Data Issues for Educator Effectiveness and Licensure

Presented by
Office of Educator Effectiveness
Arkansas Department of Education

ADE Data Conference
August 3, 2017
Teacher and Leader Quality

Teachers and leaders are the most important school-based factors in ensuring student success.

Arkansas has the responsibility to design and implement an education workforce system that

- **attracts**, 
- **prepares**, 
- **develops**, and 
- **retains** the most effective educators.
Topics for Discussion

A. Data Needed for Decision Making
   • Educator Workforce Data
   • ESSA Reporting

B. Data Quality Issues

C. Arkansas Qualified Teacher

D. Updating AELS Profiles

E. Educator Effectiveness Data

F. Nat’l Board Certified Teacher Data Collection
Data Needed for Decision Making

Educator Workforce Data

• Data needed for equity issues, e.g.,
  • Teacher yrs of experience
  • Administrator yrs of experience
  • Teacher effectiveness data
  • Out-of-field teachers
  • Teachers current license(s)

• Demographics
  • age/race/ethnicity/gender (when appropriate)
  • Poverty levels
  • Minority levels
ESSA “Musts…”

Per ESSA, we require accurate data on...

• Ineffective, out-of-field, and inexperienced teachers
• Teachers teaching with emergency or provisional credentials; and
• Inexperienced principals and other school leaders

No identifiable information is shared.
Previously Identified Equity Gaps

• Students in high poverty and high minority schools are more likely to have an **INEXPERIENCED** teacher than students in low poverty and low minority schools.

• Students in high poverty schools are more likely to have an **OUT-OF-FIELD** teacher than students in low poverty schools.

• There is a higher percentage of **UNQUALIFIED** teachers in high poverty and high minority schools.

• There is a higher rate of teacher **TURNOVER** in high minority schools (more first-year teachers) based on number of new teachers per school per year for the last five years.
Recent 3-yr-avg School Equity Data

% Inexp. Teachers

- State: 8.37%
- Lo Min: 0.03%
- Hi Min: 12.65%
- Lo Pov: 0.22%
- Hi Pov: 0.25%

% Out-of-Field Teachers

- State: 3.29%
- Lo Min: 3.29%
- Hi Min: 2.62%
- Lo Pov: 2.24%
- Hi Pov: 3.35%

% Unqualified Teachers

- State: 0.16%
- Lo Min: 0.03%
- Hi Min: 0.22%
- Lo Pov: 0.02%
- Hi Pov: 0.25%

% Turnover

- State: 7.20%
- Lo Min: 4.84%
- Hi Min: 10.57%
- Lo Pov: 6.57%
- Hi Pov: 9.47%
A. Data Needed for Decision Making
B. Data Quality Issues
C. Arkansas Qualified Teacher
D.Updating AELS Profiles
E. Educator Effectiveness Data
F. Nat’l Board Certified Teacher Data Collection
Codes for Certified Experience Category in eSchool

1 = Beginning Teacher
   - By definition a Beginning Teacher should have zero “0” years of experience.

2 = Transfer from Another School District

3 = Did Not Teach Last Year, but Has Taught

4 = Taught in This District Last Year
Beginning Teachers should have zero years of experience.

2015-16 ADE database...

- **Beginning Teachers Years of Experience**
  - 0 Years: 1,766
  - 1 to 4 years: 1,123
  - 39% miscoded

- **Teachers with Zero Years of Experience**
  - Beginning Teacher: 1,766
  - Have taught before: 1,084
  - 38% miscoded
In the 2016-2017 ADE database...

- **Beginning Teachers**
  - 0 Years: 1,790
  - 1 to 4 Years: 904
  **32% miscoded**

- **Teachers w ‘0’ years experience**
  - Beginning Teacher: 1,790
  - Have taught before: 1,105
  **38% miscoded**
2015-2016
Of all those coded as having zero years experience...
  • 447 taught in the district last year
  • 83 did not teach last year, but had taught
  • 554 transferred in from another district

2016-2017
Of all those coded as having zero years experience...
  • 397 taught in the district last year
  • 118 did not teach last year, but had taught
  • 590 transferred in from another district
Demographics (student and educator)

• It is critical that all data input, including demographic data (age, gender, race/ethnicity, when appropriate) be complete and accurate.

