

# Staff Data: Uses and Implications



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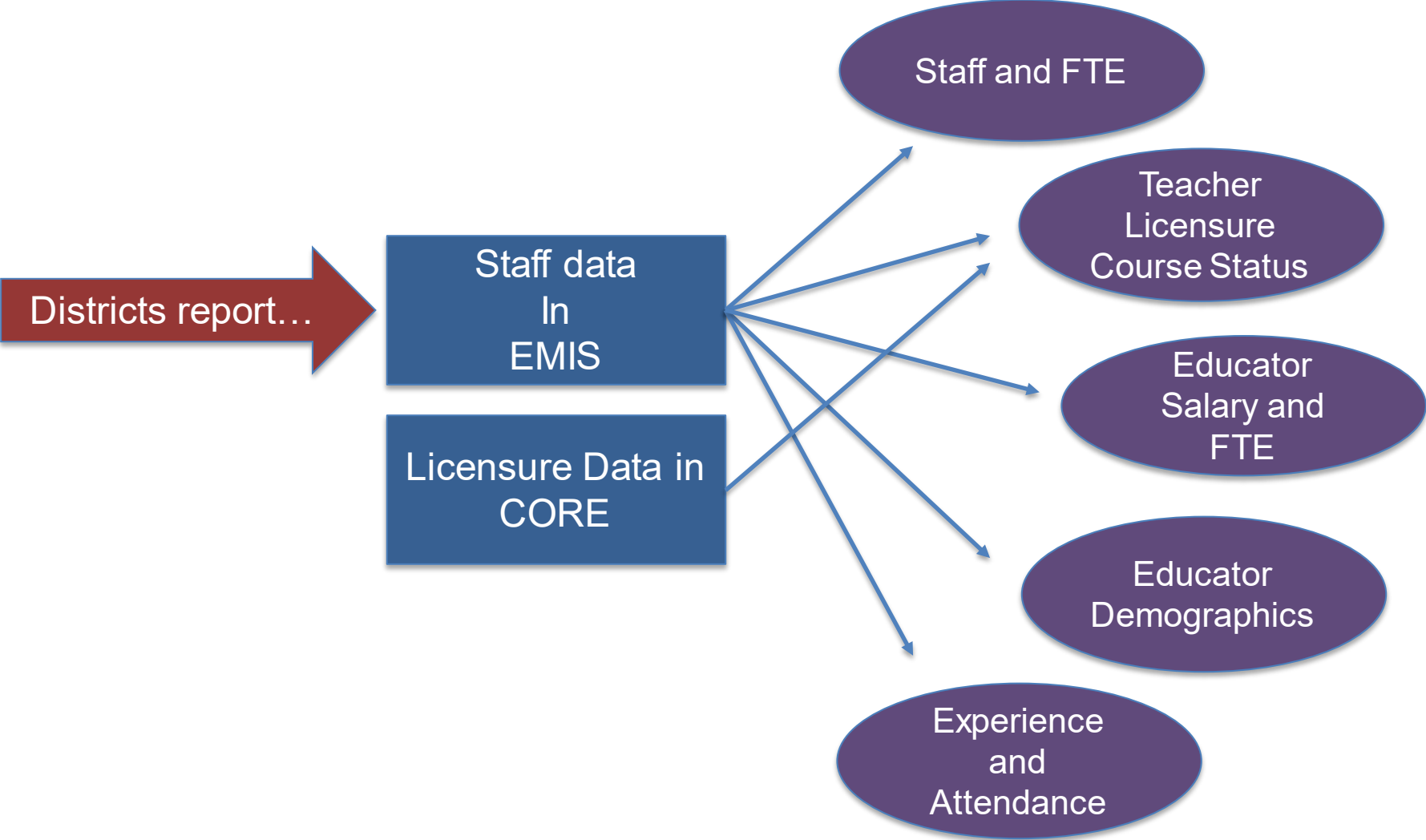
# Introductions

- Center for Teaching, Leading and Learning
  - Office of Educator Effectiveness
- Center for Administrator, Teacher, and School Personnel Supports
  - Office of Educator Licensure
  - Office of Professional Conduct

