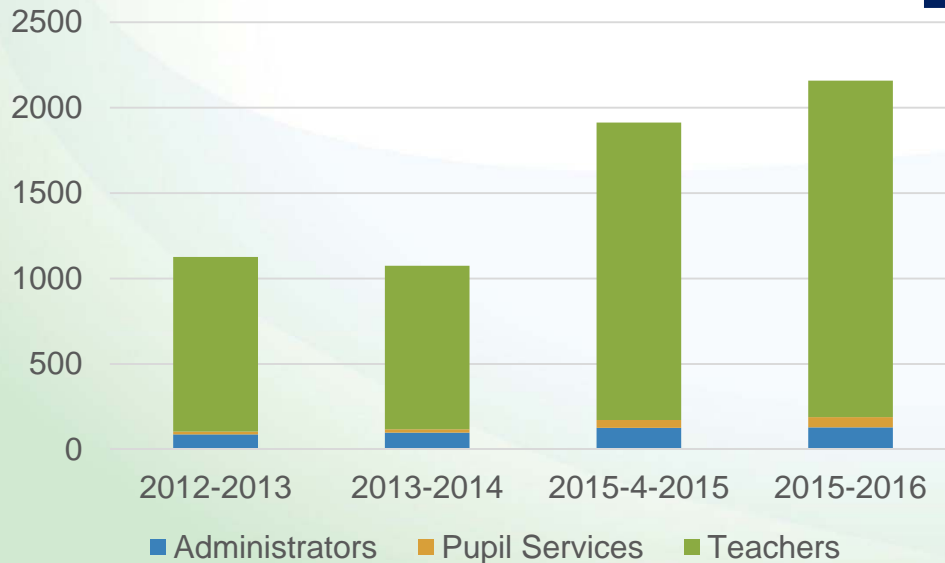
# Emergency Teacher Data

<b>Wisconsin Emergency Licenses and Emergency Permits Data – TOP 10 Subjects Issued In</b>	<b><u>2012-2013</u></b>	<b><u>2013-2014</u></b>	<b><u>2014-2015</u></b>	<b><u>2015-2016</u></b>
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 Data by 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>

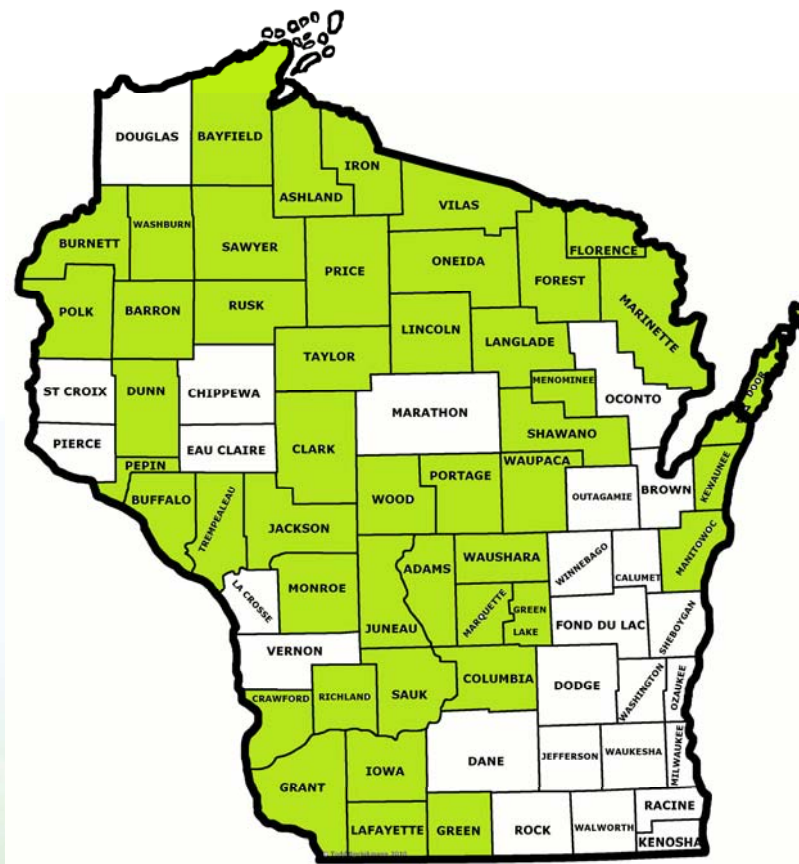
Wisconsin Emergency Data



# Rural Schools Data

The following counties are considered “rural” by Wis. Statute 39.399.