• These data are used for federal reporting, particularly Equity Plans and ESSA.
Accuracy is critical.

- ‘Beginning Teacher’ must be coded correctly as: Years of Experience = 0.
- ALPs must be correctly reported.
- Long-term Subs must be correctly reported.
How do we use this data?

• Teacher retention and/or attrition
  • To alleviate shortages

• ESSA reporting
  • Federal requirements

• Equity evaluations
  • Equitable Access to Excellent Educators for all students

• Licensure exceptions and Arkansas Qualified Teacher

• Workforce Stability Index
A. Data Needed for Decision Making
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HQT has been rescinded by ESSA.

HQT provisions:
- should be removed from school district’s application process
- should not be in evidence on the school district’s website.
AQT is **NEW... and DIFFERENT.**

AQT is NOT a licensure program, or a pathway to becoming a teacher.

AQT... is how teachers demonstrate they have **content knowledge** in the subject(s) they teach.

• See Commissioner’s Memo [LIC-16-046](#) (May, 2016)
  • Contains a summary of AQT requirements

• See Commissioner’s Memo [COM-17-012](#) (August, 2016)
  • Contains Final AQT Rules
  • Contains Definitions, Requirements, Forms
AQT only applies in 2 situations...

...when teaching a **Core Academic Subject** for which licensure is required but **where the license requirements have been legally waived**, or

...when teaching a Core Academic Subject in **Special Education** or in an **Alternative Learning Environment (A.L.E.)**
Core Academic Subject Areas

• Art
• Music
• Science
• Mathematics
• Elementary (K-6)
• English/Language Arts
• Foreign Language
• Social Studies
In CCMS you’ll see, AQT only applies in core academic classes.

**Social Studies**

AQT = ✓

**Physical Education**

AQT = ✗
**Course SIS Data in eSchool**

HQT field is still on the screen but... **DO NOT USE IT.**

Licensure Exception is the AQT field.

- NA (Default)
- AWL (Act 1240 of 2015 Waiver)
- CWL (Charter School Waiver)
- SOI (Sch. of Innovation Waiver)
- ALP (Additional Licensure Plan)
- LTS (Long-term Sub)

Special Ed and ALE courses should be marked as in the past. (Teachers not licensed for the course should meet AQT.)

Local district paperwork is only needed for ADE on-site reviews.
For use in the **Licensure Exception** field when the teacher is not licensed for the core class being taught:

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>AWL</td>
<td>License requirement is waived (<strong>Act 1240 Approval</strong>) Teacher meets AQT requirements.</td>
</tr>
<tr>
<td>CWL</td>
<td>License requirement is waived (<strong>Charter School Approval</strong>) Teacher meets AQT requirements.</td>
</tr>
<tr>
<td>SOI</td>
<td>License requirement is waived (<strong>School of Innovation Approval</strong>) Teacher meets AQT requirements.</td>
</tr>
<tr>
<td>ALP</td>
<td>Teacher is on an approved <strong>Additional Licensure Plan</strong>.</td>
</tr>
<tr>
<td>LTS</td>
<td>Teacher is an approved <strong>Long-term Substitute</strong>.</td>
</tr>
<tr>
<td>NA</td>
<td>Not Applicable</td>
</tr>
</tbody>
</table>
A. Data Needed for Decision Making
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AELS –

Arkansas Educator Licensure System

• Remind teachers at beginning of school (and any new teachers hired during the year) to update their information in AELS.

• Also, update whenever there are changes.

• IT’S EASY. IT’S IMPORTANT.
In the ADE Data Center...

