

Illinois Report Card SY23: Workforce

School Year 2023-2024
February 13, 2024





Tonight's Presenters

February 13, 2024

Dr. Anna Colaner

Senior Director of Data Analytics and Research

What's our big idea?

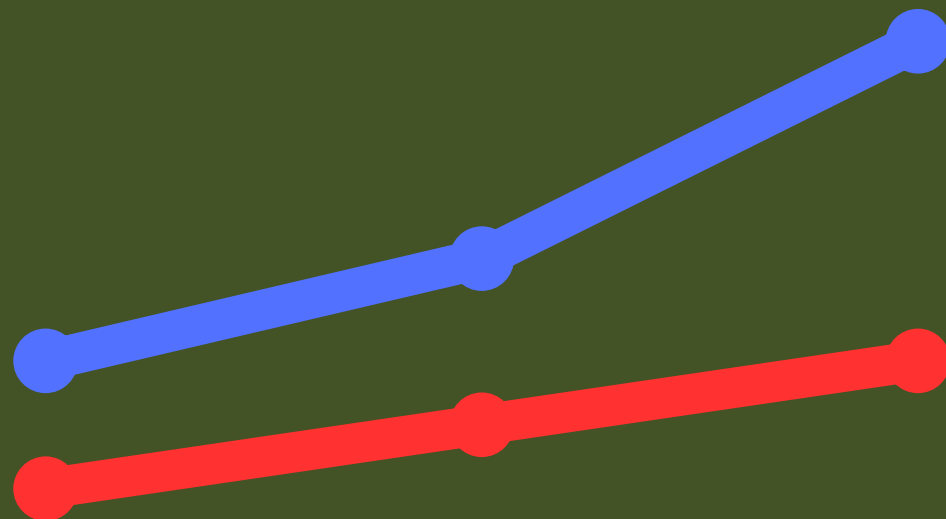
Assessing our progress on the Equity Policy:
Workforce Equity



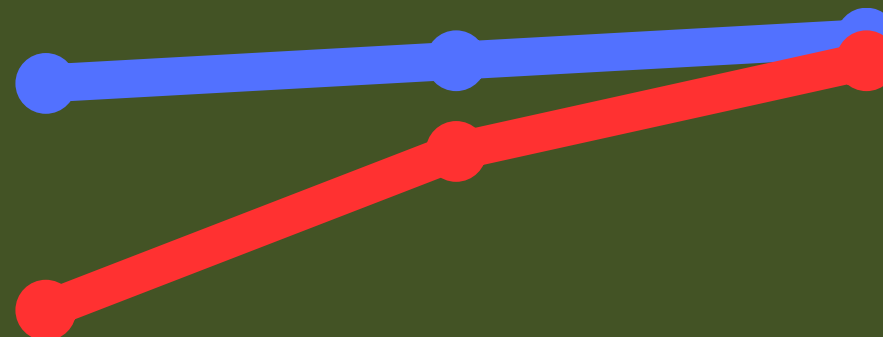
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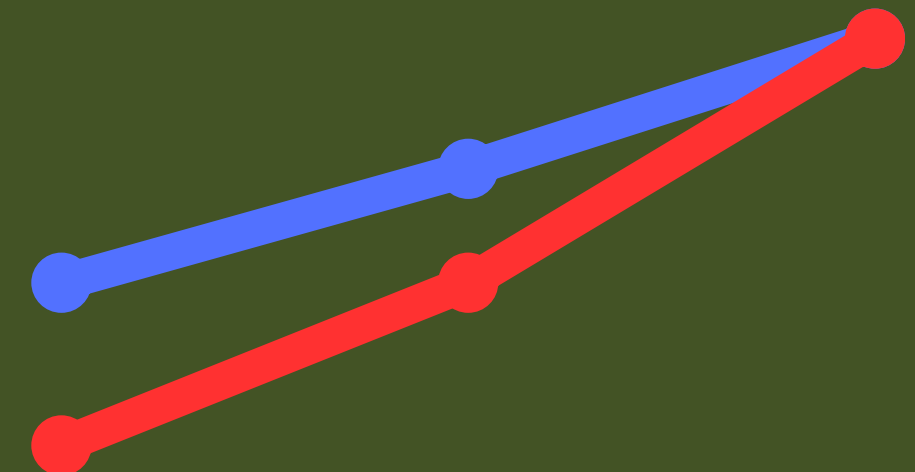
**Excellence
without Equity**



