



The DC Staffing Data Collaborative is a voluntary partnership between a diverse group of LEAs and OSSE, in which LEAs use robust staffing data and rigorous and secure analysis to obtain insights that promote the recruitment and retention of excellent teachers.

## DESCRIPTION

The DC Staffing Collaborative is a partnership between LEAs, a research organization, and OSSE that is designed to help LEAs develop a strategic staffing policy to attract and retain the teachers they need. The twenty-one LEAs that participated in the project in its first year played a leading role in identifying the data to be submitted; received funds for administering TNTP's School Insight Survey; and benefitted from a robust analysis of their staffing data. In the upcoming weeks, we are offering additional LEAs the opportunity to join the second year of the project.

In addition to providing LEAs with meaningful data analysis to assist with effective staffing, the project aims to change the way LEAs work with OSSE on teacher-related data collection, reporting, and use. This component of the project focuses on four core principles:

- 1. LEA Leadership:** LEAs decide together which data, in addition to what is federally required, is most important for collection and analysis.
- 2. Condensed Submission:** Instead of six different submissions to OSSE throughout the year, participants only submit teachers' data once.
- 3. Avoiding Unnecessary Requirements:** Collecting only data elements that have a defined purpose and for which LEAs receive something in return.
- 4. Submission via a Research Partner:** Instead of submitting the data to OSSE, data is submitted to a research partner, which was TNTP during year one, that performs an analysis that is later sent back to the LEA.

During the summer, year one participants received a comprehensive report tailored to their LEA from TNTP. The report combined findings from the Insight survey, federally mandated staffing data, and other LEA-identified indicators into a comprehensive LEA report. The report received by each LEA is completely confidential and provides valuable insights on how to improve staffing practices, and how the LEA compares with District trends.

## DATA COLLECTION AND METHODOLOGY

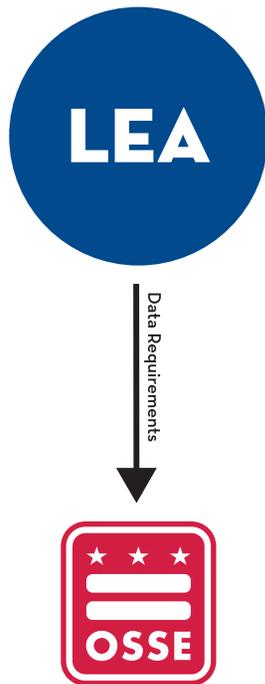
Create a partnership between LEAs that have schools that serve high poverty students (both public and public charter) and seek to broaden their insights on how to attract and keep great teachers.

Use a professional research organization to perform the data collection and analysis. While OSSE will fund the project, the research partner—not OSSE—will store and analyze the data.

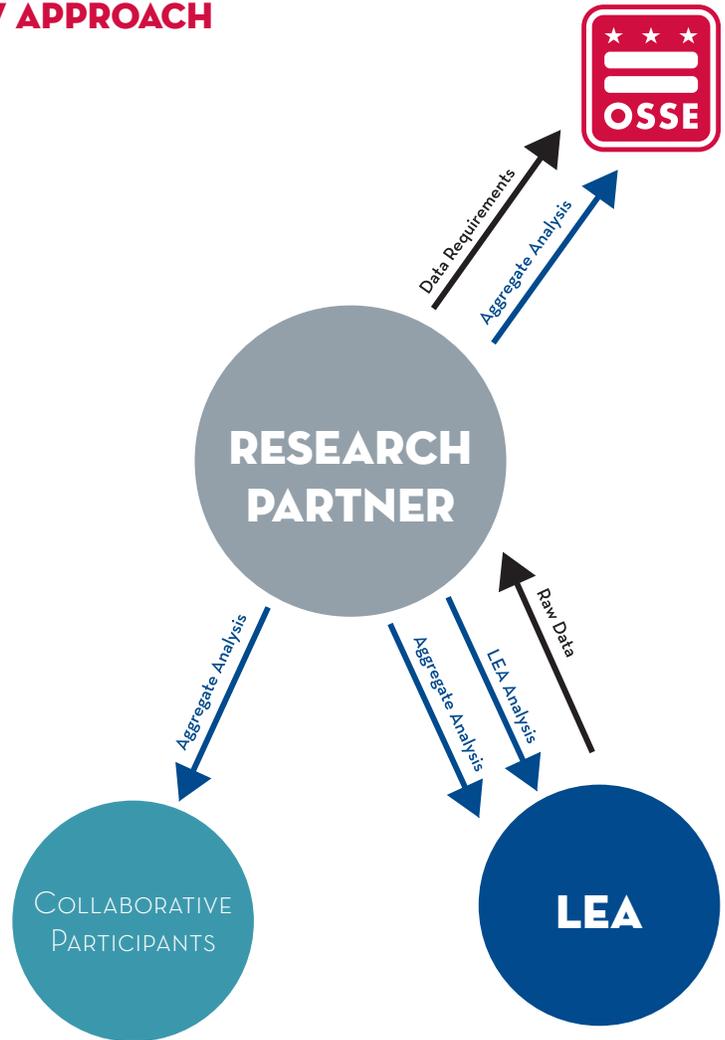
Comprehensively analyze teacher-level data around pipelines, preparation, demand and supply, licensure, placement, retention, evaluation, compensation and other relevant aspects of the teaching profession in DC.

Draw inferences and conclusions that LEAs can use to develop data-driven staffing strategies. The data collection will be for LEA use only.

## OLD APPROACH



## NEW APPROACH



### CORE BENEFITS OF PARTICIPATING

1. Enabling LEA Strategic Staffing: Participating LEAs enjoy cross-LEA insights on teacher pipelines and retention; how other LEAs attract effective teachers; which teacher preparation programs produce the most effective teachers; and differences between their LEA and other LEAs' working conditions (e.g., salary, facilities) and more. This information can inform LEA policy development to assist in recruiting and retaining high-quality teachers.
2. Reducing Administrative Burden: Participating LEAs will not be required to meet any other staffing reporting requirements beyond what is submitted to TNTP as part of the Collaborative.
3. Fully Funded and Rigorous Data Analysis: OSSE partners with TNTP to conduct data collection and analysis for participating LEAs.
4. State policy: The project will inform LEA-oriented and data driven policy-making at the state level by allowing providing state leaders with real evidence of policy barriers and opportunities for improvement.

To join the Collaborative, contact Laura Montas at [Laura.Montas@dc.gov](mailto:Laura.Montas@dc.gov) or 202-442-9892.