Click on AELS Login

Arkansas Department of Education
Arkansas Educator Licensure System

AELS Public Site
The Arkansas Educator Licensure System Public Site allows public access to educator licensure data. Educator licensure data may be searched for any Arkansas-licensed educator by entering known public information, such as the educator's last name and first name. The public view shows applicant information, professional license effective and expiration dates, background check information and licensure areas. Confidential data is restricted from the public view.

AELS Educator Login Site
The AELS Educator Login Site allows licensed educators to update their contact information, including email, phone number and mailing address. Educators may login to view their license, license activity and all information accessible through the public view. Educators may also use the login to start a new application online.

Expiring Educator Licenses
This Expiring Educator Licenses website allows approved district administrators to view educators in their district with a license expiring soon. A district local education agency (LEA) number must be present in educator’s records in order to be displayed online in the Expiring Educator Licenses website.
Login with personal info

Arkansas Department of Education
Arkansas Educator Licensure System

Log In

Please enter your credentials.

Account Information

First Name: ___________  

Last Name: ___________  

Date of Birth: ___________  

SSN: ___________

Please enter SSN with no dashes

For assistance please call the licensure office at 501-682-4342 Monday through Friday between the hours of 7:30AM – 4:30PM.

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Choose operation...

Click on Update Profile

Welcome!
What would you like to do?
- View current license information
- Update Profile Information
- Apply for a lifetime license
- Add a degree only
- Add an area by testing only
- Renew my current license
- Change name/correct license

Any other questions or corrections regarding your license please contact the licensure office at ade.educatorlicensure@arkansas.gov or call 501-682-4342.
A. Data Needed for Decision Making
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E. Educator Effectiveness Data
   • TESS and LEADS in BloomBoard
   • WSI
F. Nat’l Board Certified Teacher Data Collection
Data reported to the ADE in BloomBoard

• **Aggregate School Ratings**
  - TESS Only
    - Total Number of Teachers
    - Total Number Proficient/Distinguished
    - % Proficient/Distinguished
    - No individual educator data

• **Aggregate State Ratings**
  - TESS
    - % Unsatisfactory, Basic, Proficient, Distinguished
    - Overall Ratings
  - LEADS
    - % NMS, Developing, Proficient, Advanced
    - no school level ratings
    - Overall Ratings
## BloomBoard Dashboard

### Demo Environment | Educator Evaluation System

**Track all of your observations!**

<table>
<thead>
<tr>
<th>Search for a learner</th>
</tr>
</thead>
<tbody>
<tr>
<td>Daria Assistant</td>
</tr>
<tr>
<td>David Building</td>
</tr>
<tr>
<td>Dudley Counselor</td>
</tr>
<tr>
<td>2A Dana Educator</td>
</tr>
<tr>
<td>Doug Gifted Co.</td>
</tr>
<tr>
<td>Dorothy Instruct...</td>
</tr>
<tr>
<td>Daniel LMS</td>
</tr>
<tr>
<td>2B2 Dante Prin...</td>
</tr>
<tr>
<td>Denise SLP</td>
</tr>
<tr>
<td>Dennis School...</td>
</tr>
</tbody>
</table>

### PGP 2015-16

<table>
<thead>
<tr>
<th>Schedule</th>
<th>AUG 28</th>
<th>AUG 28</th>
<th>AUG 28</th>
<th>JUL 21</th>
<th>AUG 28</th>
<th>AUG 28</th>
<th>AUG 28</th>
<th>AUG 28</th>
<th>AUG 28</th>
<th>AUG 28</th>
<th>AUG 28</th>
<th>AUG 28</th>
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</thead>
<tbody>
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<td>Schedule</td>
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<td>Schedule</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>SEP 23</td>
<td></td>
<td></td>
<td></td>
<td>OCT 23</td>
<td></td>
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<tr>
<td></td>
<td>Schedule</td>
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<td>Schedule</td>
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</tr>
<tr>
<td></td>
<td></td>
<td>OCT 28</td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Formal Observation - Educator

<table>
<thead>
<tr>
<th>Schedule</th>
<th>JUL 20 - 21</th>
<th>AUG 10 - 12</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>AUG 10 - 12</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Arkansas State End of Year Process 2014-2015

You organization’s BloomBoard administrator has assigned you to complete ratings for the following learners.