**Equity
without Excellence**



**Excellence
with Equity**



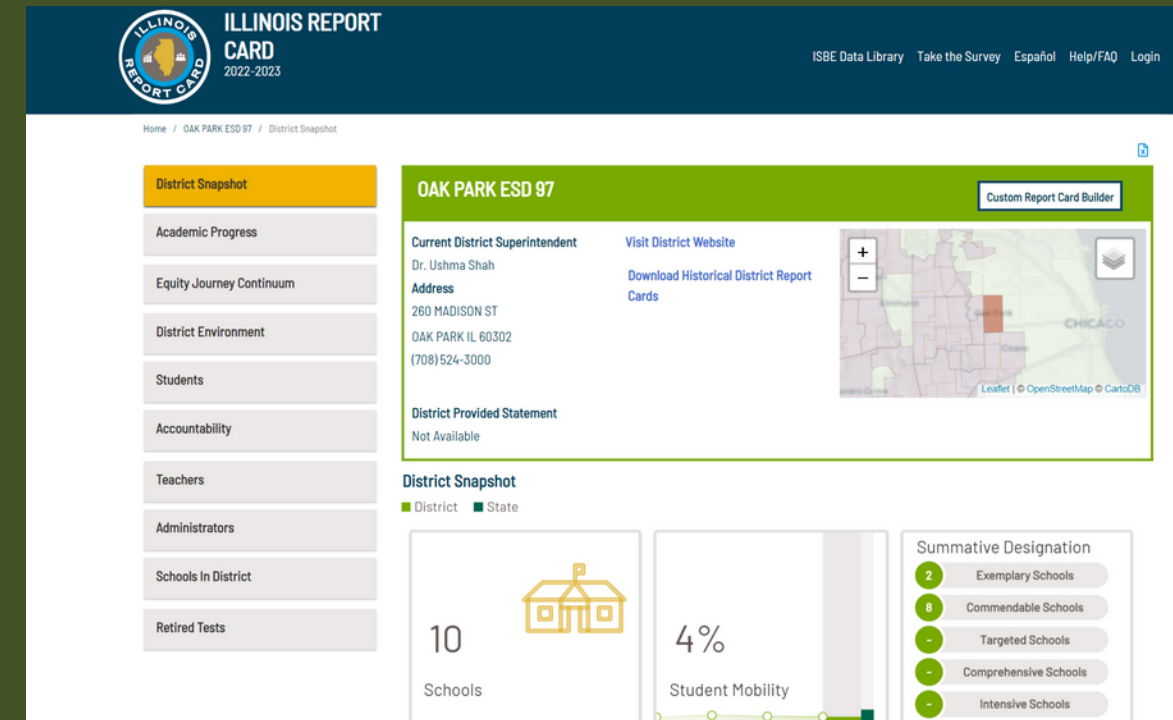
Which D97 Equity Policy Components



align to which
Illinois Report Card
metrics?



- OAK PARK ELEMENTARY SCHOOL DISTRICT 97
 - SECTION 1 - School District Organization
 - SECTION 2 - Board of Education
 - SECTION 3 - General School Administration
 - SECTION 4 - Operational Services
 - SECTION 5 - Personnel
 - SECTION 6 - Instruction
 - SECTION 7 - Students
 - 7:10 Equal Educational Opportunities
 - 7:12 **Ensuring Racial and Educational Equity**
 - 7:15 Student and Family Privacy Rights
 - 7:20 Harassment of Students Prohibited
 - 7:30 Student Assignment and Intra-District Transfer
 - 7:40 Nonpublic School Students, Including Parochial and Home-Schooled Students
 - 7:50 School Admissions and Student Transfers To and From Non-District Schools
 - 7:60 Residence
 - 7:70 Attendance and Truancy
 - 7:80 Release Time for Religious Instruction/Observance
 - 7:90 Release During School Hours
 - 7:100 Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students
 - 7:130 Student Rights and Responsibilities
 - 7:140 Search and Seizure



Equitable Access

Racial Equity Analysis

Eliminating Discipline
Disproportionality

Stakeholder & Community
Engagement

Workforce Equity

Professional
Development

Welcoming School
Environments

Recognizing and
Valuing Diversity

Equity Leadership and
Infrastructure

Which D97 Equity Policy Components



align to which Illinois Report Card metrics?



District Snapshot

Academic Progress

Equity Journey
Continuum

District Environment

Students

Accountability

Teachers

Administrators

Schools in District

Today's Presentation on Workforce Equity

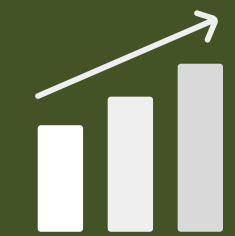
What does the Equity Policy call for in "Workforce Equity"



Identify analytic questions to assess progress



Walk-Through of Illinois Report Card Data metrics connected to "Workforce Equity" and Summary Statements



Gather BOE questions for further inquiry



What does the Equity Policy language call for?



Workforce Equity

“District 97 shall recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional and support personnel. District 97 shall provide professional development to strengthen employees’ knowledge and skills for eliminating racial and ethnic disparities in achievement. District 97 shall develop a concrete plan to **develop a teacher and administrator workforce reflective of the diversity of our student body to provide children of all races, cultures, genders, and backgrounds with familiar role models in schools, with an emphasis on teachers of color and male teachers.** All children benefit from seeing teachers and leaders of color in their school. In addition to recruiting talent that reflects the student body, the District will **develop retention plans** so that we are able to retain talent in the District. The District will foster good relationships between and among our teachers and staff so that the workforce is supportive of one another and works together as a community, embracing the benefits of peer review.”

