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TEACHER WORKFORCE

BUILDING A STRONGER TEACHING FUTURE

Building a Teacher Workforce Data Plan That Drives Action



Today's Host

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- 2017 Florida Teacher of the Year
- Former Director of Recruitment and Engagement, Polk County Public Schools
- Former Leader of Impact Florida's Teacher Workforce Cadre

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ABOUT US

Impact Florida helps educators grow their practice, connects leaders to share what works, and shapes systems so that great teaching can reach every Florida student, in every classroom, every day.

Since 2019, we've worked across 70% of Florida school districts which serve 93% of the state's student population.

Our work with Florida districts

Our programs engage students, teachers, leaders, and decision-makers to strengthen:

Instructional systems & structures



Student & teacher voice



Opportunity pathways



Teacher preparation & retention



High-quality instructional materials



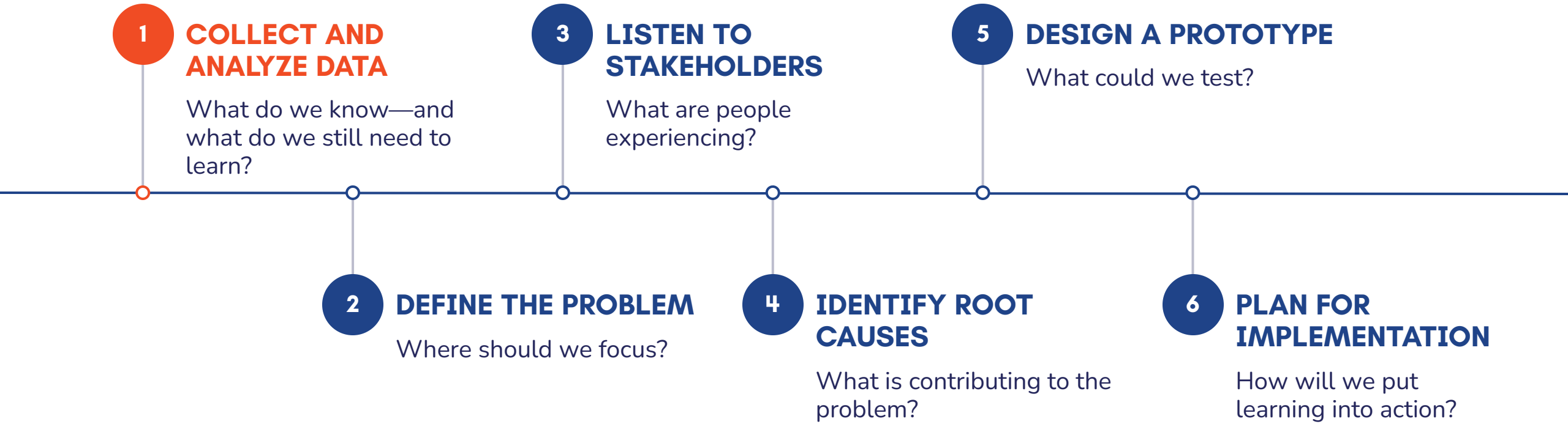
AI in Education



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Where We Are in the Journey

From understanding the challenge to testing a response



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LAST TIME WE TALKED ABOUT:

Recruitment fills the pipeline.

Retention determines how quickly it drains.

TODAY'S QUESTION:

What do we need to know to make better workforce decisions?

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POLL:

How well can your district answer its teacher workforce questions?

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My daughter just started driving.



THE QUESTION I ASK MYSELF EVERY DAY:

Is she driving safely?

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All the data I had:



She made it to school.



She made it home.

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It answers a different question.



WHAT MY DATA ANSWERED

Did she make it to the destination?



WHAT I ACTUALLY WANTED TO KNOW

Is she driving safely?

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I found Life360.