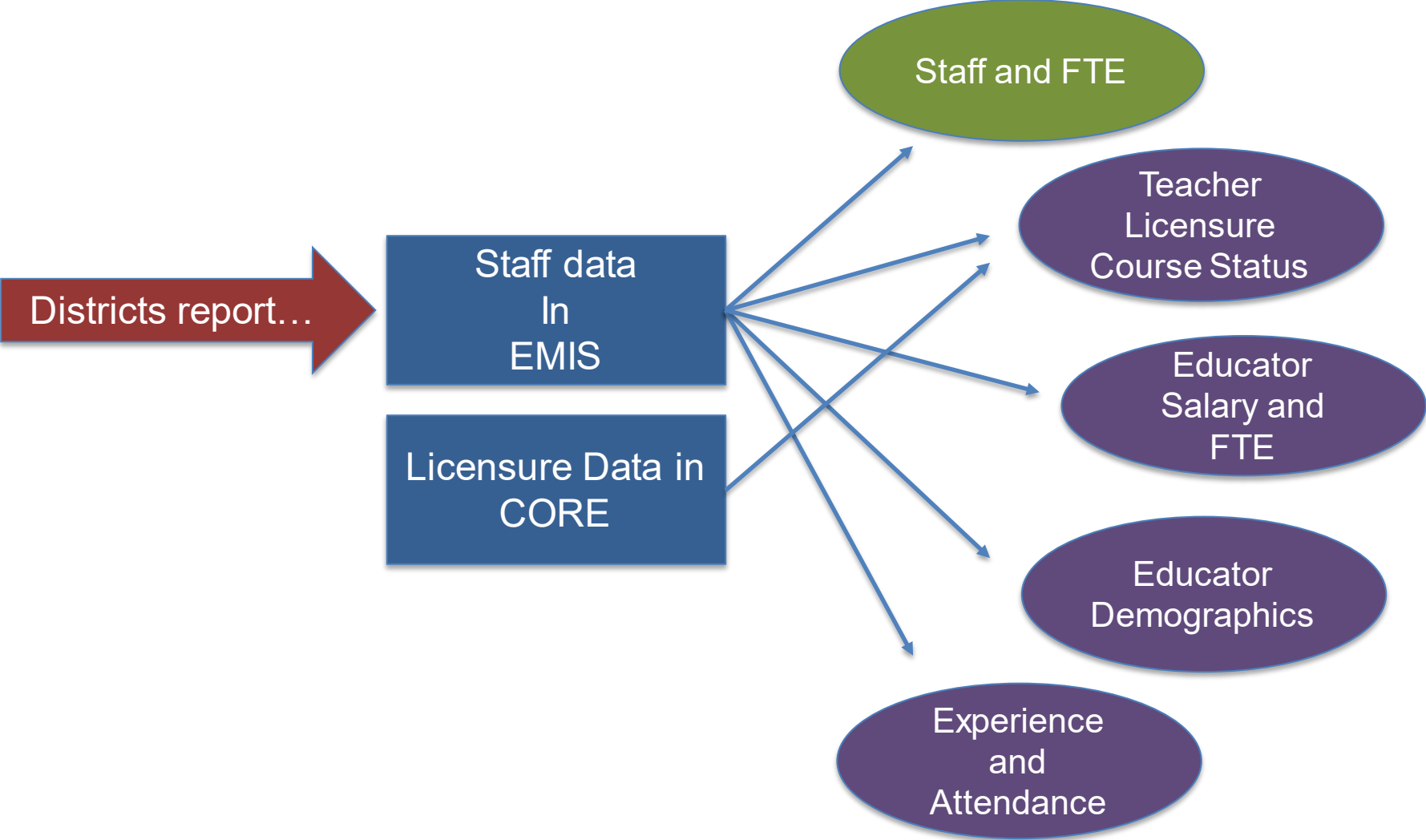
# Overview

- Uses and implications of staff data that the districts report
- Some details of that reporting
- What some of this data looks like at the state level
- Data quality recommendations

# Types of Staff Data



# Types of Staff Data



# Staff and FTE Overview

- Report anyone who was employed for any portion of the current school year, *including part-time employees, and those on a leave of absence*
- Report substitutes who become the teacher of record on a course
- Report those on contract, supplemental contracts
- Report positions where an educator left after the close of the final collection of the previous year (U status)
- Do not report other people no longer employed

# Staff and FTE Data – Uses

- Literally everything we send out to everyone
- Lots of research concerning attrition and turnover
- Lots of demand, and demand for correct data. We cannot provide accurate calculations if FTE are off
- Reported to US Department of Education