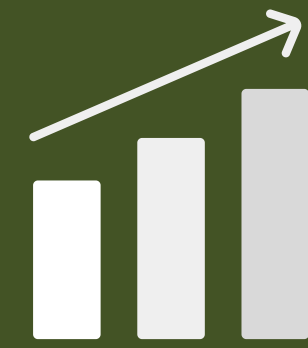
What Analytic Questions Will Assess Our Progress?



To what extent do our teachers' and administrators' demographic profiles mirror our students'?

Workforce Equity

To what extent are we retaining teaching staff across demographic groups across time?



Workforce Equity

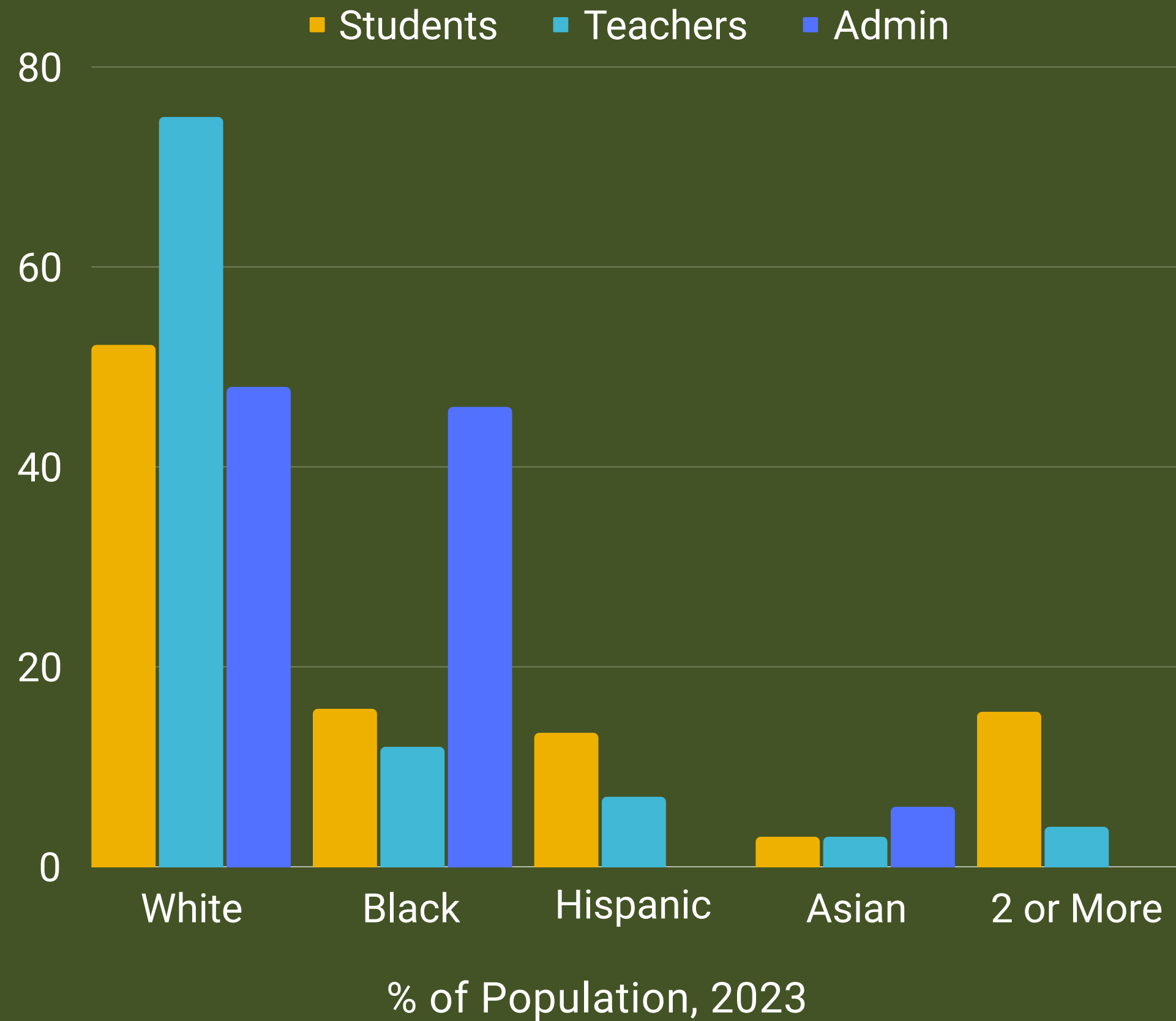
- Teachers**
- Demographics
- Teacher Education
- Student/Teacher Ratios
- Novice Teachers
- Out-of-Field Teachers
- Short Term or Provisional Teachers
- Retention
- Salary
- Total Teachers FTE
- Teacher Attendance
- Teacher Evaluation
- National Board Certified Teachers
- Teachers with Gifted Endorsement

