Massachusetts Education-to-Career Research and Data Hub (E2C Hub)

Research Advisory Committee

March 1, 2024

Increasing data access to promote equity

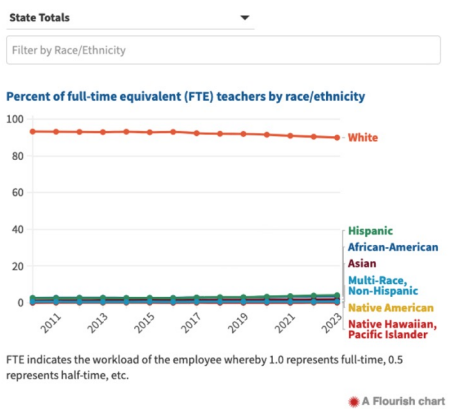
Data Stories: Educator Diversity

Why educator diversity is important for our schools

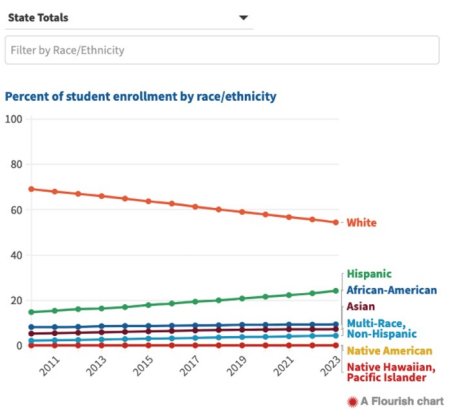
The student population continues to grow more diverse, with over 45.6% of public and charter school students identifying as students of color. While Massachusetts has made some progress in diversifying our educator workforce, with the percentage of teachers of color increasing from 8.7% in 2013 to 10% today, significant gaps remain. Though our teaching force remains 90% White, new teachers entering the workforce are more diverse than the overall teacher workforce — 18% of new teachers in 2022 were teachers of color, compared to 10% overall.

Select a district from the dropdown menu and filter by race/ethnicity in the charts below to explore local educator and student demographics in more detail.

Racial diversity among our teachers



Racial diversity among our students



> *Dive into the data on Massachusetts' teaching pool with the Department of Elementary and Secondary Education (DESE)'s interactive educator data dashboard.*

