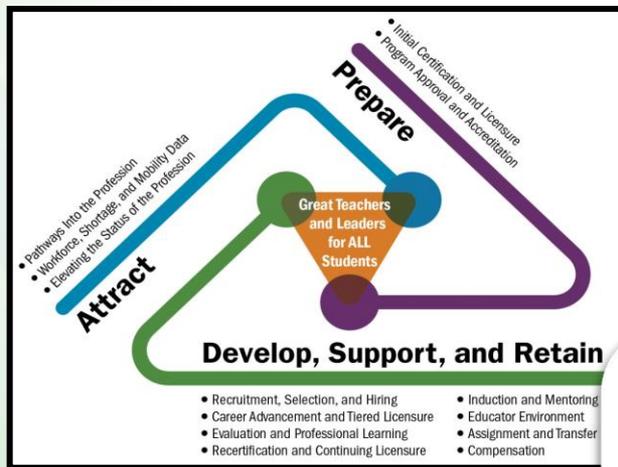


# Wisconsin Talent Development Framework Project

## CESA Regional Meetings



To review  
District Survey Data



May 2016

# Introductions

Welcome~Thank you to CESAs for hosting

## Facilitators:

- *Deb Gurke, Wisconsin State Manager, Midwest Comprehensive Center (MWCC)*
- *Tammy G. Huth, Director Teacher Education, Professional Development and Licensing Team (TEPDL)*
- *David DeGuire, Assistant Director TEPDL*
- *Janice Mertes, Assistant Director, Instructional Media and Technology Team*

# Opening Activity

Let's take a moment to put ourselves in the world of staffing.....

*From a staffing perspective, my district will be ready for the 2016-2017 year when.....*

- Share out

# Wisconsin Staffing Concerns

- We are hearing about a national shortage of educators.....
- Wisconsin has some staffing needs, as well.....
- The Wisconsin Equity Plan included strategies to address recruitment specifically to address emergency credentialed educators.....



# Wisconsin Staffing Concerns

## ❑ The School Administrators Alliance Published a Policy Document...

### Policy Recommendations:

The State Superintendent should convene a commission to:

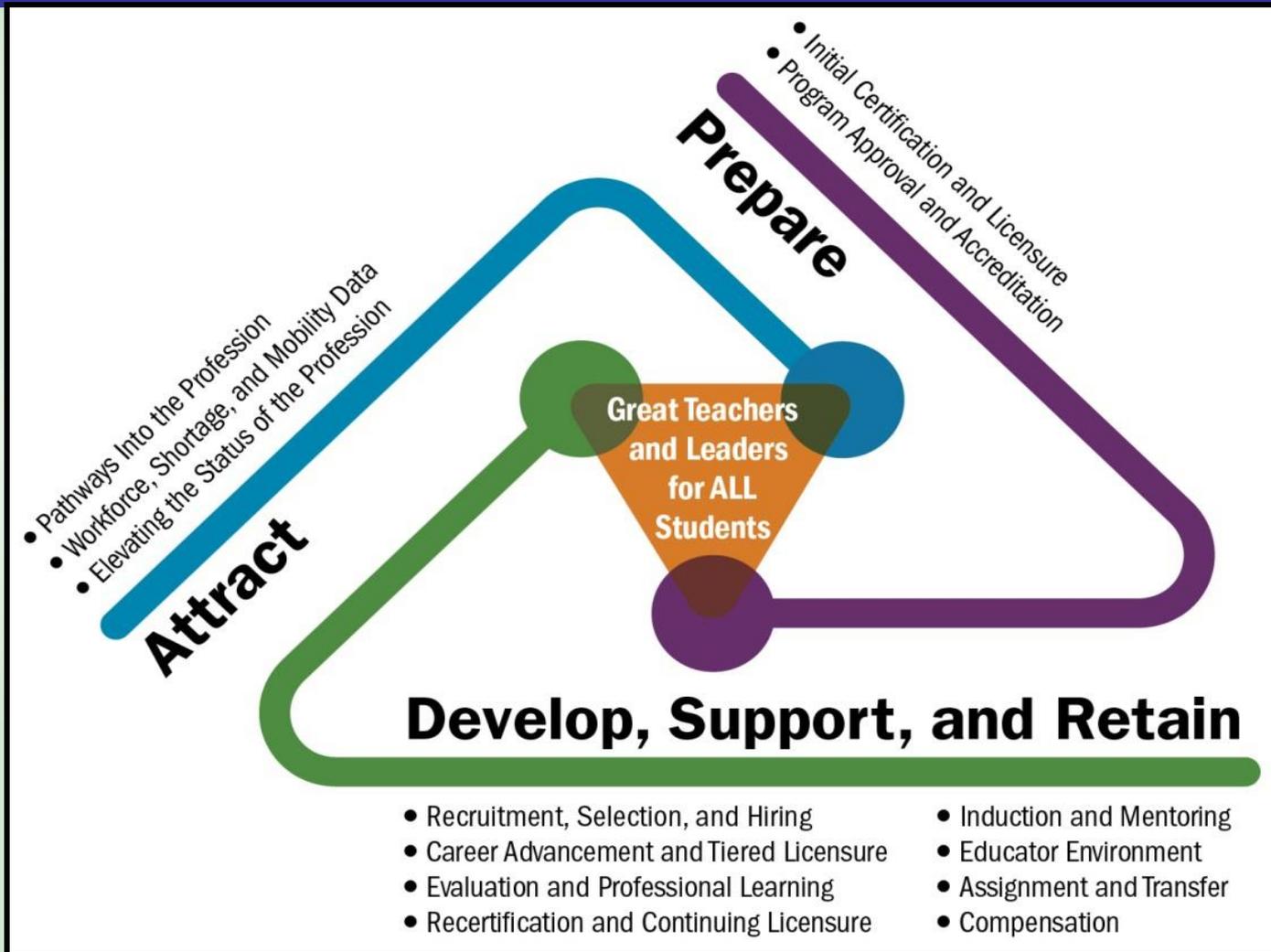
- Create a state-wide initiative to identify and recruit talented candidates into teacher and administrator preparation programs, with an emphasis on diversity  
*Wisconsin's PK-12 Pathway to World-Class Student Success, pg. 9-10*

