

# Initial Employment

DATA DASHBOARD PROTOCOL



## Data Overview



### Essential Questions

- What are the district and campus characteristics of where our program completers begin teaching?
- To what extent do our program completers persist in the profession?



### Dashboard Pages

- Candidate Employment
- Candidate Details
- Certification and Teaching Assignments



### Data Description

Local Education Agencies and individual schools/campuses at which teacher candidates are first employed, retention of candidates within their first year of certification, what subjects they teach, characteristics of the candidates employed/not employed, and certification type.

## Protocol Description



### Recommended Participants

- EPP Leadership (Dean, Directors, Department Chairs, Data Lead)
- Certification Officer
- Faculty/Field Supervisors
- Course Leaders and/or Instructors
- Technical Assistance Provider Staff
- District and/or Campus Leaders



### Recommended Time

90-120 minutes

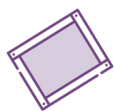


### Examples of How this Dashboard's Data Could be Leveraged

- Adjusting the placement approaches of interns/student teachers that result in improved employment, retention, etc.
- Questioning the employment and retention patterns/trends and how the educator preparation program and district can work together to improve them
- Consider candidate production in specific certification areas to better meet the needs of districts
- Trends of initial employment, certification area, district, campus, etc. by race/sex to support diversification of the teacher pipeline

# Protocol: Initial Employment Dashboard

FRAME > DESCRIBE > PLAN



## Frame

Occurs before reviewing the data to orient stakeholders and focus the analysis.



**Guiding Questions** (discuss and answer all that are applicable)

- What are we trying to understand and do from these data?
- What do you expect to see in the data (are there any assumptions or biases that need to be named)?
- What decisions can this data help us make?



**Example:**

*From this dashboard, our program is trying to determine how many of our certified candidates end up employed in Texas districts and in which campuses. Because we typically partner with 3-4 school districts, we expect to see initial employment in those same districts. We think this data will help us identify patterns of districts in which candidates are most likely to be employed following their internship/clinical experience. This will give us insights on where we may need to strengthen partnerships and/or adjust placements. Other interests for this dashboard are:*

- *Which certification areas have the highest initial employment rates and which have the lowest?*
- *Which candidates gain initial employment in grade-level/content areas that match their certification?*

Your framing...

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FRAME > DESCRIBE > PLAN



## Describe

Occurs during the review of data to make meaning of the data and support decision making.



**Guiding Questions** (discuss and answer all that are applicable)

- What do you see in the data?
- Are there trends, outliers, correlations, etc.?
- What does the data suggest?



**Example:**

*In reviewing the data, some trends that we noticed were:*

- *[insert name] ISD employs a small percentage of our candidates, though we place a high percentage of our candidates in that district for student teaching. This could suggest: 1) candidates' experience in student teaching might be causing candidates to not seek employment in that district, 2) the district/schools are not satisfied with the quality of our candidates, and/or 3) the district does not need to hire as many candidates as we place in that district for student teaching.*
- *Candidates in our Core EC - 6 certification had the lowest rate of initial employment while candidates in our ELA 7 - 12 certification had the highest rate. This suggests we need to look into why candidates in the EC - 6 certification area are not gaining initial employment following their completion of the program.*

Your description...

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FRAME > DESCRIBE > PLAN



## Plan

Occurs after the analysis of the data, resulting in a codified plan with actions that support continuous improvement.



**Guiding Questions** (discuss and answer all that are applicable)

- Based on this data, what should we do next?
- What are the specifics (timelines, resources, limitations. etc.) of our plan?
- How will we ensure the plan is effective? How will we know if/when it is effective?
- How will we share the results (both the plan and the outcomes of the plan) with stakeholders?



**Example:**

*Based on what we noticed in the data, more information is needed on candidates' experiences in [insert name] ISD, and so, we will be sending a survey to candidates, mentors, field supervisors, and district partners focused on some of the things we want to learn about the candidates' experiences, districts' needs, among other items of inquiry. Based on the survey responses and other data sources (internal candidate perception surveys, student and school characteristics, etc.), the leadership team will craft an improvement plan for increasing the initial employment rate within that district and/or identify the best district partnerships to: 1) Increase employment in the district in which student teaching occurred, 2) Ensure a closer match in the school and student characteristics of student teaching and that of initial employment, and 3) Better meet the hiring needs of districts (e.g. number of candidates, certification area(s), etc.). This plan will be co-created with leaders from the [insert name] ISD district in the 3rd quarter Governance Meeting.*

Your plan...