4-week results: 400 views, 200 users

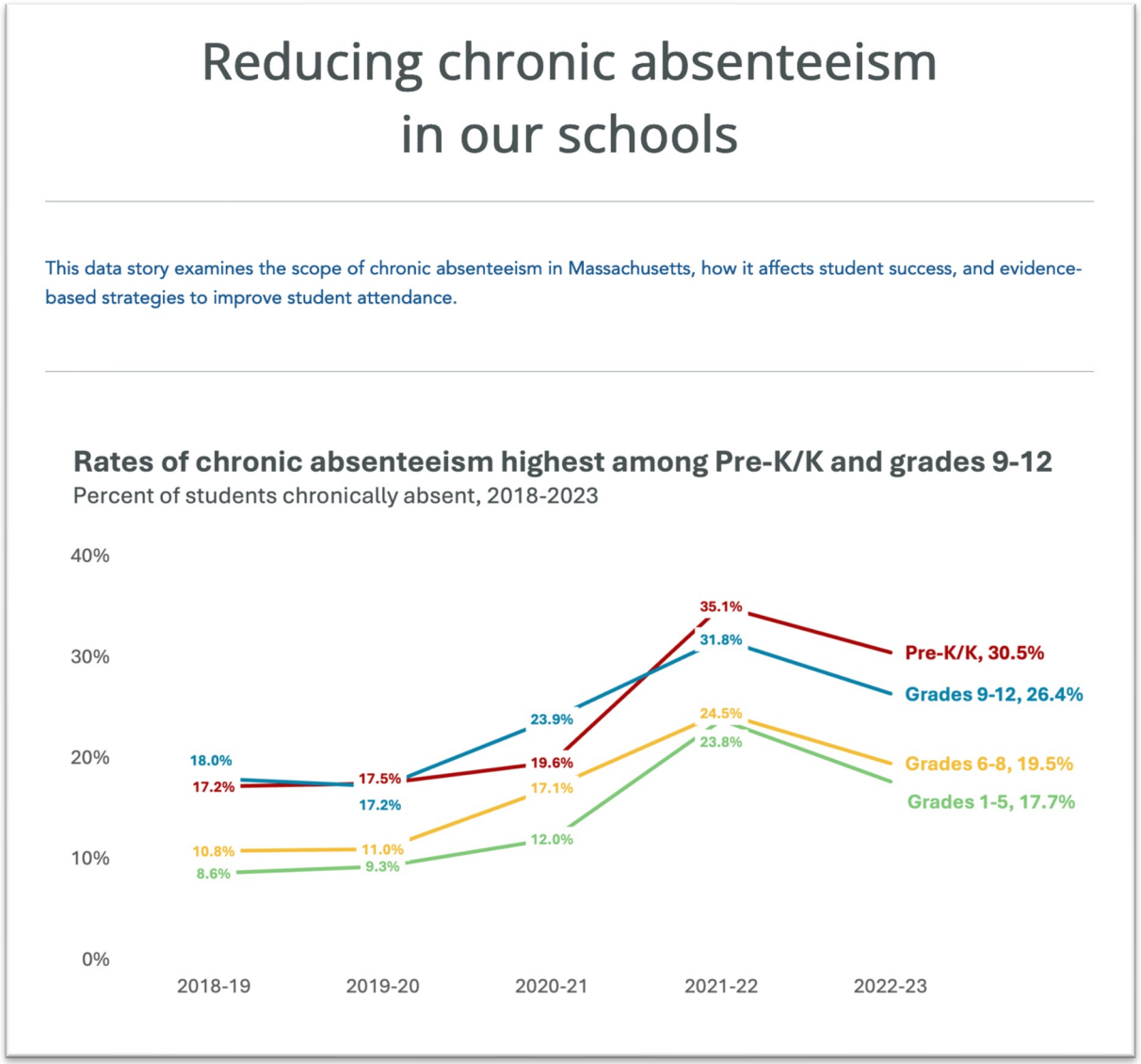
Jan 8 **Commissioner's Weekly Update**
9K recipients, 70% opened, 170 unique clicks

Jan 12 **E2C Hub Newsletter**
300 recipients, 76% opened, 26 clicks

Jan 26 **Educator Effectiveness Newsletter**
2650 recipients

March **DESE Board Meeting?**

Data Stories: Chronic Absenteeism



In final review
Target publish date: Jan. 31

Proposed communications:

- Newsletters
- Social Media
- Public Webinar
- Media Outreach
- BESE Subcommittees and Advisory Councils

Year and Semester: SY2022-23 Spring

K-12 Partner: All

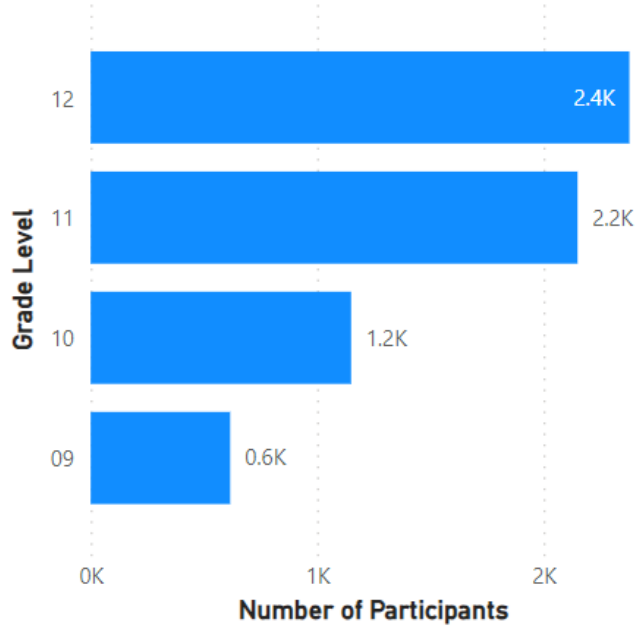
Grades (all on by default): 09 | 10 | 11 | 12 | Show all grades

Give feedback! This dashboard is new and we want your input.

