

# LAUSD HR Division-Performance Metrics

Data to support March 30<sup>th</sup> “Equitable Distribution of Teacher Quality” Webcast



**March 30, 2006**

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# Ed Trust – West report said:



*Citing 2002 data:*

**Low-income and minority students get less than their fair share of the resource that matters most: *Qualified Teachers***

- **Students in L.A.'s highest-poverty elementary schools are almost twice as likely to have a teacher who's not fully certified**
- **Students in L.A.'s highest-minority elementary schools are more than twice as likely to have a teacher who's not fully certified**
- **Students in L.A.'s lowest-performing elementary schools are more than twice as likely to have a teacher who's not fully certified**

# Overall Quality Gains



Type of Teacher	Employed at LAUSD Feb 2003	% all Teachers	Employed at LAUSD Feb 2004	% of all Teachers	Employed at LAUSD Feb 2005	% of all Teachers	Employed at LAUSD Feb 2006	% of all Teachers
Credentialed	27,620	77.1	30,617	84.6	32,536	91.7	33,462	93.4
University Interns	878	2.5	2,213	6.1	1,351	3.8	924	2.6
District Interns	983	2.7	957	2.6	379	1.1	376	1.1
Individual Interns	0	0.0	830	2.4	649	1.8	304	.9
Pre-Interns	2,445	6.8	943	2.5	62	.2	8	.0
Emergency Permits	3,904	10.9	642	1.8	490	1.4	200	.6
Provisional Interns	0	0.0	0	0.0	0	0.0	338	1.0
Short Term Staff Permit	0	0.0	0	0.0	0	0.0	178	.4

It is noteworthy that the percentage of credentialed teachers increased from 77.1% in February 2003 to 93.4% in February 2006. Conversely, the percentage of provisionally permitted teachers (not “Highly Qualified”) declined from almost 19%, in February 2003, to 2% in February 2006 – this represents a dramatic increase in teachers possessing either a full credential or serving as interns having demonstrated subject matter competency, and an equally dramatic drop in non-highly qualified teachers. The following two slides depict pie charts for teacher quality captured in September for each year 2002-2005.

# Quality by Local District



## Comparison of Fully Credentialed + Subject Qualified Interns

LOCAL DISTRICT	TOTAL FOR 02-03 SCHOOL YEAR*	TOTAL FOR 03-04 SCHOOL YEAR*
	% Cred + Intern	% Cred + Intern
A	89%	96%
B	84%	95%
C	86%	95%
D	90%	96%
E	84%	94%
F	84%	94%
G	76%	91%
H	78%	92%
I	71%	90%
J	79%	93%
K	85%	95%
<b>District</b>	<b>83%</b>	<b>94%</b>

LOCAL DISTRICT	TOTAL FOR 04-05 SCHOOL YEAR*	TOTAL FOR 05-06 SCHOOL YEAR*
	% Cred + Intern	% Cred + Intern
1	99%	99%
2	99%	99%
3	98%	98%
4	99%	99%
5	98%	98%
6	98%	99%
7	97%	98%
8	98%	98%
<b>District</b>	<b>98%</b>	<b>98.5%</b>

# Experience by Local District



**Certificated Employees Average Years of Experience**  
**By Local District**  
**As of June 2005**

<b>LOCAL DISTRICT</b>	<b>Teachers</b>	<b>Administrators</b>	<b>Special Services</b>
1	10.3	21.1	6.1
2	10.2	20.5	4.3
3	10.4	20.1	20.0
4	10.8	21.2	11.6
5	10.3	19.2	8.3
6	10.5	19.9	11.8
7	8.2	18.7	7.4
8	10.5	21.0	10.1
<b>TOTAL</b>	<b>10.3</b>	<b>20.4</b>	<b>10.2</b>