A Much Bigger Picture



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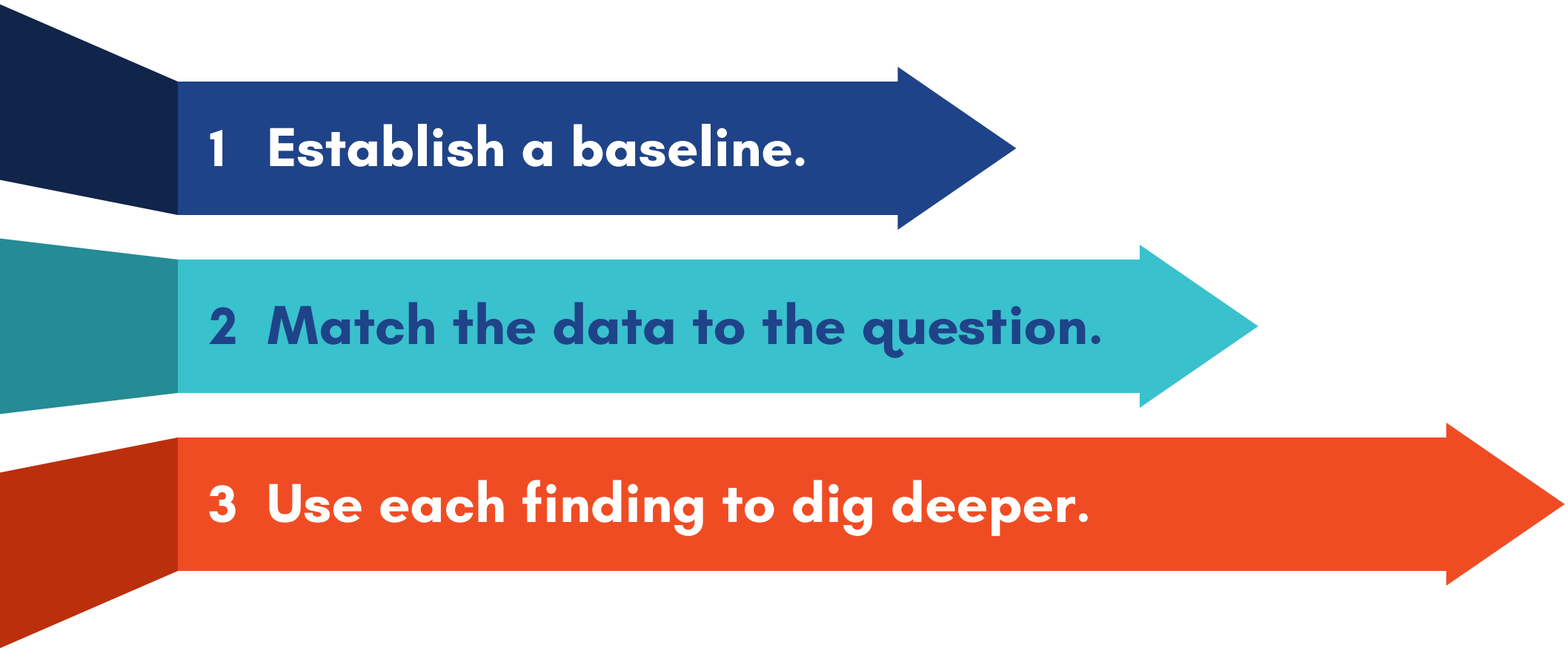
WHAT'S THE POINT?

One data point doesn't tell the whole story.

The questions that come and the data that follow get you a clearer picture of what's actually happening.

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Three Steps to More Useful Workforce Data



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Step 1: Establish a Baseline

What do we already know about our teacher workforce?

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What do we know about our teacher workforce?



Retention & Attrition



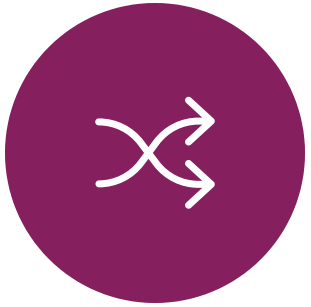
Hiring & Onboarding



Experience & Certification



Vacancies & Shortages



Transfers & Exit Information



Mentoring & Support

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A Useful Baseline Shows Change Over Time



Make Sure the Numbers Mean the Same Thing



Who is counted?



What timeframe?



What counts as leaving?

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Getting started: Which can your district access today?

Teacher Retention & Attrition

- Overall teacher retention rate
- New teacher retention rate
- Teacher attrition rate

New Teacher Hiring & Onboarding

- Number of new teachers hired each year
- Number/percentage of mid-year hires

Mentoring & Coaching Support

- Percentage of new teachers receiving formal mentorship

Teacher Mobility

- Percentage of teachers transferring between schools

Teacher Experience & Certification

- Percentage of teachers with 0-3 years of experience
- Percentage of teachers with temporary certifications
- Percentage of teachers marked out of field

Vacancy & Shortage Data

- Number of vacancies at the start of each school year
- Percentage of schools that were fully staffed on Day 1

Exit Data

- Top 3 self-reported reasons for leaving
- Percentage of teachers leaving the profession
- Percentage of teachers moving to another district/state

WebView

https://docs.google.com/spreadsheets/d/1XB79jaJURjgQF0_h4kz-W7mFwe3iIqw1BaFUGDDY8a4/edit?usp=sharinghttps://docs.google.com/spreadsheets/d/1XB79jaJURjgQF0_h4kz-W7mFwe3iIqw1BaFUGDDY8a4/edit?usp=sharing

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The baseline helps us see the landscape.

Now we need to decide what we want to understand more clearly.

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Step 2: Match the Data to a Question

Are we pulling information that actually answers what we want to know?

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Does the data answer your question?