Early College Program Participation

Total Participants
6295

Number of Participants by Grade



Credit Information

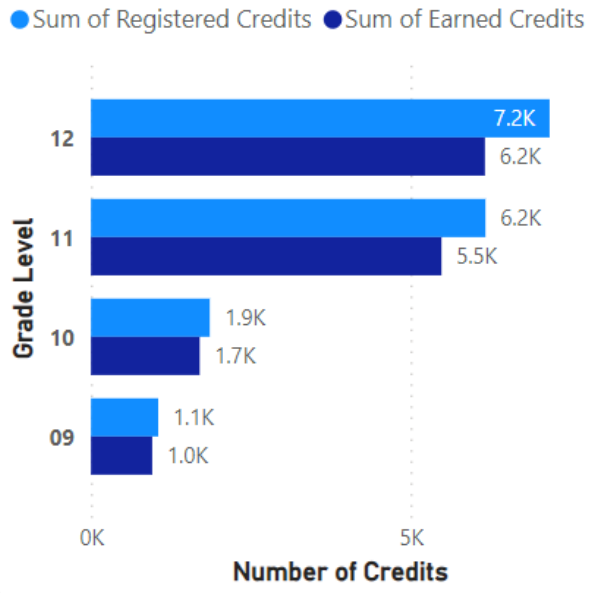
Credits include public and private IHEs. Wentworth credits not shown due to missing data as of Jan. 2024.

Credit Passing Rate
Credits with a D or higher
88%

registered for credits
3430

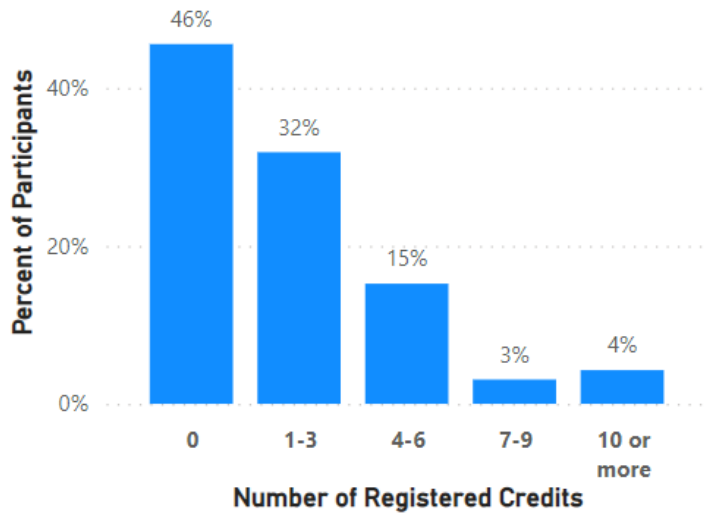
% registered for credits
54%

Registered and Earned Credits by Grade



Distribution of Participants by Number of Registered Credits

Results not shown if fewer than 6 students are in selected grade and semester



https://www.doe.mass.edu/ccte/early-college/default.html

Datasets on the E2C Hub

Recently added:

- Views of Climate and Learning (VOCAL) Indexed Scales and Favorability
- Views of Climate and Learning (VOCAL) Item Response Scores

Early Childhood

- Pre-Kindergarten and Kindergarten Enrollment
- Funded and Licensed Child Care Providers