# Staff and FTE – Figures

- Regular positions reported with FTE as 1, no salary

Manifest	Staff ID	Position	Position Status	Rpting LEA	Positn FTE	Pay Type	Pay Amt
2021XXXXX	KU1112222	230	C	043XXX	1.00	H	0.00
2021XXXXX	KU4445555	230	C	044XXX	1.00	H	0.00

- Full positions reported with FTE as 0, full salary

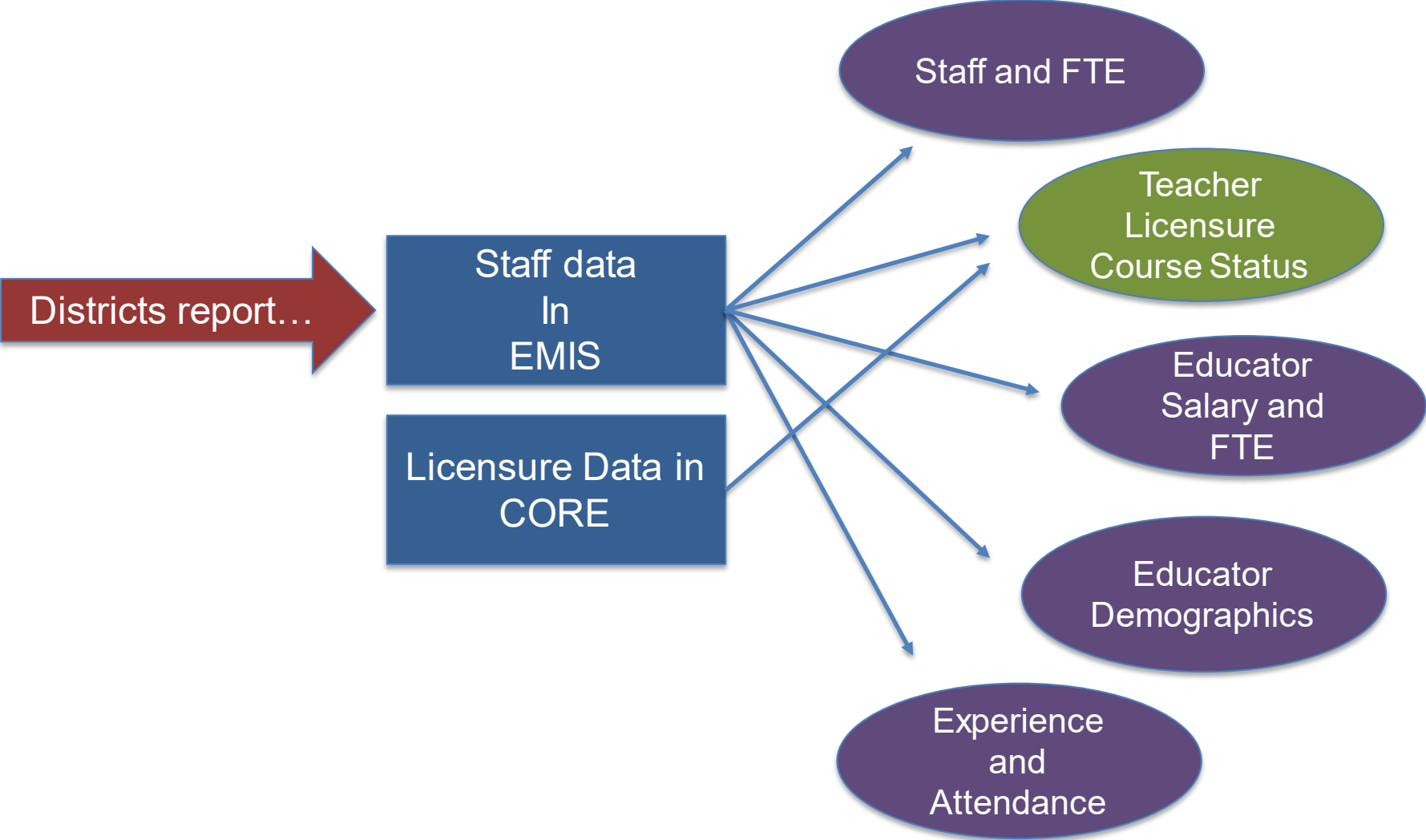
Manifest	Staff ID	Position	Position Status	Rpting LEA	Positn FTE	Pay Type	Pay Amt
2021XXXXX	KU677XXXX	230	C	047XXX	0.00	A	300.00
2018XXXX	OH142XXXX	230	C	048XXXX	0.00	A	68091.00