- Administrators**
- Demographics
- Admin Student Ratio
- Certified Staff Student Ratio
- Novice Administrators
- Principal Turnover
- Salary
- Total Administrators FTE

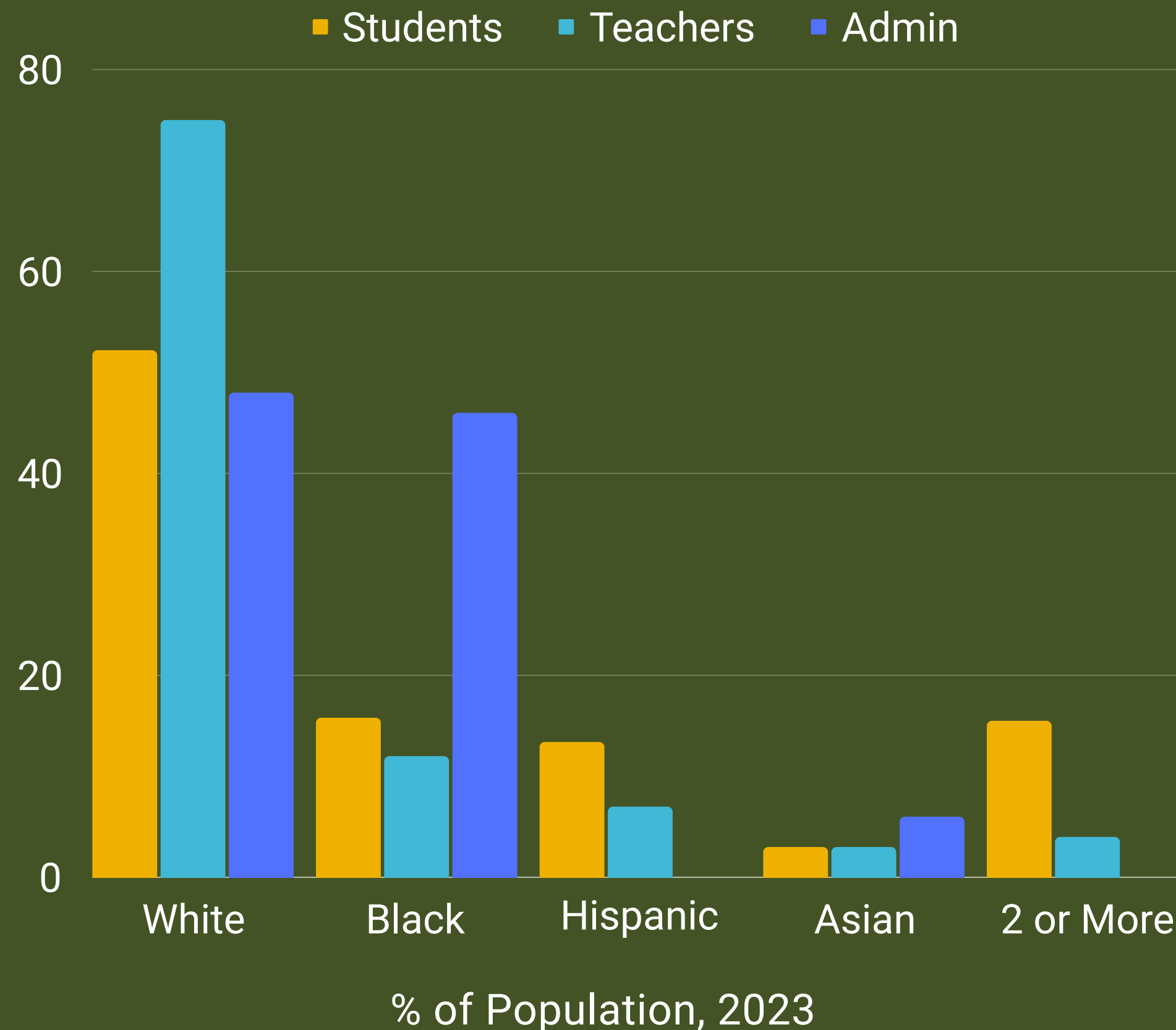
Teachers

Administrators

To what extent do our teachers' and administrators' demographic profiles mirror our students'? **Race/Ethnicity**