K-12

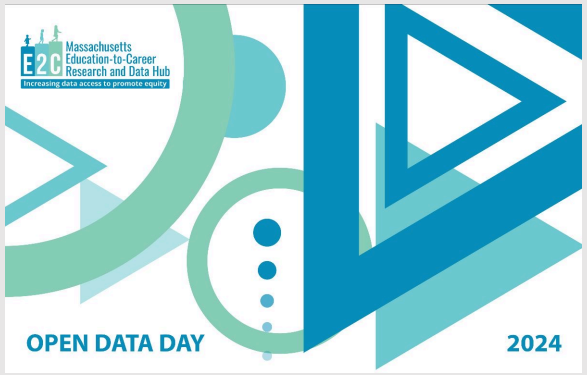
- K-12 Enrollment: Grade, Race, Gender, and Selected Populations
- School Attending Children
- Student Attendance Report
- Next Generation MCAS Achievement Results
- Digital Literacy and Computer Science Course Taking
- MassCore Completion
- Pathways/Programs Enrollment by Grade
- Advanced Placement (AP) Performance
- DART: Success After High School
- K-12 Staffing: Race/Ethnicity and Gender

College and Career

- MA Public Postsecondary Fall Enrollment by Race and Gender
- Public College and University Tuition and Fees
- Average Earnings by Student Group
- Average Annual Earnings by Industry
- College and Career Outcomes

Educator Data

- Educator Licensure
- MTEL
- Teacher Indicators
- Educator Preparation
- Total Educators, Retention, and New Hires



OPEN DATA DAY

Wednesday, March 13, 2024
Noon-1 p.m. EST
Zoom (link to register)

Student Family Voice Committee feedback

We held a meeting on 7th with committee members mixed with different perspectives from students to parents in leadership roles in the community. We're able to to hear what they think and want to see from us. We also did a live demo of the website; here's what we talked about

- **Education data Interest:**
  - Students' progression, mental/emotion support, and engagement with school and families
- **Envision using the website:**
  - Workshop for parents
- **How to make the site more useful:**
  - Translations, awareness of the website

Next Steps:

We sent out the link to the website with a survey for the committee members to fill out, so we can here more of what they have to say. The goal is to get feedback and know how we can make the site better. It will be important to know how they experience and use the site on their own because it will let us know how user friendly it is.

Agenda

- Top priorities for cross-agency research agenda
- Update on E2C Hub projects and 2024 goals
- Preview of evaluation framework and process
- Wrap up

Framework for Developing the Research Agenda

Research Agenda for June 2024

Workshops

1

Review and assess research priorities

Examines the research priorities and evaluates their relevance and alignment with agencies goals and objectives.

2

Identify existing research studies

Review existing studies in the priority area from academic journals, reports, and other sources to help avoid duplicating efforts.

3

Formulate future research questions

Formulates future research questions, addresses identified priorities and gaps in existing literature, and proposes research directions.

