

Board of Regents P-20 Work Group:  
New York State Educator Preparation Program  
and Educator Workforce Data Dashboards

**Board of Regents Meeting**  
**December 9, 2024**

# Purpose of Educator Data Dashboards

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To collect, analyze, and publicly report teacher workforce data to improve how districts and schools attract, prepare, recruit, hire, retain, and sustain teachers.



To improve internal and external understanding of key issues related to educator shortages, preparation program quality, educator quality, and retention and mobility.



To inform decisions related to policy, practice, and funding.

# Priority Questions for the Dashboards

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## Educator Workforce Dashboard

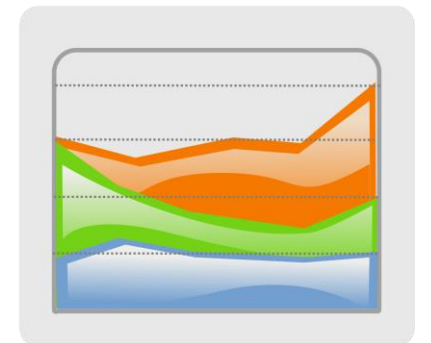
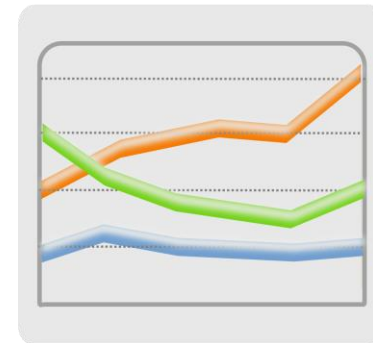
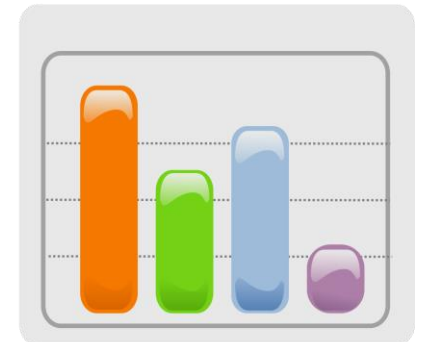
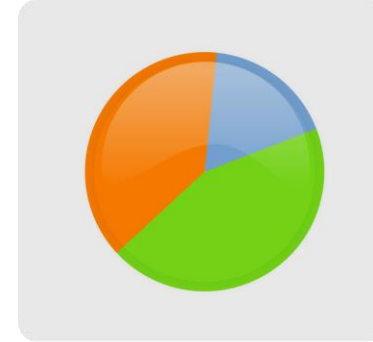
- Teacher shortages
- Teacher retention and mobility
- Equitable distribution of the high-quality teacher workforce

## Educator Preparation Program (EPP) Dashboard

- Entry into the profession
- Teacher retention
- Teacher impact

# Data Visualizations and Timeline

- The following data visualizations are **examples** of what could be on a data dashboard.
- The data dashboards are one of the initiatives in the **NYS Path Forward Action Plan**.
- The Department is currently designing the dashboards and planning to launch them in **2025**.



# Benefits: Teacher Shortage Data

More specific, timely teacher shortage data can...

NYSED &  
K-12

- Inform recruitment and retention policies, practices, and investments.

EPPs

- Support programs in aligning recruitment and programming efforts to shortage areas.

Families

- Provide transparency about challenges districts may be facing related to staffing.

Candidates

- Guide teacher candidates into pursuing high-demand teaching roles.

# Teacher Shortage Questions

- How do teacher shortages differ geographically, including by district and BOCES?
- What subject areas have the largest number of shortages by geographic area (BOCES and statewide) and school year?

Teacher shortages by school district

Scale of shortage

- <5%
- 5 - 10%
- 10 - 15%
- >15%
- Data unavailable

School District Name  
Filled positions: ##  
Unfilled positions: ##  
Shortage: %

Show shortages by certification area

- Early childhood
- Middle school
- Secondary
- K-12 specialist/CTE
- Students with disabilities
- Administration

By certification area: Select subjects

- Secondary: ELA
- Secondary: Math
- Secondary: Earth sciences
- Secondary: Biology
- Secondary: Chemistry
- Secondary: Physics
- Secondary: Social studies
- Secondary: French

Find a district or search districts with greatest needs

District Name	Filled positions	Unfilled positions	Shortage
District 1	##	##	%
District 2	##	##	%
District 3	##	##	%

Search district

Note: Shortages include any teaching positions that, at the start of the school year, are vacant, filled by long-term substitutes, or filled by teachers who are underqualified or teaching out-of-field. Data from 2024 Educator Recruitment Surveys completed by each district

# Benefits: Educator Retention and Mobility Data

More specific, timely educator retention and mobility data can...