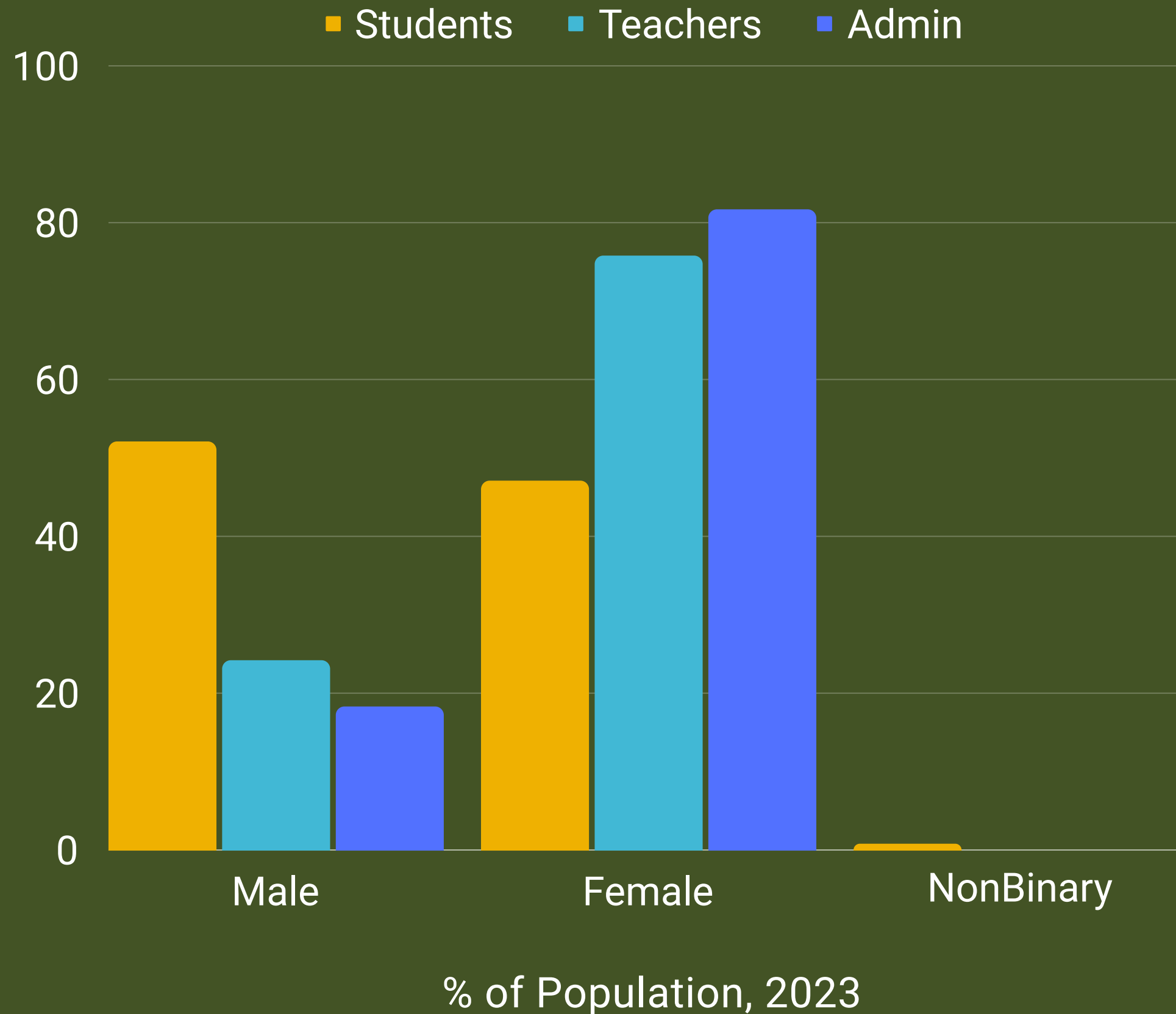
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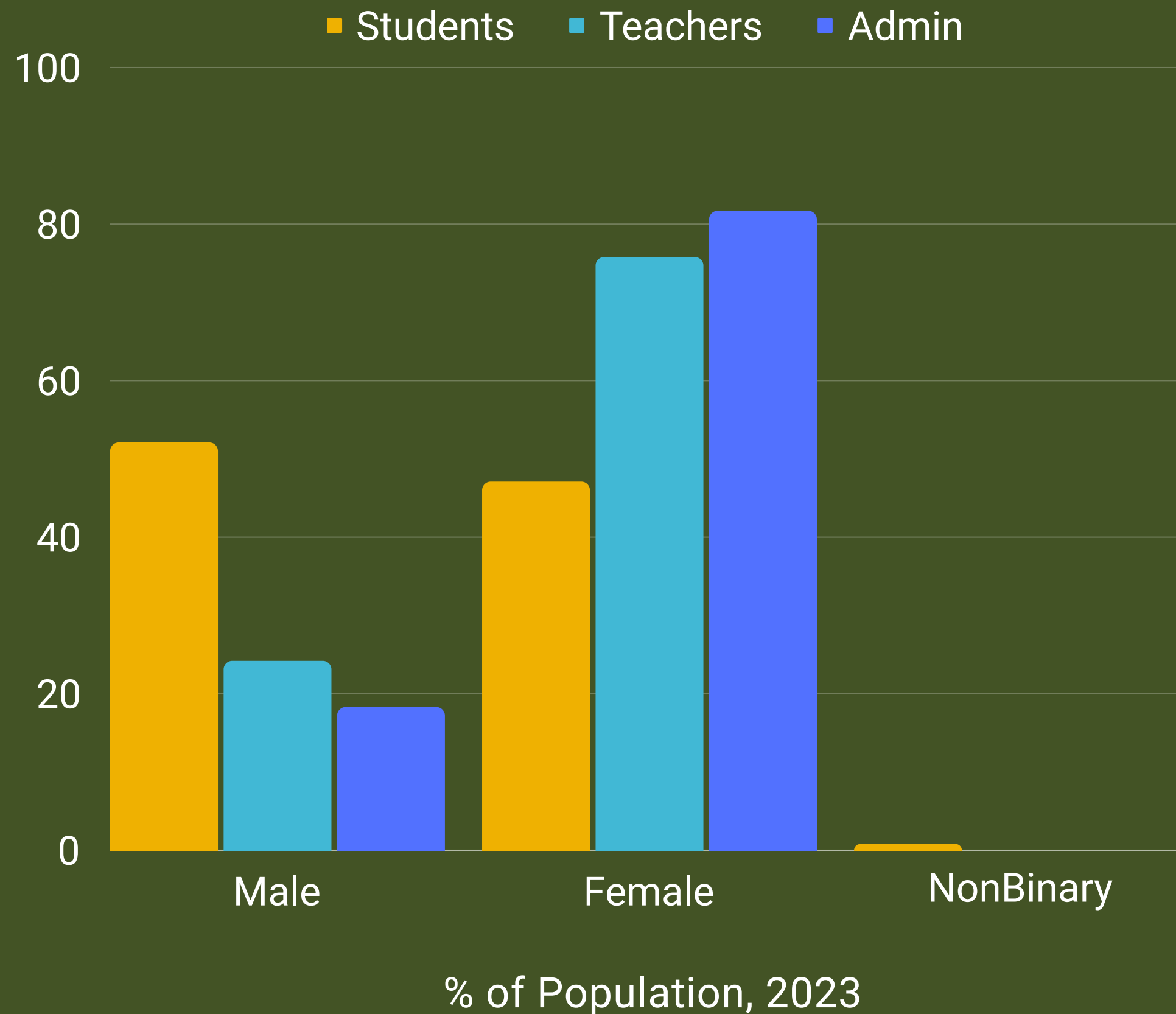
Compared to the student population, **D97 Administrators** are more likely to be Black and less likely to be Hispanic or Multiracial