4

Propose data system improvements

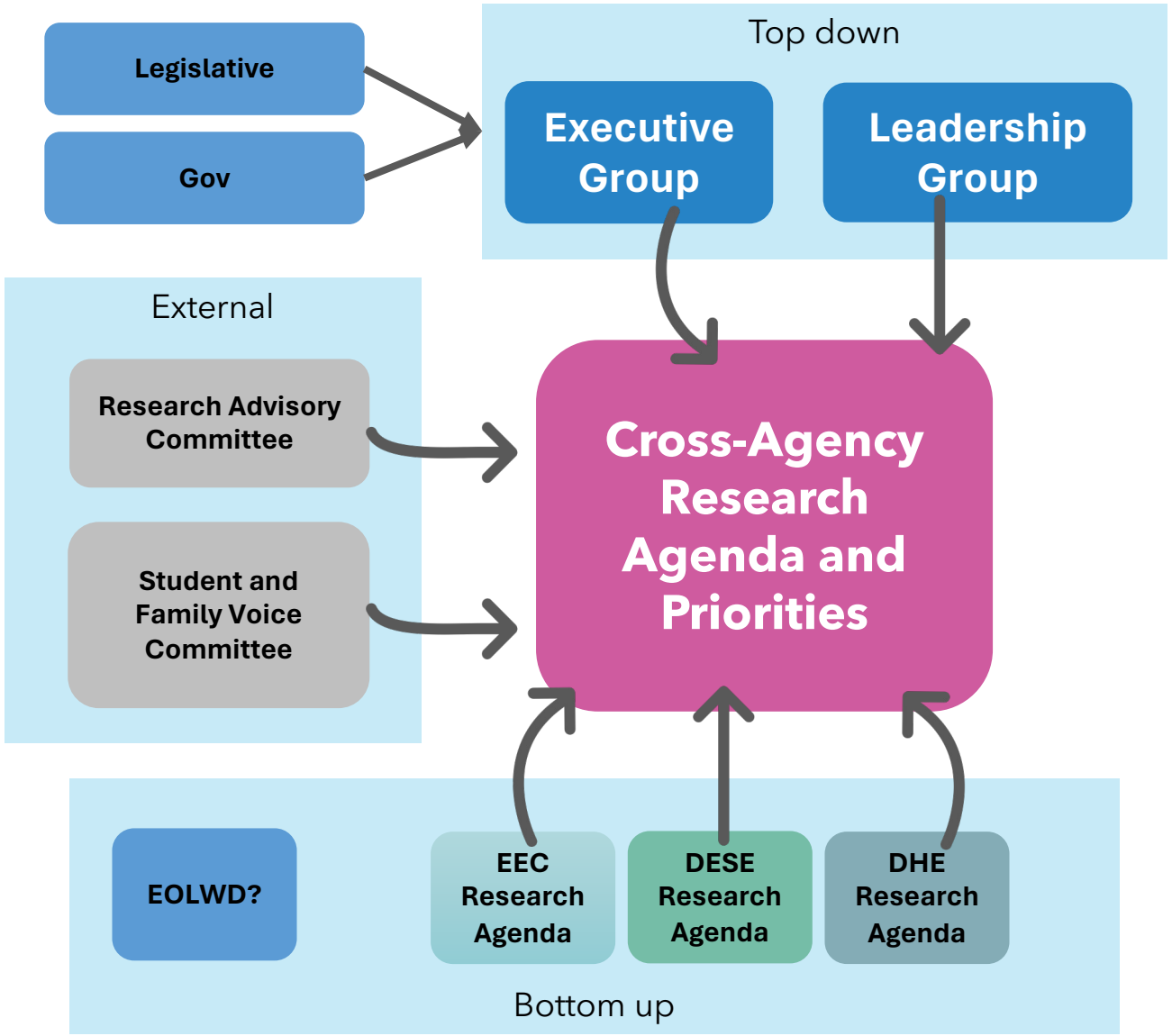
Assesses and improves existing data systems, including processes for ensuring data privacy and promoting data sharing and accessibility.

5

Collaborate with stakeholders

Gathers input and feedback through meetings, workshops, and consultations to ensure the research agenda reflects the needs of the education community and fosters stakeholder ownership.

Policy priorities shape the long-term plan



Priorities influence:

- Approved research projects
- Procured research
- New data linkages
- Data system investments
- Data stories / briefs

Identified agency priorities

EOE Priorities

- Affordable access to early education
- Universal Pre-K in gateway cities
- Early literacy
- Reimagining high school
- College accessibility and persistence
- Transformed financial aid programs
- Expanded supports for historically marginalized students
- College-employer partnerships
- Campus capital improvements

Early Ed

- Licensed and funded childcare providers
- ECIDS Part Two

K-12

- Chronic absenteeism
- Resources for homeless and newly arrived families
- Bullying/school climate and safety
- Early College
- Pathways/Ch. 74
- Special education
- Family engagement

College & Career

- Funding for higher education
- Diversity admissions
- Trends in 2-year enrollment
- Workforce training programs
- Military enlistment
- Earnings trends