*Positions at a primary or secondary school in these counties are eligible for the HEAB Teacher Education Loan – Rural Program.*





# Rural Schools Data

*The 195 districts in these “Rural” counties have seen a rapid increase in the number of emergency licenses and permits granted from 2012-2016.*

HEAB “Rural” districts (195)	2012-13	2013-14	2014-15	2015-16
FTE Teacher Positions	14136.27	14112.05	14114.97	14024.73
Student enrollment	195146	194381	192931	191587
Emergency License/Permit totals	241	243	350	503
% Emergency License/Permit	1.70%	1.72%	2.48%	3.59%

# Rural Schools Data

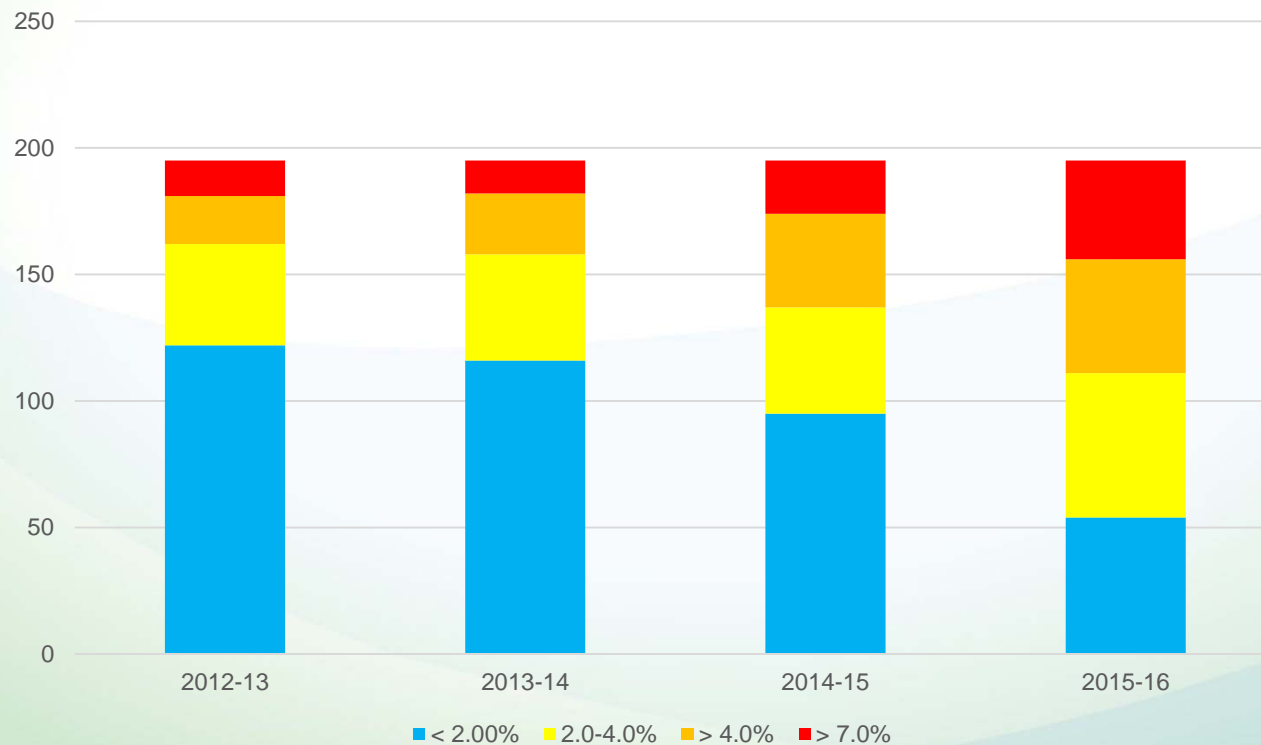
- *The increase in emergency licenses/permits varies by district, but the number of rural districts with high levels of emergency licenses/permits has increased consistently from 2012-16.*
- *In 2012-13 there were 14 rural school districts that had more than 7% of their total staff on emergency licenses/permits; in 2015-16 there were 39 rural school districts that had more than 7% of their total staff on emergency licenses/permits.*

# of HEAB Rural districts according to % of Emergency Licenses/Permits (195 total districts)	2012-13	2013-14	2014-15	2015-16
< 2.00%	122	116	95	54
2.0-4.0%	40	42	42	57
> 4.0%	19	24	37	45
> 7.0%	14	13	21	39

# Rural Schools Data

## Percent of staff on emergency licenses/permits

# of HEAB Rural Districts according to % of Emergency Licenses/Permits (195 districts total)



# Rural Schools Data

*By 2016, the need for emergency licenses in rural districts had outpaced the rest of the state.*

	Years	2012-13	2013-14	2014-15	2015-16
STATE	FTE Teacher Positions	58165.39	58347.85	58734.88	58116.89
	Student enrollment	871551	873531	870652	866876
	Emerg. Lic./Permit totals for teachers	1021	957	1741	1969
	% Emerg. Lic./Permit	1.76%	1.64%	2.96%	3.39%
HEAB Rural	FTE Teacher Positions	14136.27	14112.05	14114.97	14024.73
	Student enrollment	195146	194381	192931	191587
	Emerg. Lic./Permit totals for teachers	241	243	350	503
	% Emerg. Lic./Permit	1.70%	1.72%	2.48%	3.59%

# Wrap Up and Reflection

Is there anything in particular you notice as you look through these data?

- *Are there any questions you have?*
- *Visit the Wisconsin Talent Development Framework web page for continued updates:*  
<http://dpi.wi.gov/tepd/programs/talent-development-framework>