# Experience by Local District – cont.



**Teachers' Years of Experience**  
By Local District and Range of Experience Years  
As of June 14, 2005

## Years of Experience by Range

District	1-2 Years		3-4 Years		5-8 Years		9-17 Years		18+ Years		TOTAL
	#	% of District	#	% of District	#	% of District	#	% of District	#	% of District	
1	1180	22%	792	15%	1414	26%	1025	19%	1042	19%	<b>5,453</b>
2	1005	19%	741	14%	1434	28%	1068	21%	934	18%	<b>5,182</b>
3	1101	25%	625	14%	1047	24%	735	17%	934	21%	<b>4,442</b>
4	934	20%	649	14%	1197	25%	931	20%	1037	22%	<b>4,748</b>
5	1139	23%	662	14%	1141	23%	952	20%	984	20%	<b>4,878</b>
6	601	19%	439	14%	801	26%	642	21%	609	20%	<b>3,092</b>
7	1291	<b>32%</b>	638	16%	920	23%	650	16%	515	<b>13%</b>	<b>4,014</b>
8	945	23%	620	15%	974	23%	772	18%	868	21%	<b>4,179</b>
N (Central Office)	353	17%	196	10%	431	21%	520	26%	521	26%	<b>2,021</b>
Q (Non Public Schools)	1	2%	2	3%	5	8%	12	20%	41	67%	<b>61</b>
Y (Adult)	384	96%	2	1%	2	1%	3	1%	8	2%	<b>399</b>
<b>TOTAL</b>	<b>8,934</b>	<b>23%</b>	<b>5,366</b>	<b>14%</b>	<b>9,366</b>	<b>24%</b>	<b>7,310</b>	<b>19%</b>	<b>7,493</b>	<b>19%</b>	<b>38,469</b>

*Does not include substitutes or vacant positions.*

*Years of Experience include: all experience in LAUSD, including experience in previous classifications.*

# Teacher Turnover



## LAUSD CLASSROOM TEACHER TURNOVER DATA

	2003-2004		2004-2005	
<b>Retirements</b>	504	1.4%	697	2.0%
Spec. Ed.	51	1.0%	82	1.7%
Math	39	<b>2.2%</b>	75	<b>4.3%</b>
Science	42	<b>3.0%</b>	42	<b>3.0%</b>
<b>Resignations</b>	1,223	3.4%	1,339	3.8%
Spec. Ed.	176	3.6%	218	<b>4.5%</b>
Math	66	3.8%	114	<b>6.5%</b>
Science	89	<b>6.3%</b>	119	<b>8.5%</b>
<b>Total Turnover</b>	1,727	4.8%	2,036	5.8%
Spec. Ed	227	4.6%	300	<b>6.2%</b>
Math	105	<b>6.0%</b>	189	<b>10.7%</b>
Science	131	<b>9.2%</b>	161	<b>11.5%</b>

Note higher relative turnover in 2003/04 for critical skills subjects which has, increased further in 2004-2005 (2005-2006 data not yet available)

# Ongoing Challenges



- **Critical Shortage Area Staffing in Highest Need Schools**
  - ❖ High turnover of teachers at these schools *and* in these fields
  - ❖ “Early Bird Gets the Worm”
    - Schools not fully understanding their staffing needs in a timely manner
  - ❖ Neighboring districts offering signing bonuses
  - ❖ LAUSD teachers holding credentials in these areas not desiring to teach in these subjects
- **Critical Shortage Areas Staffing for A-G**
- **BTS Implementation – possibly reduced functionality during crossover**

# Addressing the Challenges: Immediacy Plan to Recruit Math/Science Teachers



- **Campus Recruiting**
- **City Centers**
- **Math/Science Initiative**
- **Math/Science Retirees**
- **Incentives (e.g. applied for State grant for signing bonuses)**
- **IBM and Industry Outreach**
- **Teach for America**
- **Foreign Applicants/Recruitment**
- **New “Priority Staffing Program”**
- **Grow our Own – Para-educator Career Ladder – future math/science teachers**
- **Enhanced partnering with local Universities**
  - **UCLA Center X – Residency Program**
  - **Math/Science initiative – convert Multiple Subject Credential holders to secondary critical skills**