Contact the BloomBoard administrator in your organization to revise the list of learners assigned to you.

Teachers (10)

<table>
<thead>
<tr>
<th>Name</th>
<th>Final Rating Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rachel Litt</td>
<td>Exemplary View tasks.</td>
</tr>
<tr>
<td>Jessica Tilley</td>
<td>NO RATING YET 0/1 tasks complete. Complete task.</td>
</tr>
<tr>
<td>Subechya Person</td>
<td>Proficient View tasks.</td>
</tr>
<tr>
<td>Jason Ng</td>
<td>NO RATING YET 0/1 tasks complete. Complete task.</td>
</tr>
<tr>
<td>Caitlin Murphy</td>
<td>NO RATING YET 0/1 tasks complete. Complete task.</td>
</tr>
<tr>
<td>Marya Myers</td>
<td>NO RATING YET 0/1 tasks complete.</td>
</tr>
<tr>
<td>Rebecca Brill</td>
<td>Proficient View tasks.</td>
</tr>
<tr>
<td>Alexandra Arader Laird</td>
<td>NO RATING YET 0/1 tasks complete.</td>
</tr>
<tr>
<td>Zoe Tsien</td>
<td>Exemplary View tasks.</td>
</tr>
<tr>
<td></td>
<td>NO RATING YET 0/1 tasks complete.</td>
</tr>
</tbody>
</table>
Arkansas State End of Year Teacher Process 2014-2015

Final rating for Jason Ng
Evaluated by Jessica Smith
Last edited May 14, 2015

Input 1 (rating)
Proficient

Final Rating
Proficient

This input sheet is visible to Jason Ng
Subsequent changes are automatically shared. (Unshare this input sheet)

Snapshot Component Ratings
The learner’s snapshot standard ratings score is a result of the average of each domain level rating.

<table>
<thead>
<tr>
<th>Domain 1</th>
<th>Domain 2</th>
<th>Domain 3</th>
<th>Domain 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.4</td>
<td>3.4</td>
<td>4.0</td>
<td>2.8</td>
</tr>
</tbody>
</table>

Input 1 Rating
Proficient

Unweighted Score

<table>
<thead>
<tr>
<th>Code</th>
<th>Rating</th>
<th>Unweighted Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.a</td>
<td>Distinguished</td>
<td>4</td>
</tr>
<tr>
<td>1.b</td>
<td>Distinguished</td>
<td>4</td>
</tr>
<tr>
<td>1.c</td>
<td>Basic</td>
<td>2</td>
</tr>
<tr>
<td>1.d</td>
<td>Proficient</td>
<td>3</td>
</tr>
</tbody>
</table>

Domain 1 score
3.4
• The relative strength of the workforce can be estimated by examining factors determined to be relevant to educator quality.

• ADE is developing a WSI to help inform school districts regarding considerations for recruiting, assigning, and retaining a quality educator workforce.
Proposed Workforce Stability Index (WSI)

- ADE gathers data from multiple systems and compiles a working tool for districts to view various data measures at once to help pinpoint areas for targeted action planning.

- The WSI will be refined, and ADE will develop resources for utilizing WSI over the coming years.
<table>
<thead>
<tr>
<th>Current</th>
<th>Possible (future)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inexperienced Teachers</td>
<td>Administrator Experience</td>
</tr>
<tr>
<td>Out-of-Field Teachers</td>
<td>National Board Certification</td>
</tr>
<tr>
<td>Provisional Licenses</td>
<td>Advanced Degrees</td>
</tr>
<tr>
<td>Teacher Turnover (Attrition)</td>
<td>Teacher Effectiveness</td>
</tr>
<tr>
<td></td>
<td>Student:Teacher Ratio</td>
</tr>
</tbody>
</table>
### Example of WSI for a Hypothetical District