NYSED &  
K-12

- Inform policies, practices, and resources based on district need.

EPPs

- Support programs in understanding the extent to which their graduates are retained in their roles

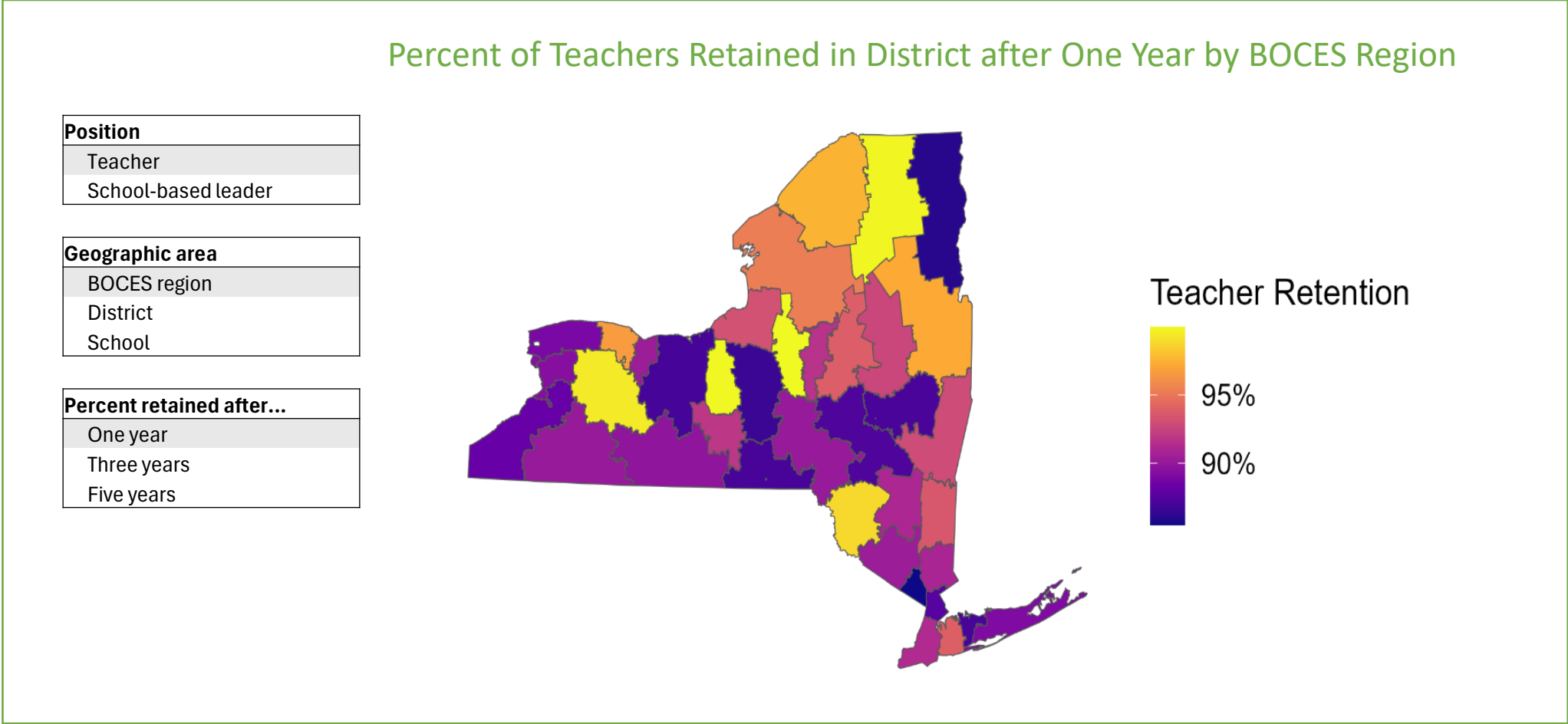
Families

- Provide transparency about the stability and retention of the teacher workforce in their district.

Candidates

- Enable teacher candidates to understand which districts have greater retention and workforce stability.