Compared to the student population, **D97 Teachers** are more likely to be White, and less likely to be Hispanic or Multiracial

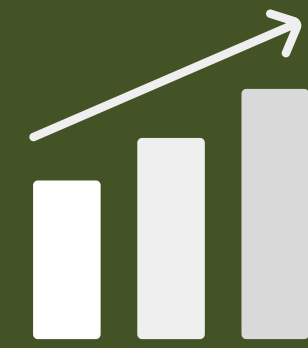
To what extent do our teachers' and administrators' demographic profiles mirror our students'? **Gender**



To what extent do our teachers' and administrators' demographic profiles mirror our students'? **Gender**



Compared to the student population,
D97 Administrators and
D97 Teachers
are more likely to identify as Female



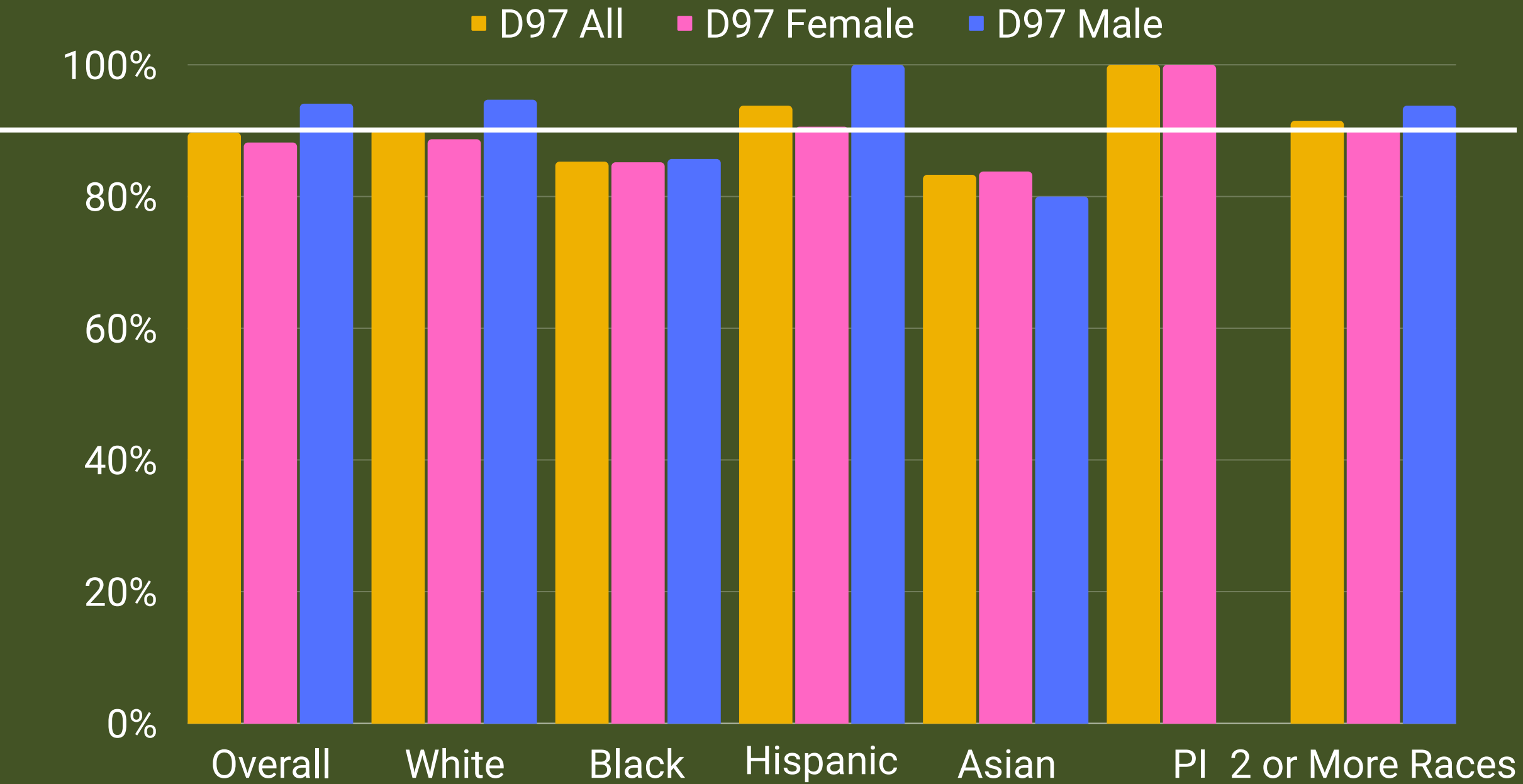
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Teachers with Gifted Endorsement

Workforce Equity

Teachers

To what extent are we retaining teaching staff across demographic groups? **Race and Gender**

