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

Staff data in EMIS

- Staff and FTE
- Teacher Licensure Course Status
- Educator Salary and FTE
- Educator Demographics
- Experience and Attendance

Districts report...

Licensure Data in CORE
Types of Staff Data

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Districts report...
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**

<table>
<thead>
<tr>
<th>Manifest</th>
<th>Staff ID</th>
<th>Position</th>
<th>Position Status</th>
<th>Rpting LEA</th>
<th>Positin FTE</th>
<th>Pay Type</th>
<th>Pay Amt</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021XXXXX</td>
<td>KU1112222</td>
<td>230</td>
<td>C</td>
<td>043XXX</td>
<td>1.00</td>
<td>H</td>
<td>0.00</td>
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<td>C</td>
<td>044XXX</td>
<td>1.00</td>
<td>H</td>
<td>0.00</td>
</tr>
</tbody>
</table>

- **Full positions reported with FTE as 0, full salary**

<table>
<thead>
<tr>
<th>Manifest</th>
<th>Staff ID</th>
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<th>Pay Type</th>
<th>Pay Amt</th>
</tr>
</thead>
<tbody>
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<td>C</td>
<td>048XXXXX</td>
<td>0.00</td>
<td>A</td>
<td>68091.00</td>
</tr>
</tbody>
</table>
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
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Districts report...
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
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Districts report...
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

Districts report...

Staff data in EMIS

Licensure Data in CORE

Staff and FTE

Teacher Licensure Course Status

Educator Salary and FTE

Educator Demographics

Experience and Attendance
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.
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Districts report...
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

\[ Total \ Days: \ Attendance \ Days + (Absence \ Days - Long \ Term \ Illness \ Days) \]

\[ Attendance \ Rate = \frac{Attendance \ Days}{Total \ Days} \]
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

LinkedIn  ohio-department-of-education

Storify   storify.com/ohioEdDept

twitter   @OHEducation

YouTube   OhioEdDept