*The Professional Standards Council (PSC) – advisory council to the state superintendent - took on the charge*

The Talent Development Framework helped the PSC organize our thinking.....



# 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).

# Wisconsin Talent Development

❑ Create a Wisconsin Talent Development Framework Scan

❑ The Wisconsin Talent Development Framework Scan will be utilized by the PSC and TEPDL to:

- *Review current policy and practices;*
- *Collaborate with stakeholders to identify gaps and strategies for consideration;*
- *Develop a strategic plan for ensuring ongoing talent development within Wisconsin; and*
- *Develop resources, technical assistance, and guidance for Wisconsin educators, school districts, educator preparation programs, and professional organizations.*



# 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

# Introducing the Data

## School District Survey Data

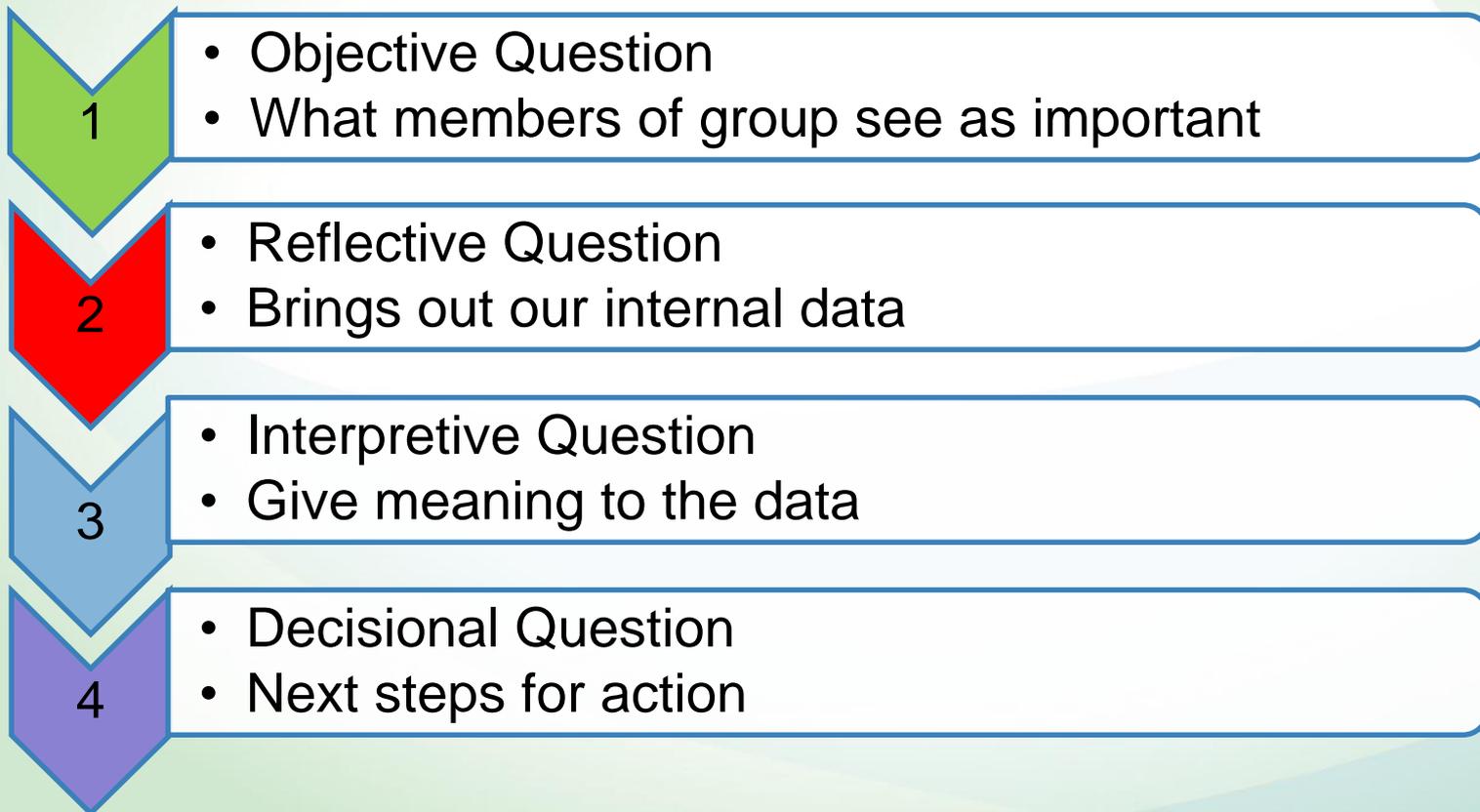


➤ *TODAY WE WILL LOOK AT THE PRELIMINARY SCHOOL DISTRICT SURVEY DATA BY CESA REGIONS*

- 348 School Districts Responded
- Surveys sent to superintendents in each school district, CESA administrator, and 2R Charter districts
- Data has been disaggregated by CESA regions
- These data will be used by PSC to develop strategic plan
- Analyzed for Demand Report

# Analyzing the Data - Process

## Reflection Process – four questions



# Analyzing the Teacher Data

Use the handout labeled “Attracting...” and focus on the first chart

1

- What parts of these data caught your attention? *I noticed...*

2

- What seems most exciting to you? Where do you have concerns?

3

- What are we learning from reviewing these data?

