

Illinois P-20 Teacher and Leader Effectiveness Committee
March 1st, 2016 Webinar
Co-Chairs: Erika Hunt and Audrey Soglin

Registered for the Webinar: Erika Hunt (ISU), Audrey Soglin(IEA), Meredith Byers(IEA), Subramanyam Shruthi (UChicago), Kristina Phillips(Center for Resources and Teaching and Learning), Dawn Green (Dist. #128), Joni Scritchlow(INCCRRA), Joyce Weiner (Ounce of Prevention), Joyce Hernandez(ISBE), Sertio Sparte (UChicago), Katherine Lin(Northwestern), Carol Webb(WIU), Kendra Ashbury(Dist.#100), Edith Njuguna(NIU), Gail Fahey (Dupage ROE), Cathy Mannen(IFT), Yinmei Wan (AIR), Christi Chadwick(Governor's Office), Andrea Brown(ISBE), Rebecca Vonderlack(Latino Policy Forum), Melissa Fischer(Golden Apple), Sarah Bjelland (EDCO4KIDS), Catherine Main(UIC),Jonathan Furr(NIU), Isabelle Dienstag (UChicago), Becky Nelson(North Park), Ameer Adkins(ILSTU), Belmont Aldo(UChicago), Kent Scheffel(LC), Jan Fitzsimmons(North Central), Darleen Ruscitti(Dupage ROE), Stephanie Bernoteit(IBHE), Dakota Pawlicki(CPS), Debbie Kasperski(ILSTU), Kate VanWinkle(GYO), David Smalley(ISBE), John Luczak(Education First), Priti Sanghani(Education First), Acasia Wilson Feinberg(E4E), Pam Reilly (P-20 TLE), Josh Kaufmann(Teach Plus), Jim O'Connor(Advance Illinois), Jane Russell(IFT), Beth Swanson(Joyce), Andrea Evans(Governor's State), Diane Rutledge(LUDA), Brad White(SIU), Jody Hunt (IBHE), Glenn Wood(Dist. #202), Renee Zdych(Governor's State), Nkechi Onwuameze (IBHE)

Welcome- Erika Hunt and Audrey Soglin

This webinar was done in partnership with Advance Illinois to share a new commissioned study by Bellwether Education Partners funded by the Joyce Foundation. During the webinar, Bellwether presented an overview of their research findings on the topics of teacher shortages and the diverse pipeline of educators in Illinois. The study looked at data from 2002-2012 in Illinois.

Erika Hunt and Audrey Soglin introduced the three researchers and presenters from Bellwether.

- Chad Aldeman is an associate partner at Bellwether Education Partners. His work includes serving as editor for TeacherPensions.org, and advising and writing on topics such as teacher preparation, teacher evaluation, and college- and career-readiness. Previously, Chad has worked as a policy advisor in the Office of Planning, Evaluation, and Policy Development at the U.S. Department of Education, and as a policy analyst with Education sector.
- Melissa Steel King is an associate partner at Bellwether, where her current projects include research and analysis on teacher preparation, alternative routes to certification, and personalized learning. Prior to joining Bellwether, Melissa

conducted education research and evaluation at SUNY Albany's Center for Human Services Research and at Scholastic's Research and Validation Department. She previously taught kindergarten and first grade in New York City and Boston.

- Leslie Kan is an analyst at Bellwether Education Partners. Her work includes research and writing on pensions and the teaching workforce. She previously taught in the Baltimore City Public Schools and Chicago Public Schools. She has a Bachelor's degree from the University of Chicago, and grew up in Illinois.

Illinois Workforce Analysis

Executive Summary:

- Hiring rates fluctuate, but remain within a relatively small band.
- Overall, supply of new teachers has consistently been greater than demand, but this varies by subject area.
- Illinois' educator workforce does not align with the racial demographics of its students, and those disparities are not improving.
- High-poverty districts are less likely to hire experienced teachers.
- Retention rates vary across districts and demographic groups.

Data Sources:

Illinois Teacher Service Record (TSR) database

- Annual summary of educators employed by Illinois public school districts
- Data available from 2002-2012
- 296,251 unique educators in dataset
- Teachers make up 85% of the sample (also includes administrative and other support personnel)

Illinois Supply and Demand Reports

- Annual summary of certifications issued by Illinois State Board of Education
- Information compiled from all available reports from 2002-2014

Analyses:

Bellwether summarized information on supply and demand, and educators' race, years of experience, level of education, and retention. For some analyses, they compared different categories of districts:

Poverty Quintiles: All Illinois districts were divided into quintiles based on ISBE's poverty data from 2012.

- Poverty Quintile 1: 0-20 percent low income (lowest poverty)
- Poverty Quintile 2: 20-33 percent low income
- Poverty Quintile 3: 33-44 percent low income
- Poverty Quintile 4: 44-58 percent low income

- Poverty Quintile 5: 58-100 percent low income (highest poverty)

Bellwether sampled five unit districts in Illinois. They identified a sample of 5 of the state's largest districts for comparisons.

- Plainfield (Poverty Quintile 1)
- Indian Prairie (Poverty Quintile 1)
- Elgin (Poverty Quintile 4)
- Rockford (Poverty Quintile 5)
- Chicago (Poverty Quintile 5)

Please see power point to view graphs and charts in the findings on:

- Supply and Demand
- Racial Demographics
- Level of Education
- Experience Levels
- Retention

Next Steps- Policy Recommendations:

- Be cognizant of cyclical fluctuations in supply and demand
- Develop a plan for collecting and tracking data to provide insight into how to attract and retain teachers in shortage areas
 1. Newly certified staff: How many teach in Illinois public schools? How many leave the state? How many do not teach at all?
 2. Experienced teachers: Track movement across districts: Do experienced teachers move to lower-poverty districts? To urban vs. rural districts? Out of the profession?
- Target strategies to specific subject areas and regions where shortages exist.

Next Steps: Data Recommendations:

- Provide unique ID codes for individual teachers within TSR
- Provide unique ID codes for schools within TSR
- Include data on programs where staff were trained/received certification
- Specify school names within the Chicago Public Schools
- ISBE provide more current and frequent supply and demand data