WHAT MY DATA ANSWERED

Did she make it to the destination?



WHAT I ACTUALLY WANTED TO KNOW

Is she driving safely?

Arrival data answers an arrival question.

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Different questions need different data

QUESTION	DATA THAT HELPS ANSWER IT
Are we retaining new teachers?	Retention rate for "new" teachers
Where are new teachers leaving most often?	New-teacher retention rates by school
Did teachers who left have mentors?	Mentor assignments matched to teachers who stayed and left.
Did teachers receive consistent mentoring?	Meeting records and teacher feedback about the support received.

Pasco:
New teachers are leaving.



75%

New Teacher Retention Rate
2023-2024 SY

But which new teachers are leaving?

Hire data changed the picture.

Data: Hire date + Next year's return status

When Teachers Were hired	What Pasco Found
Summer hires	Lower departure rate
Hired after the first day of school	Higher departure rate

What might be different about their first weeks?

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Same district. Different starts.

Data: Orientation + classroom start dates

Summer Hires

- Structured two-day orientation
- Time to meet their teammates, set up their classroom, and learn school processes
- Continue PD through quarterly trainings

After Day-1 Hires

- Go straight to the classroom
- Attend quarterly trainings
- Learn as they go -- No time to learn before Day 1

What did teachers experience while they waited?

Teachers help explain the gap.

Data: Teacher focus groups



Planning and curriculum

Little time to prepare



Classroom management and training

Limited early support



Temporary contracts

Uncertainty about returning

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Working Hypothesis:

Teachers hired after the first day of school may be leaving at a higher rate because they're less prepared to take on their classroom.



POLL:

After walking through this example, what is one next step your district needs to take?

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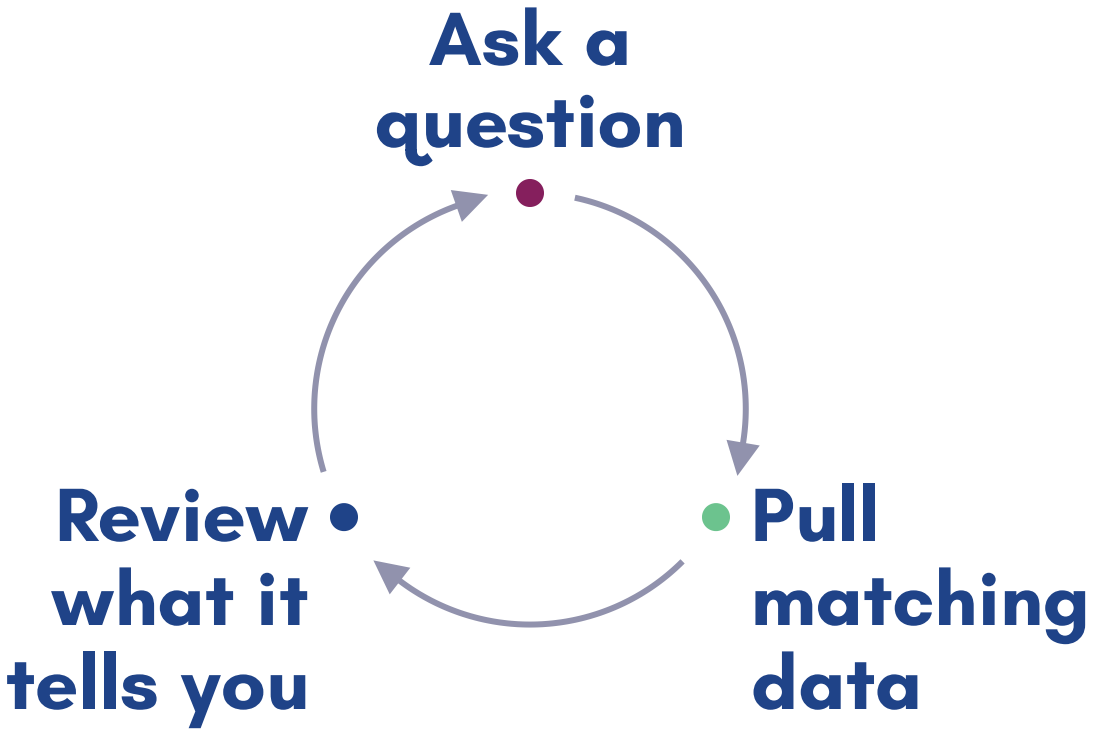
Step 3: Use each finding to dig deeper

What does this tell us and what is still unanswered?

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Keep the question and the data connected

What is still unanswered?



Use what is missing to choose the next question.

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Use the guide to keep digging.



