

Geographical information systems to understand workforce patterns

Session 1: Research questions, data visualization, and data availability

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Agenda

- Welcome
- Review research questions
- Review preliminary maps
- Discuss remaining maps
- Next steps



Research questions



Characteristics of well-developed research questions

- **Clear:** Well-defined and specific enough to thoroughly answer.
- **Focused:** Addresses a single problem or topic—not too broad or too narrow.
- **Complex:** Not answerable with just yes or no or by easily located facts.
- **Researchable:** Information available about the topic and answerable with available resources.
- **Measurable:** Methods and sources exist to answer the question.
- **Interesting and useful:** Of interest and potential use to other people.



Review initial LDOE research questions

1. In which school systems do we have the greatest need for appropriately certified teachers?
2. In which subject areas do we have the greatest need for appropriately certified teachers?
3. Are our most effective teachers in our persistently struggling schools?
4. Are we retaining our most effective educators?
5. Are we retaining experienced educators?
6. How does teacher retention look across school types?
7. Are we retaining educators of color?
8. In which school systems do we have a large count of vacant positions?
9. How do my partnerships with teacher preparation providers address my workforce needs?



Demonstration: Review preliminary maps

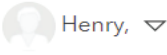


Preliminary map showing out-of-field and uncertified teachers

Home ▾



DB1



School Site Teacher Certification Need:

On Off

School Site Teacher Certification Need:

On Off

School Letter Grade

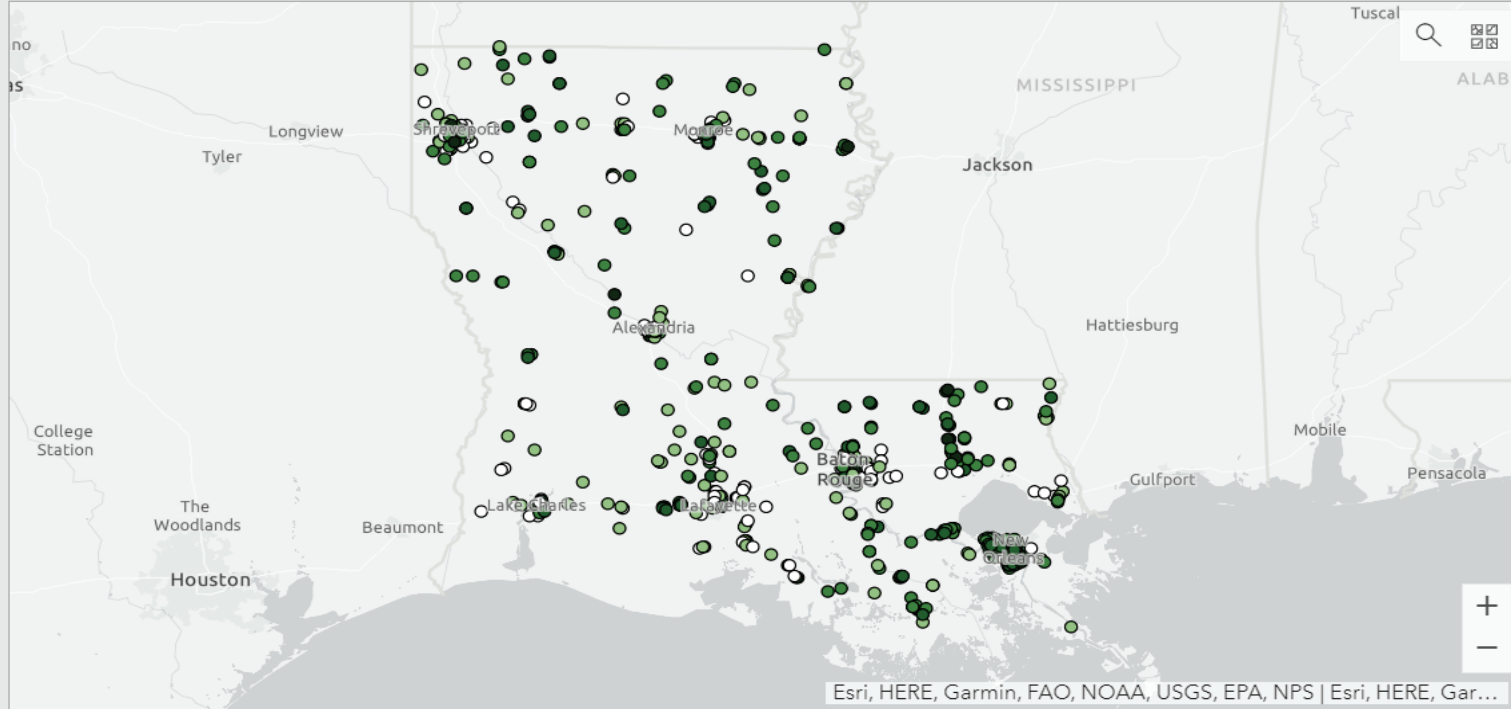
- All
- A
- B
- C
- D
- F
- Not Rated

School Status:

- All
- CIR
- Non CIR

Certification Status:

- All (Out-of-Field and Uncertified)
- Uncertified



School System Need for Appropriately Certified Teachers

Tensas Parish School District
All: 73%
Out-of-Field: 4%
Uncertified: 60%

St. Helena Parish School District
All: 67%
Out-of-Field: 12%
Uncertified: 47%

Caldwell Parish School District
All: 55%
Out-of-Field: 60%
Uncertified: 20%

Last update: a minute ago

School Site Teacher Certification Need (Uncertified)

% of Teachers

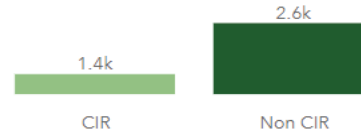
- 58 - 100
- 33 - 57

All (Out-of-Field Teachers & Uncertified)



Last update: a minute ago

Out-of-Field Teachers



Last update: a minute ago

Uncertified Teachers



Last update: a minute ago

Demo charts coming soon

Preliminary map showing uncertified teachers

Home ▾



DB1



School Site Teacher Certification Need:

On Off

School Site Teacher Certification Need:

On Off

School Letter Grade

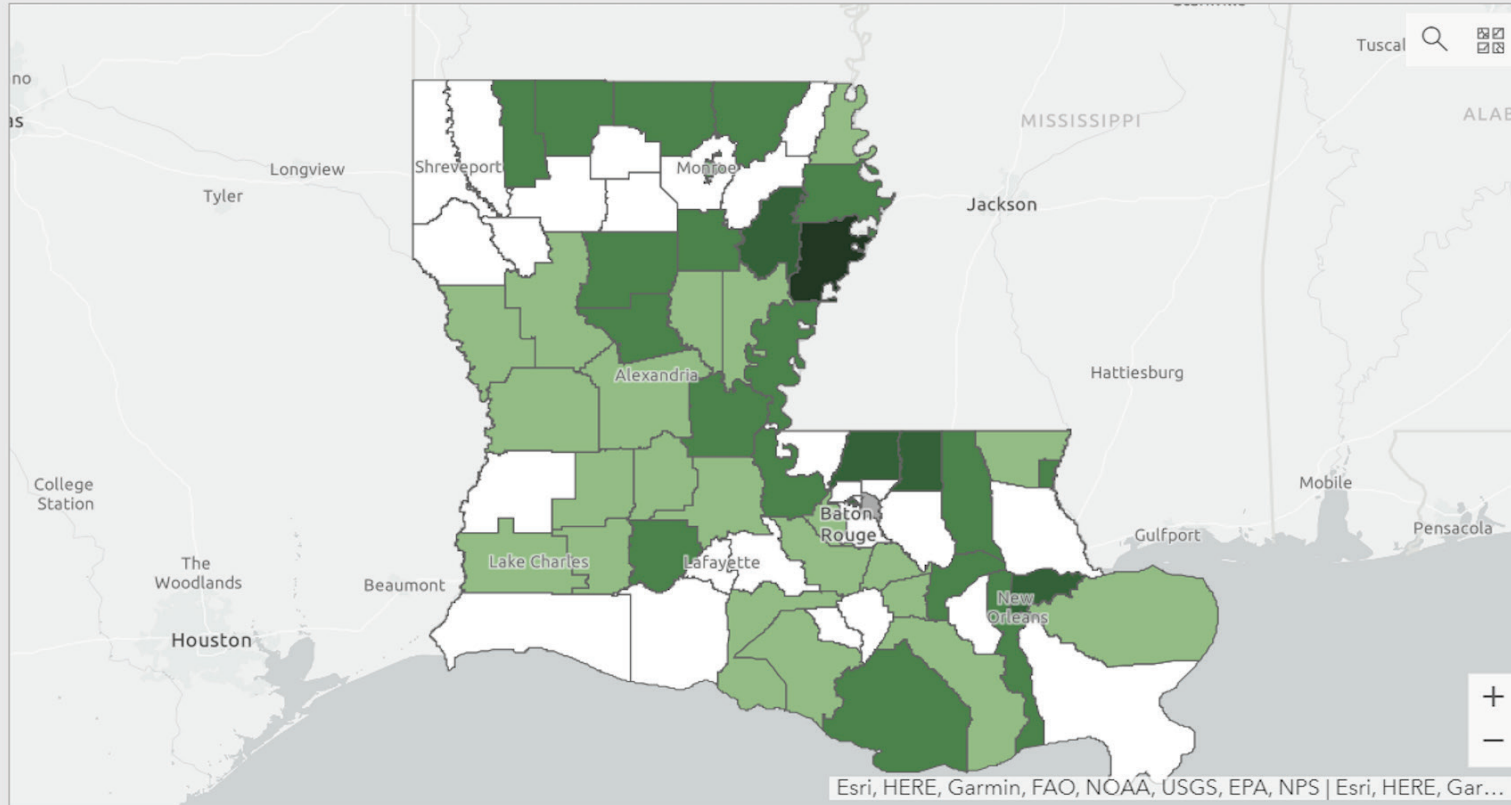
- All
- A
- B
- C
- D
- F
- Not Rated

School Status:

- All
- CIR
- Non CIR

Certification Status:

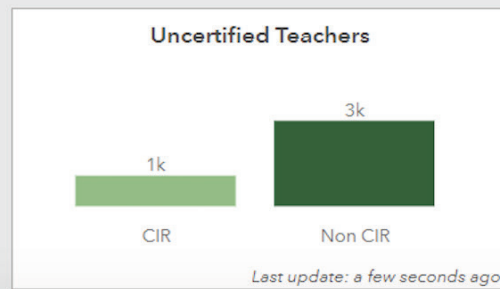
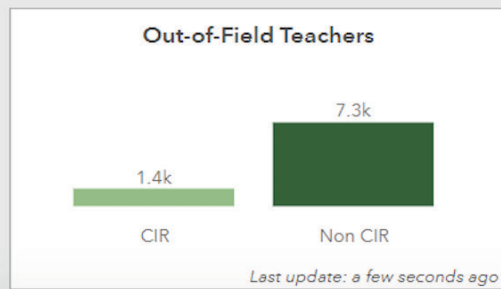
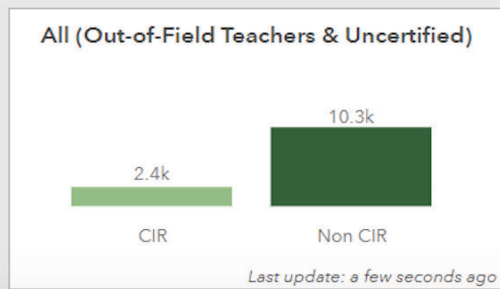
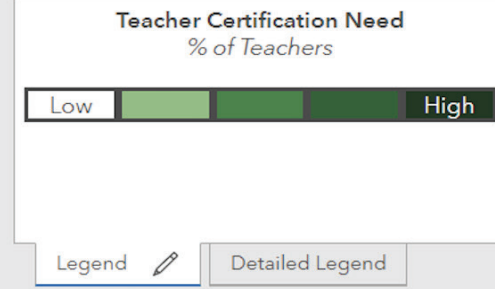
- All (Out-of-Field and Uncertified)
- Uncertified



School System Need for Appropriately Certified Teachers

Tensas Parish School District	All: 73%	Out-of-Field: 13%	Uncertified: 60%
St. Helena Parish School District	All: 67%	Out-of-Field: 20%	Uncertified: 47%
Caldwell Parish School District	All: 55%	Out-of-Field: 36%	Uncertified: 20%

Last update: a few seconds ago



Demo charts coming soon

Review preliminary maps

- Do the initial maps display the desired information clearly and in a user-friendly manner?
- What changes, if any, are necessary to improve the clarity and ease of use of the maps?
- Are key data points missing that are necessary to answer the research questions?
- What additional data should be displayed on the maps?
- Can the maps be used to easily answer the research questions?



Teacher preparation provider data



Discuss maps linking teacher preparation providers to workforce needs

- What information does LDOE want these maps to convey?
- Is it feasible to use mapping data to align teacher preparation provider information to workforce needs?
- Who is the desired end user for these maps?
- What additional data are needed to answer research questions related to these maps?
- What is the availability of data and the timeline for transfer?



Next steps



Next steps

- **November TBD, 2020**
 - Finalize research questions.
 - Review updated and new maps.
- **December TBD, 2020**
 - Root-cause analysis.
 - Finalize maps.
- **January TBD, 2021**
 - Review final maps.
 - Work with maps to answer research questions.



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