# Analyzing the Data

We will record your reflections on chart paper

Continue through the teacher charts

- . 45 minutes

Then we will focus on Pupil Services charts and Administrator charts

- . 45 minutes

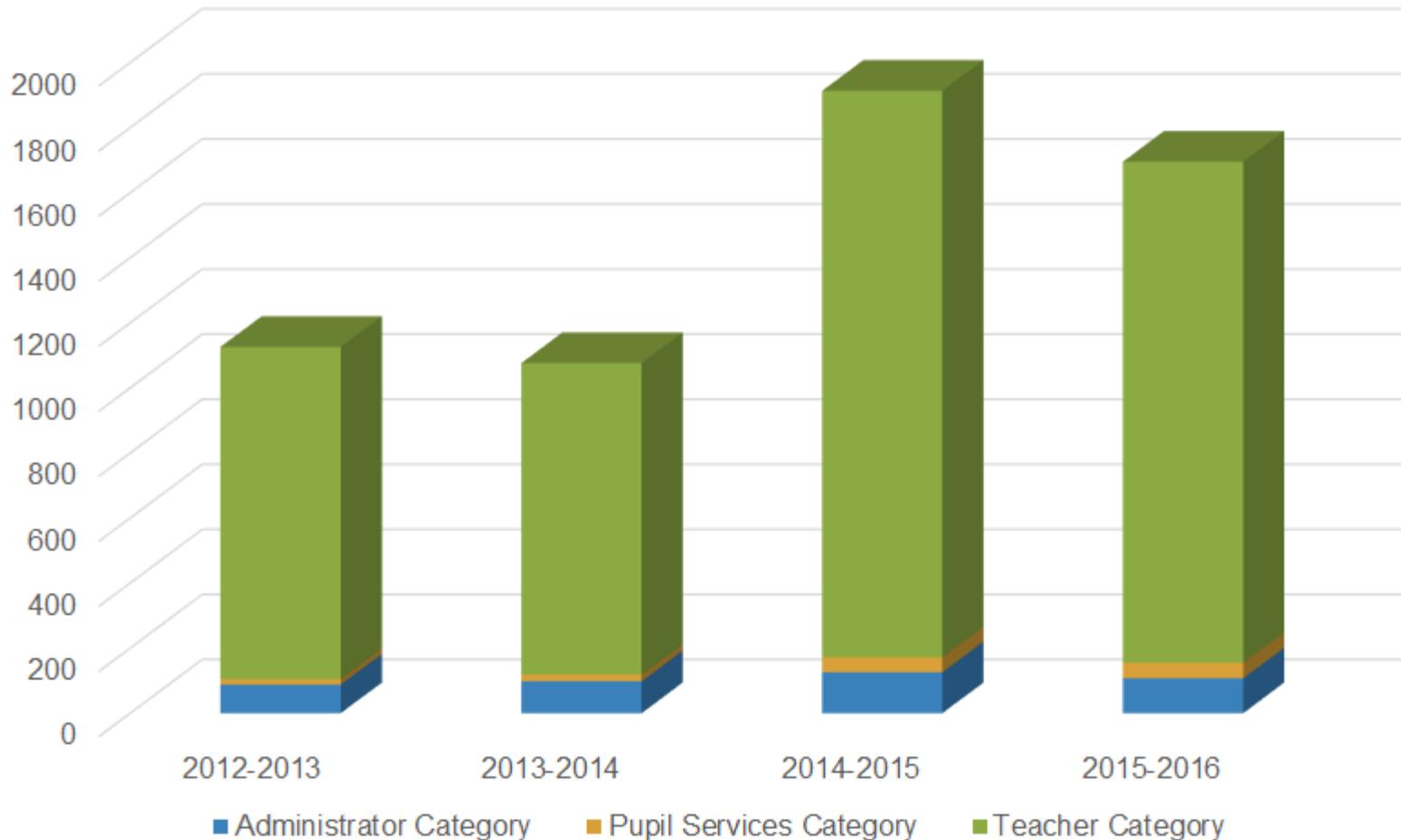
# Staffing Shortage Data Sources

## Data on Emergency Licenses and Emergency Permits Issued

<http://dpi.wi.gov/tepd/programs/research-data/shortage-data>

- *Out-of-field educators - Emergency License*
- *Unprepared educators - Emergency Permit*
  
- *Use these data for our federal loan forgiveness reporting*
- *Here is what we know:*

# Yearly Shortages by Emergency Category



# Emergency Staffing Top 10

<u>Subject</u>	<u>2012-2013</u>	<u>2013-2014</u>	<u>2014-2015</u>	<u>2015-2016</u>
<b>Cross Categorical Special Education</b>	<b>236</b>	<b>228</b>	<b>461</b>	<b>363</b>
<b>Bilingual-Bicultural</b>	<b>96</b>	<b>103</b>	<b>248</b>	<b>182</b>
<b>Reading Teacher</b>	<b>81</b>	<b>80</b>	<b>143</b>	<b>119</b>
<b>Early Childhood</b>	<b>67</b>	<b>65</b>	<b>86</b>	<b>97</b>
<b>English as a Second Language</b>	<b>63</b>	<b>37</b>	<b>72</b>	<b>89</b>
<b>Instructional Library Media Specialist</b>	<b>48</b>	<b>26</b>	<b>60</b>	<b>63</b>
<b>Regular Education</b>	<b>26</b>	<b>22</b>	<b>94</b>	<b>61</b>
<b>Early Childhood Special Education</b>	<b>24</b>	<b>28</b>	<b>62</b>	<b>52</b>
<b>Math</b>	<b>27</b>	<b>19</b>	<b>49</b>	<b>44</b>
<b>Spanish</b>	<b>31</b>	<b>23</b>	<b>36</b>	<b>34</b>
<b>State Totals of All Emergencies Issued</b>	<b>1021</b>	<b>958</b>	<b>1741</b>	<b>1540</b>

# District Survey Staffing Data

## School District Survey Data on Staffing

- *We knew the emergency licenses/permits requested; but we didn't know what other means districts had used to address shortages*
- *In the survey, districts identified their candidate pool data for each licensure for 2015-2016; then,*
- *They provided information on how they addressed slight shortages and extreme shortages*

# Analyzing the Staffing Data

Scan the handout with Emergency License/permit data for your CESA

Scan the handout on Educator Staffing Data

The charts for each licensure area represent the candidate pool data followed by how the district addressed a slight or extreme shortage

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

# Determining Next Steps

4

- As you think about what we've discussed here today, what do you see as the most important next steps for you to take, your CESA to take, for the DPI to take?

# Wrap-Up and Reflection

How has your participation in this conversation helped you with the answer to our opening question today?

What worked for you/did not work for you in this meeting?

What was missing?

*Thank you for your time today!*