# Staff and FTE – Notes & Tips

- Report only staff who are working this year
- Use the correct Educator State ID for any and all credentialed staff – do not use Z IDs
- When staff leave, report separation date and reason
- Report U position status codes in both collections when staff leave after the close of the previous year, but only if they worked zero days during the current year
- Then, stop reporting them

# Types of Staff Data



# Teacher Licensure Course Status

- EMIS records:
  - Staff Course (CU)
  - Staff Demographic (CI)
  - Staff Employment (CK)
  - Contractor Staff Employment (CJ)
  - Course Master (CN)
  - Student Course (GN)
  - Student records: demographic, standing....
- CORE Licensure Data

# TLC Status – Uses

- Local Report Card
- Reported to the US Department of Education
- Equitable Access Analysis Tool
- Areas where teachers are needed
- External Data Requests

# TLC Status – Issues

- Courses reported in Final and not in Initial
  - Trend is going up year over year
- Course Master without Staff Course = Not Proper Cert
- Course Master with no Student Course = Not Proper Cert

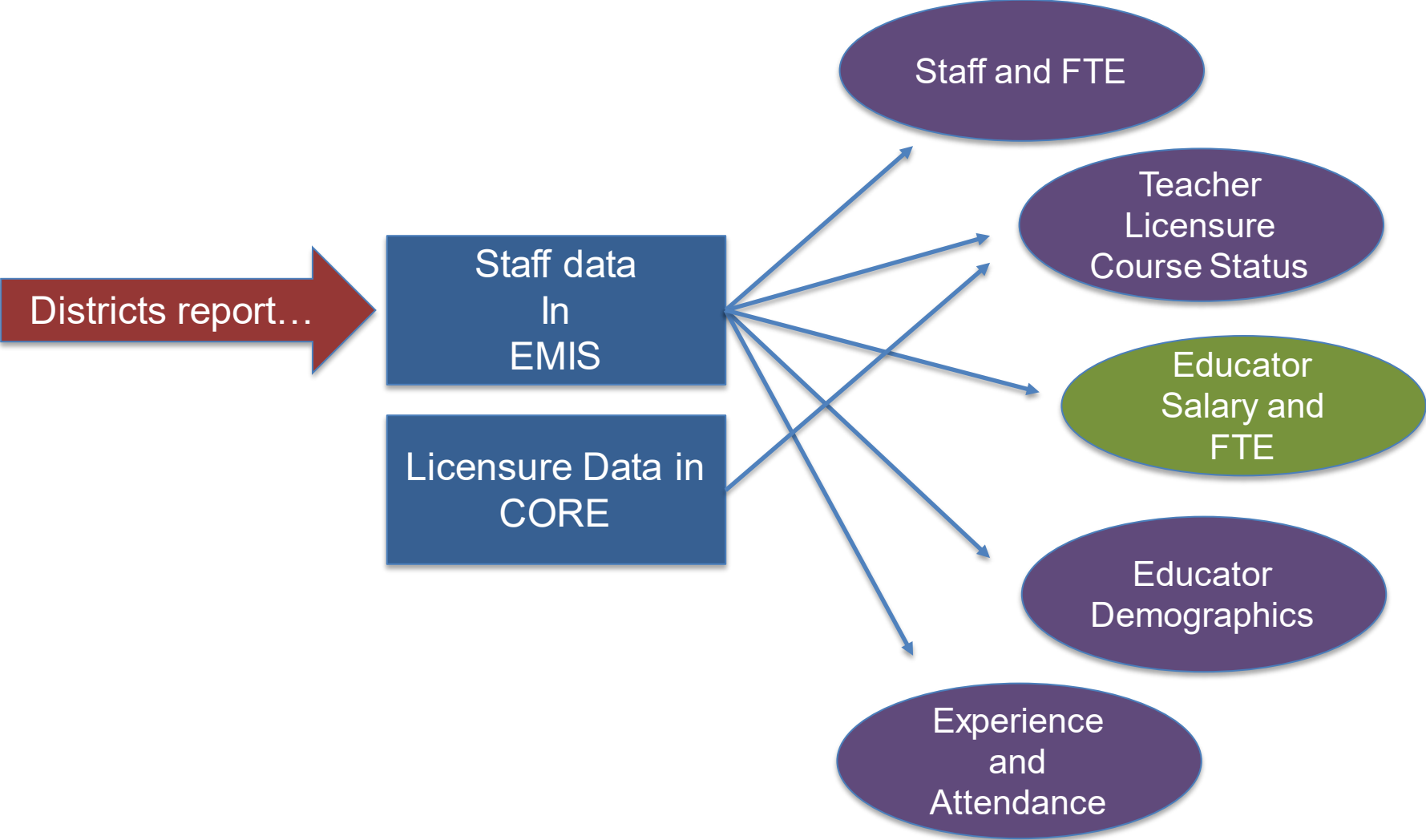
# TLC Status – Notes & Tips

- Report *all courses* in initial collection
- Teacher of record
  - Educator providing instruction
  - Educator responsible for grading and oversight
- Complicated calculation – consult TLC Status report
- Report the course the best matches the material/curriculum being taught

# TLCS – Not Properly Certified

- Again, complicated calculation, but check TLC Status report
- No teacher reported – report Staff Course for every course you report
- No students reported
  - Do not report courses with no students
  - Do not report courses not actually running this year

# Types of Staff Data





# Educator Salary and FTE – Uses

- Data Ohio Portal – publicly available
- Public data requests
- Funding Formula – Average staff salaries
- Local Report Card and Advanced Reports
- Ohio Treasurer posts on Ohio Checkbook

# Pay Amount and FTE – Notes & Tips

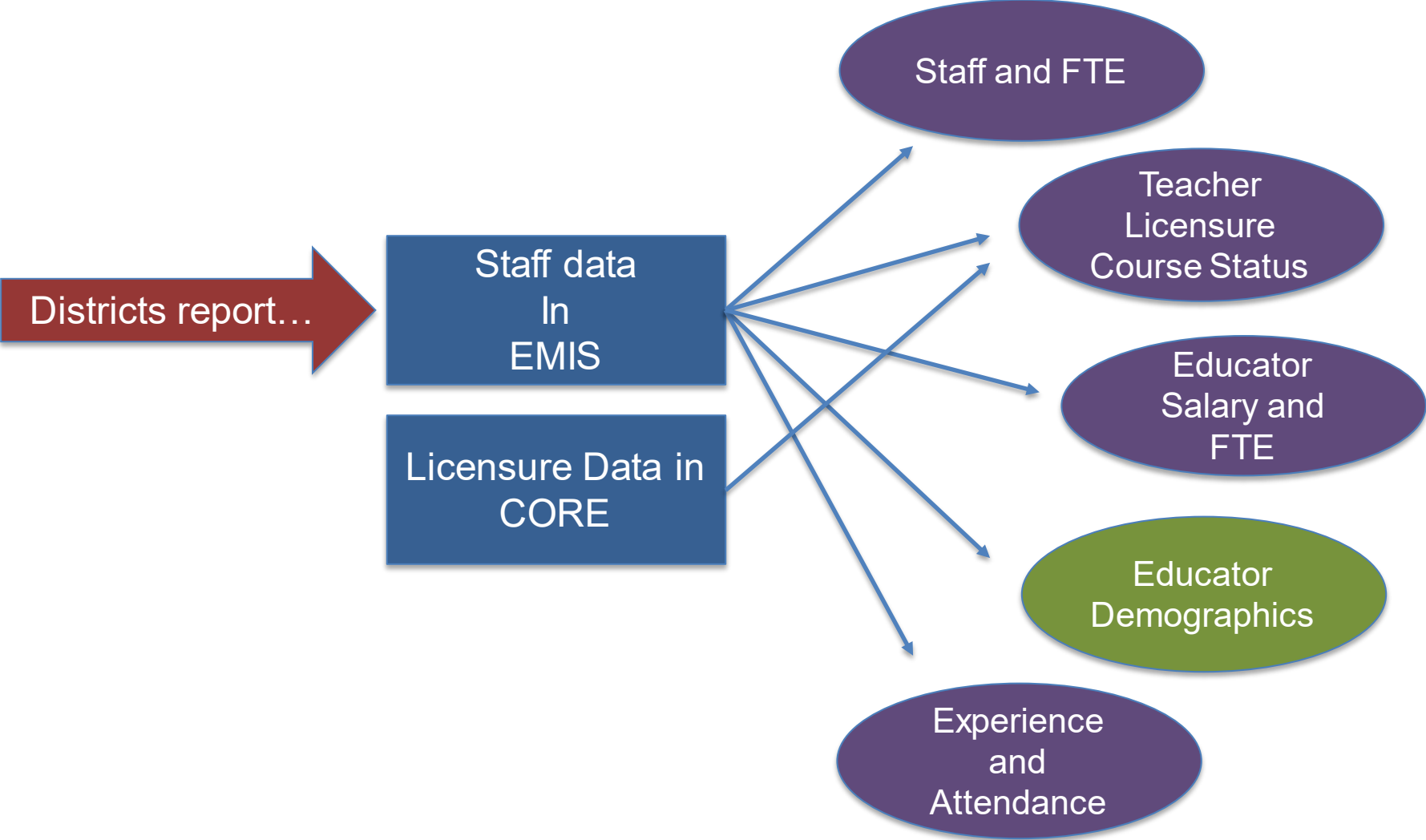
Per EMIS manual (Section 3):