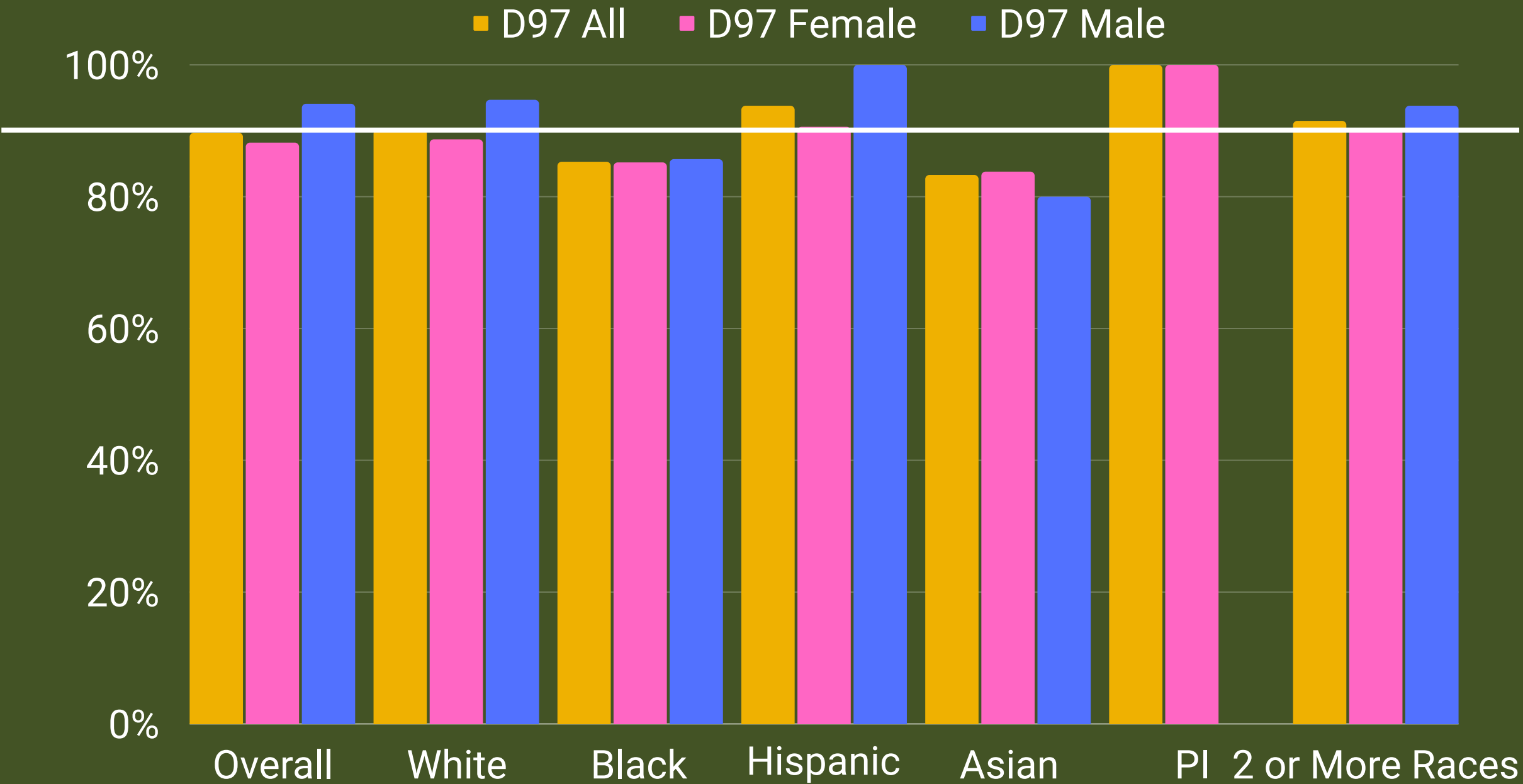
2023 Teacher Retention Rates



Note: Teacher Retention is defined as the three-year average percentage of full-time teachers returning to the same entity from year to year.

To what extent are we retaining teaching staff across demographic groups? **Race and Gender**

2023 Teacher Retention Rates



As of 2023, D97 retains **Male teachers** at a higher rate than **Female teachers**

D97 retains Asian and Black teachers of **any gender** at the lowest rates

Note: Teacher Retention is defined as the three-year average percentage of full-time teachers returning to the same entity from year to year.

To what extent are we retaining staff across demographic groups across time? **Race**

● Overall ● White ● Black ● Hispanic ● Asian ● Pacific Islander ● Two or More



Note: Teacher Retention is defined as the three-year average percentage of full-time teachers returning to the same entity from year to year.

To what extent are we retaining staff across demographic groups across time? **Race**

● Overall ● White ● Black ● Hispanic ● Asian ● Pacific Islander ● Two or More



Over the last 3 years, D97 has seen improved teacher retention rates across groups except among **Black** and **Asian** teachers

Excellence without Equity

Note: Teacher Retention is defined as the three-year average percentage of full-time teachers returning to the same entity from year to year.

To what extent are we retaining staff across demographic groups across time? **Race and Gender (Female)**

● All Female ● White ● Black ● Hispanic ● Asian ● Pacific Islander ● Two or More



Note: Teacher Retention is defined as the three-year average percentage of full-time teachers returning to the same entity from year to year.

To what extent are we retaining staff across demographic groups across time? **Race and Gender (Female)**

● All Female ● White ● Black ● Hispanic ● Asian ● Pacific Islander ● Two or More



Over the last 3 years, D97 has seen improved teacher retention rates among females teachers across groups *except* among **Black female** teachers

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Note: Teacher Retention is defined as the three-year average percentage of full-time teachers returning to the same entity from year to year.

To what extent are we retaining staff across demographic groups across time? **Race and Gender (Male)**

● All Males ● White ● Black ● Hispanic ● Asian – Pacific Islander ● Two or More



Note: Teacher Retention is defined as the three-year average percentage of full-time teachers returning to the same entity from year to year.

To what extent are we retaining staff across demographic groups across time? **Race and Gender (Male)**

● All Males ● White ● Black ● Hispanic ● Asian – Pacific Islander ● Two or More



Over the last 3 years, D97 has seen improved teacher retention rates for males overall and across groups except among **Asian** and **Multiracial Males**

Excellence without Equity

Note: Teacher Retention is defined as the three-year average percentage of full-time teachers returning to the same entity from year to year.

What Analytic Questions Will Assess Our Progress?



To what extent do our teachers' and administrators' demographic profiles mirror our students'?

Workforce Equity

What Analytic Questions Will Assess Our Progress?



To what extent do our teachers' and administrators' demographic profiles mirror our students'?

Workforce Equity

Recruit:

Hispanic Teachers and Administrators
Multiracial Teachers and Administrators
Male Teachers and Administrators

What Analytic Questions Will Assess Our Progress?



To what extent are we retaining teaching staff
across demographic groups across time?

Workforce Equity

What Analytic Questions Will Assess Our Progress?



To what extent are we retaining teaching staff
across demographic groups across time?

Workforce Equity

Retain:

*Asian (especially Asian Male),
Black (especially Black Female),
Female (generally), and
Multiracial Male Teachers*