Section 2: Go Deeper

1. **Choose one baseline measure.**
2. **Follow a question to its data.**
3. **Use the finding to ask again.**

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Your Teacher Workforce Data Guide

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WebView

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Download the Data Guide

impactfl.link/twresource1



Before Your Next Team Meeting

1. **Choose one question**
   What do we need to understand?

2. **Identify the evidence**
   What data would answer it?

3. **Make a plan**
   Who can help and when will we review it?

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Five more free webinars for district leaders

The "Strengthening the Teacher Workforce" sessions build on each other and include practical tools for HR teams.

November 12

Building a Teacher Workforce Data Plan

January 21

Defining the Problem

February 18

Using Stakeholder Voices

March 11

Identifying Root Causes

April 22

Designing a Prototype

June 17

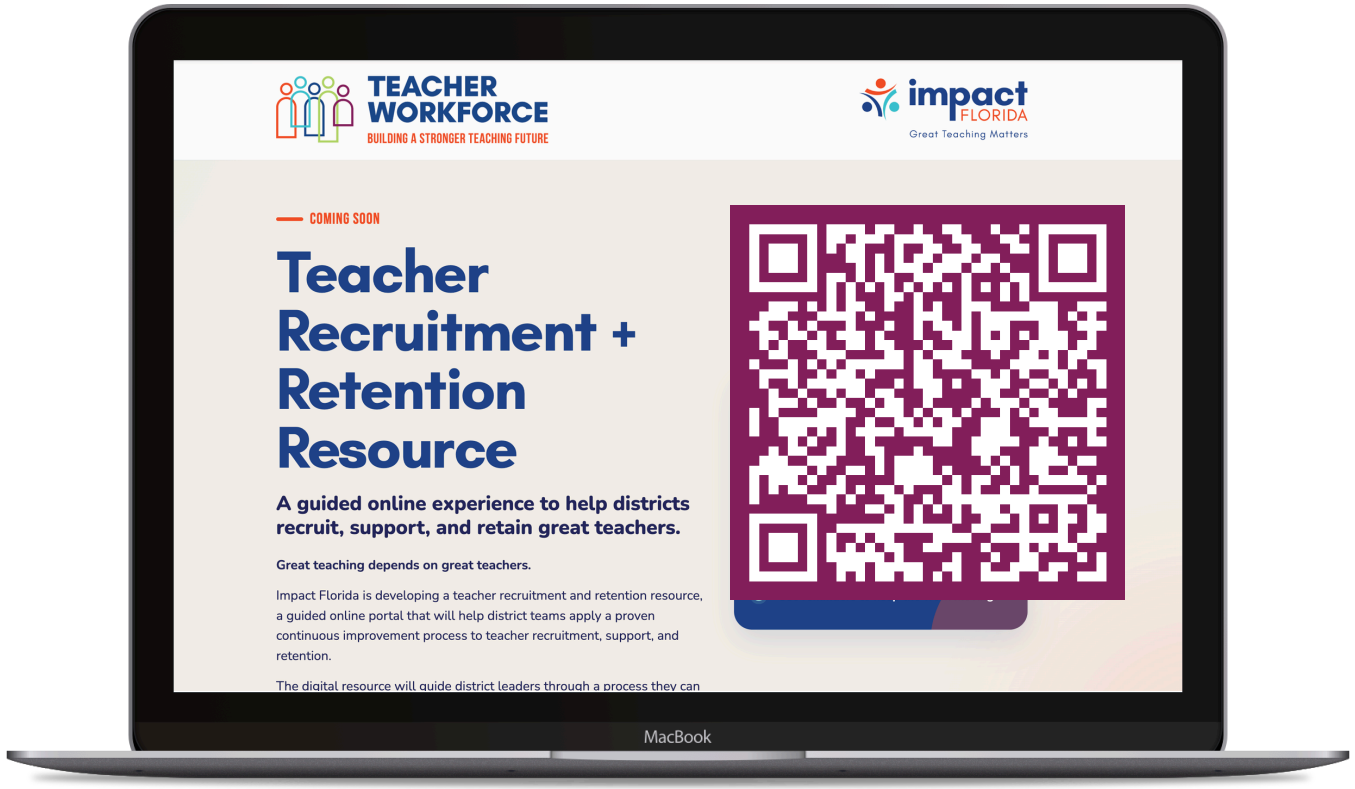
Planning for Implementation

Register:

impactfl.link/tw-series

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Coming soon! A digital tool to guide this work



- A step-by-step pathway
- Practical tools + guidance
- Real district examples
- Launching Summer 2027

For more details, scan the QR code or **impactfl.link/tw-tool**

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Where your team begins



1. Identify a senior leader who can actively sponsor the work.
2. Begin assembling a focused cross-functional team.
3. Select one recruitment or retention challenge to understand.
4. Register for the remaining webinar sessions.
5. Coming Soon: Work through the microsite journey together.

Feedback Survey

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Contact Us

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