- If reporting a staff member in more than one building, split the FTE
- If the salary is an annual salary, then for each position record, calculate the Pay Amount by multiplying the FTE for that record by the annual salary

# Pay Amount and FTE – Notes & Tips

- Educators in multiple buildings
  - Report at district, total FTE **and salary**
  - OR at each building, split the FTE **and salary**
- Educators moving buildings – CK records
  - Can just update building IRN on current CK record
  - Report full FTE at each school for date range – **with full salary in both CK records**
  - OR split the FTE **and salary** across CK records

# Types of Staff Data



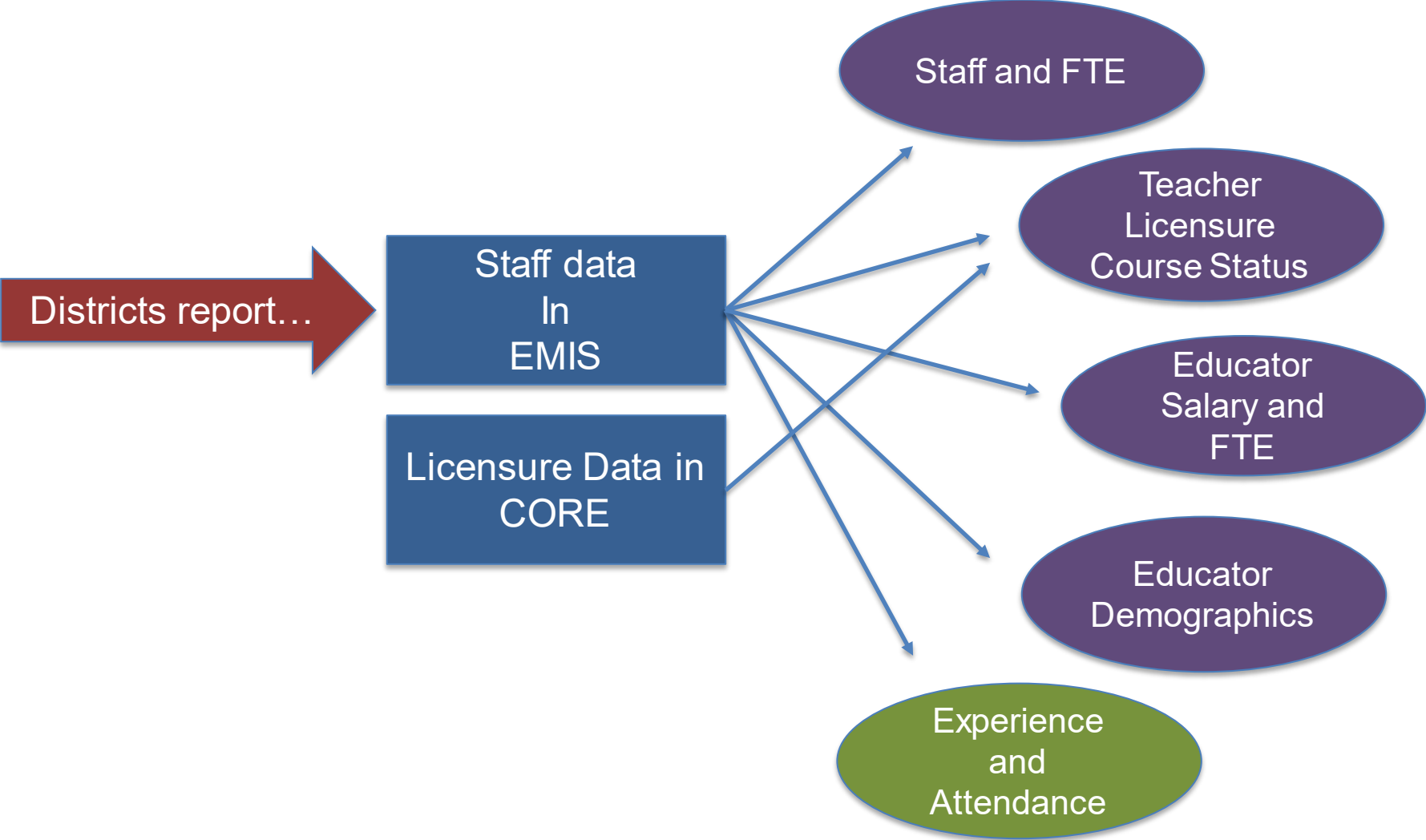
# Educator Demographics – Uses

- Local Report Card
- Data Ohio Portal – public, media, researchers
- Research about racial diversity in the teaching workforce
  - State Leadership
  - Researchers
  - ...

# Demographics – Notes & Tips

- ESC reporting *must include full and complete CI (Staff Demog)* for staff employed by ESC and contracted out
- If the district contracts from an ESC, work with ESC EMIS coord to report accurately
- If the district contracts from a non-EMIS-reporting entity, then the district itself must report demographic data

# Types of Staff Data



# Teacher Experience Years – Uses

- Local Report Card
  - Average Teaching Experience Years
  - Percent of Inexperienced Teachers
- Equitable Access Analysis Tool
  - Percent of Inexperienced Teachers
- Reported to US Department of Education
  - FTE and Percent of Inexperience
- Data requests



# Experience – Notes & Tips

- Authorized Years of Teaching Experience element
- A zero (0) means – no years of teaching experience, ever, anywhere, before this year. *No prior experience.*
  - It does *not* mean “new to this reporting district.”