# How does educator retention vary by BOCES region?



*Note: The map is for illustrative purposes only and is not based on actual data. The map would update based on geography selected and the chart title would update based on position, geography, and time period selected.*



# Benefits: Equitable Teacher Distribution Data

More specific, timely equitable teacher distribution data can...

NYSED &  
K-12

- Illuminate inequities in student access to effective, experienced teachers to inform recruitment and retention policies, practices, and resources.

K-12

- Illuminate diversity gaps in the workforce to inform geographically targeted strategies to diversify the pipeline.

EPPs

- Help program set appropriate recruitment goals related to diversity.

Families

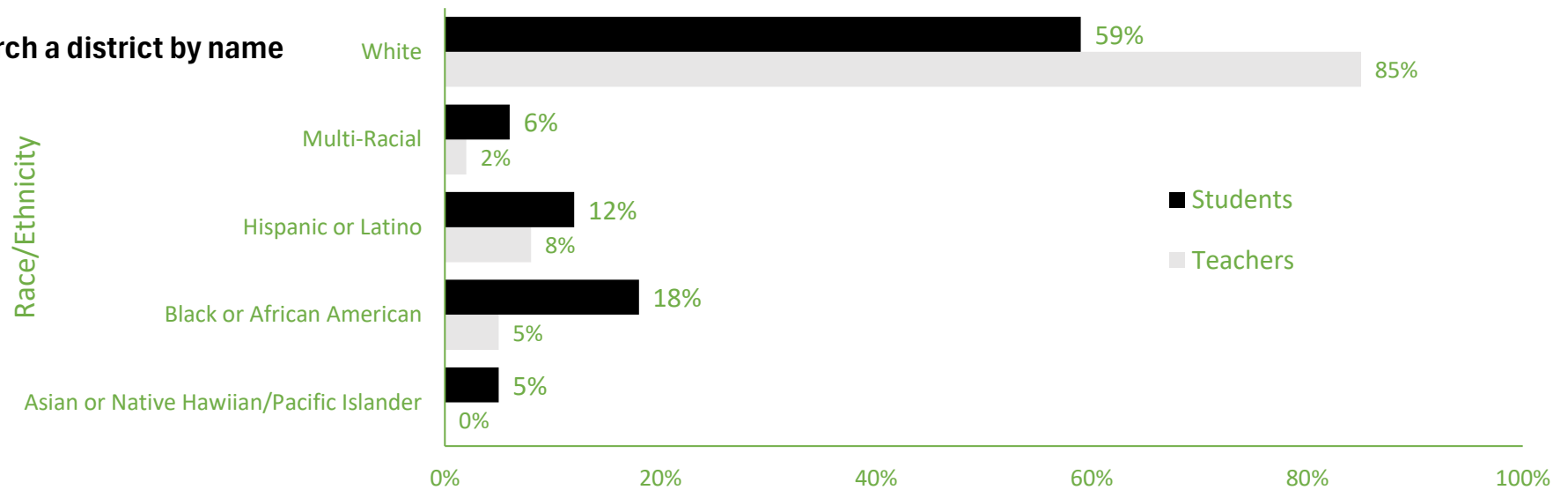
- Provide transparency about students' equitable access to an effective, diverse teacher workforce.

# To what extent do the demographics of the educator workforce mirror the demographics of the student population by district?

<b>Geographic area</b>
State overall
BOCES region
District
School
<b>Position</b>
Teacher
School-based leader