<table>
<thead>
<tr>
<th>District One</th>
<th>Inexperienced</th>
<th>Out-of-Field</th>
<th>Prov. Lic.</th>
<th>Turnover</th>
<th>Proposed WSI</th>
</tr>
</thead>
<tbody>
<tr>
<td>School A</td>
<td>63.64%</td>
<td>6.06%</td>
<td>6.06%</td>
<td>53.33%</td>
<td>67.7</td>
</tr>
<tr>
<td>School B</td>
<td>42.55%</td>
<td>14.89%</td>
<td>2.13%</td>
<td>36.17%</td>
<td>76.1</td>
</tr>
<tr>
<td>School C</td>
<td>12.00%</td>
<td>20.00%</td>
<td>0.00%</td>
<td>9.60%</td>
<td>89.6</td>
</tr>
<tr>
<td>School D</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>3.78%</td>
<td>99.1</td>
</tr>
<tr>
<td>School E</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>100.0</td>
</tr>
</tbody>
</table>

- **Inexperienced** -- Teachers in first year of teaching
- **Out-of-Field** -- Teachers on ALPs or Long-term-subs
- **Prov. Lic.** -- Teachers teaching on a provisional license
- **Turnover** -- 5-yr avg. occurrence rate of inexperienced teachers

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Proposed Calculations for WSI

• Each factor is established as a percentage of the workforce in the school or district.

• Each factor’s percentage is converted to a factor score by multiplying by 100.
  • e.g. 55.7% x 100 = 55.7

• The factor scores are averaged, yielding an average factor score.

• The average factor score is subtracted from the standard of 100.

• The result is the school or district WSI.
### Example Calculations for WSI

<table>
<thead>
<tr>
<th></th>
<th>Inexp.</th>
<th>Out-of-field</th>
<th>Prov. Lic.</th>
<th>Turnover</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Factor %</strong></td>
<td>63.7%</td>
<td>6.1%</td>
<td>6.2%</td>
<td>53.3%</td>
</tr>
<tr>
<td><strong>Factor Score</strong></td>
<td>63.7</td>
<td>6.1</td>
<td>6.2</td>
<td>53.3</td>
</tr>
<tr>
<td></td>
<td>Sum = 129.3</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Average Factor Score**

129.3 ÷ 4 = 32.3

**Standard minus Average Factor Score**

100 - 32.3

**WSI for this school or district**

67.7
A. Data Needed for Decision Making
B. Data Quality Issues
C. Arkansas Qualified Teacher
D. Updating AELS Profiles
E. Educator Effectiveness Data
F. Nat’l Board Certified Teacher Data Collection
“NEW” NBCT Data Collection

- National Board Certified personnel to be collected in Cycles 2 & 6, beginning FY ’18. All NBCs must be reported in the Certification Area.
- Add NBC code to the certification screen in finance with certification issue date and expiration date.
- See below. Number “NBC”. The number can be any alpha/numeric code (SSN, employee #, or other generic number).

Further details on this topic will be presented in the “Finance Cycles and Troubleshooting Tips” session at this Data Conference.

Certifications/Licenses - (10211) - KC TRAINING DATABASE

<table>
<thead>
<tr>
<th>Number</th>
<th>Issued</th>
<th>Expiration</th>
<th>Registration</th>
<th>Type</th>
<th>Area</th>
<th>Primary</th>
</tr>
</thead>
<tbody>
<tr>
<td>36</td>
<td>01/01/2016</td>
<td>12/31/2020</td>
<td></td>
<td>1 - STANDARD FIVE YEAR</td>
<td>296 - LIB MEDIA SC 7-12</td>
<td>Not Primary</td>
</tr>
<tr>
<td>NBC</td>
<td>07/01/2015</td>
<td>06/30/2018</td>
<td></td>
<td>NBC - NATIONAL BOARD CRT</td>
<td></td>
<td>Not Primary</td>
</tr>
</tbody>
</table>
Points of Contact

Ms. Cheryl Reinhart
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501.683.4095