  - How it’s stored in payroll vs reporting in EMIS might differ – please see EMIS manual for specifics

# Attendance – Overview

- Three elements
  - Attendance Days
  - Absence Days
    - Long-term illness Days (15+ consecutive days...)
- Long-term illness days are *included* in absence days
- “Absence days” – EMIS definition may differ from district-internal definition

# Attendance – Uses

- Local Report Card
  - Teacher Attendance rate
- Public data requests – the press, from time to time
  - Teacher rates
  - Also administrators, counselors, aides
- Potential future reports to districts

# Attendance – Uses

- Attendance rate uses *only* the three attendance elements
- Rates calculated in two steps, denominator then rate

*Total Days: Attendance Days + (Absence Days – Long Term Illness Days)*

$$\text{Attendance Rate} = \frac{\text{Attendance Days}}{\text{Total Days}}$$

# Resources (New)

- Secure Data Center
  - Report Portal > Secure Data Center > Teacher and Staff
  - Teacher Report (District and School)
  - Principal Report (District and School)
  - Educators in Your District
- [DataOhio Portal](#) (DOP)
  - [Education Employee Positions and Demographics](#)
  - [Secure Dataset](#)

# Resources

- [CORE Educator Profile](#)
  - Individual educator information including credentials
- [Educator Data by District](#)
  - List of credentials for all staff in a district
- [Certification and Licensure Dictionary](#)
  - Includes general rules, lookup for course/license, etc.
- [Staff Data](#) webpage on Department's site
  - Issued Credentials, Educator Credentials

**Questions?**





# Social Media

**facebook**

Ohio Families and Education  
Ohio Teachers' Homeroom

**Linked in**

ohio-department-of-education

**Storify**

storify.com/ohioEdDept

**twitter**

@OHEducation

**You Tube**

OhioEdDept