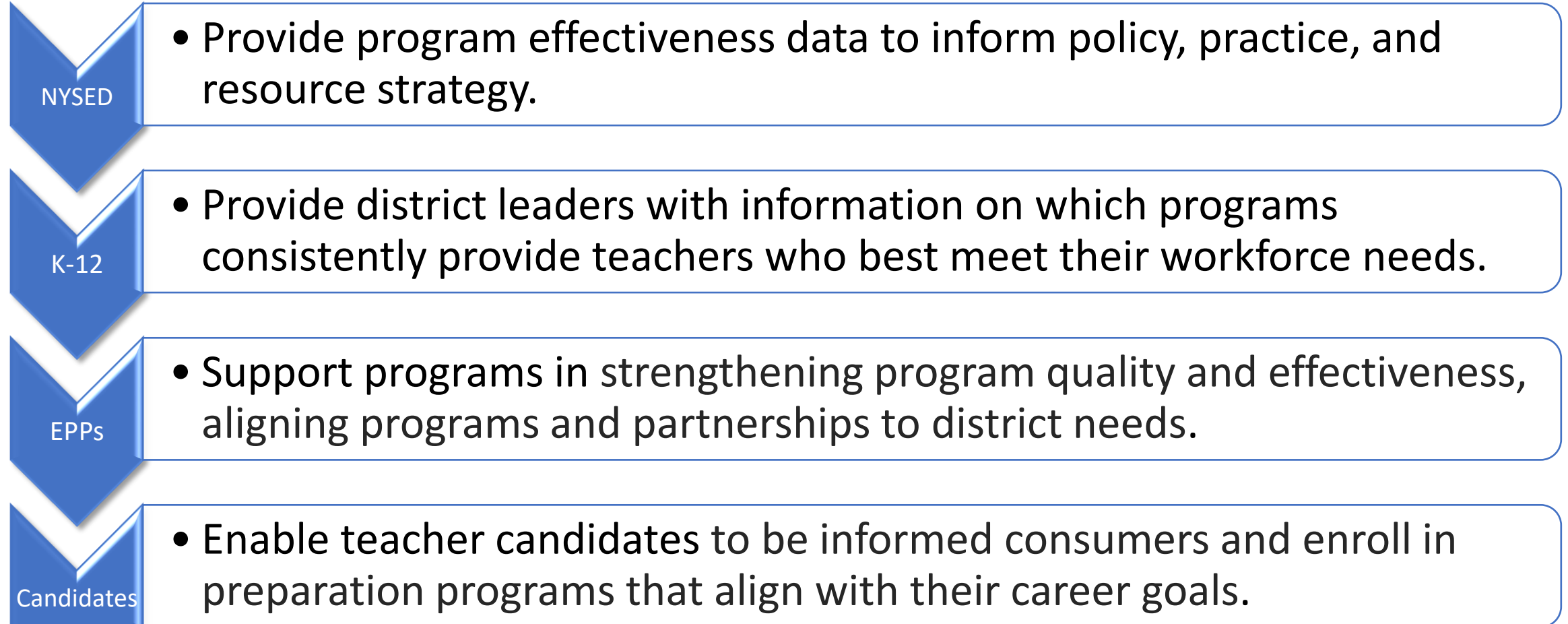
Search a district by name

### Student and Teacher Demographics for Selected District



# Benefits: Educator Preparation Data

More specific, timely educator preparation data can...



# What percentage of program completers from each certification area **pass the certification exams** by EPP?

Program type	
Teacher	
School-based leader	

Institution (search by name)	
402500 Albany Medical College	
402100 Albert Einstein College	
403000 Alfred University - Main	
454500 University A	
403500 Amer Acad Dramatic Arts	
....	

Assessment	CSTs
CST (Content Specialty Test)	<input type="checkbox"/> Agriculture
EAS (Educating All Students)	<input type="checkbox"/> American Sign Language
SBL (School Building Leader)	<input type="checkbox"/> Biology
SDL (School District Leader)	<input type="checkbox"/> Blind and Visually Impaired
	<input type="checkbox"/> Business and Marketing
	....

The chart displays the passage rate for two categories: University A and Statewide. The x-axis represents the percentage, ranging from 0% to 80% in increments of 20%. University A has a passage rate of 61%, represented by a blue bar. The Statewide passage rate is 49%, represented by a green bar.

Category	Passage Rate
University A	61%
Statewide	49%

Note: If "CST" is selected as the assessment, then a second box would appear to allow users to select specific CSTs for comparison. The full list of CSTs can be found at: [https://www.nystce.nesinc.com/PageView.aspx?f=GEN\\_Tests.html](https://www.nystce.nesinc.com/PageView.aspx?f=GEN_Tests.html)

# How do the certification areas of program completers from each EPP compare to shortage areas by geographic area?

Institution (search by name)
402500 Albany Medical College
402100 Albert Einstein College
403000 Alfred University - Main
454500 University A
403500 Amer Acad Dramatic Arts
....

*University A is located in ... Region 11.*

Geographic area
State overall
Geographic region
BOCES region
Judicial district

University A	
Top 5 Certification Areas	Percentage of completers
English Language Arts 7-12	54%
Chemistry 5-9	20%
Mathematics 7-12	13%
Computer Science	4%
Library Science	3%

Region 11	
Top 5 Shortages	Percentage of available jobs
Literacy all grades	30%
English Language Arts 7-12	27%
Library Science	21%
Mathematics	14%
Biology	5%



# Questions?



New York State  
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