Priorities from leadership level

Questions beyond the scope of education only	• What is the role of housing costs on teacher shortages? • How well-aligned is college degree production with anticipated future job market needs?
Questions with a cross-agency focus	• How do staff move between the early education workforce and K-12 workforce? • With the decline in college-going rates, what are the outcomes for those who might have attended college but didn't?
Questions requiring data systems improvements	• Do high school internships support students' post-secondary outcomes? • Is the DESE focus on deeper learning having an impact?
Other leadership-level questions	

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E2C Research and Data Hub Principles

1

Promote **shared ownership** for progress **on state goals** for education and career

2

Provide actionable research on what leads to progress **on long-term outcomes**

3

Increase access to more complete data

4

Enable **more efficient, effective and transparent** reporting and **data use**

Key Actions and Outcomes for 2024

	Project	Key Actions for 2024	Outcomes by Dec. 2024
Ownership of Goals	Early Literacy and B-5 Services	• Produce impact evaluation plan for Gov initiatives • Incorporate early literacy data? • Plan for self-service data system	• 2 policy initiatives informed by ECIDS data • Successful partnership with EOTSS to demonstrate a model for data sharing systems
	Early College	• Publish dashboard with outcomes • Formalize data systems, build capacity • Begin to replicate for other pathway programs	• Early College annual reviews and redesignation processes incorporate published data
	Workforce data	• Strengthen wage match process and develop sustainable plan • Support procurement of internship data system • Reconvene Learn-to-Earn board to establish plan	• Education and workforce data integration is “advanced” or “leading” on SOI rubric • Sustainable collaboration with EOLWD and DUA

Key Actions and Outcomes for 2024

	Project	Key Actions for 2024	Outcomes by Dec. 2024
Facilitate Actionable Research	Unified research request process	• Finalize online portal and operationalize • Develop standard DESE and cross-agency research datasets • Share more info on proposals, projects and publications	• Unified research portal is operational • Public data report shows increase in # of cross-agency proposals approved, decrease in average time to fulfill
	Unified research agenda	• Publish cross-agency Research Agenda with RAC input • Support each agency to publish research agenda • Begin identifying data system improvements needed	• Research agenda online with regular update plan • 2 data system improvements identified

Key Actions and Outcomes for 2024

	Project	Key Actions for 2024	Outcomes by Dec. 2024
Increase Data Access	Public data portal	• Continue loading Profiles, DHE data • Add new datasets not currently published • Formalize annual update cycle	• All 3 agencies have their main datasets and tools findable in the E2C Hub • Sustainable process for data updates • New datasets regularly identified and added
	Internal data capacity on new systems	• DESE – Integrate Profiles/Edwin processes • EEC – Improve CCFA processes • DHE – TBD?	• All 3 agencies have a foundation of documented datasets and queries in Snowflake • Agency analyst capacity in SQL and Snowflake

Key Actions and Outcomes for 2024

	Project	Key Actions for 2024	Outcomes by Dec. 2024
More Effective Data Use	Grow public user base of data tools	• Support agencies to increase use of existing tools • Incorporate feedback from Student & Family Voice Committee • Grow communications channels and audiences	• 1000 monthly visits to E2C Hub • Measurement and goals for usage of existing tools
	Publish data stories	• Publish 6-8 data stories on high-priority policy topics • Streamline process for development and approval	• Agencies and partners share and promote data stories • Policymakers reference data stories to inform policy

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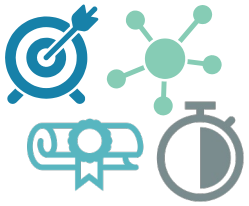
Proposed evaluation framework

What gets evaluated?

E2C project progress relative to annual goals



Agency support for **4 guiding principles** for cross-agency work

Who provides input?

Leadership Group

Research Advisory Committee

What is the process?

1. E2C team drafts a written progress update
2. Agency leaders and RAC provide feedback and input
3. Leadership group discusses at June meeting, identifies barriers and solutions
4. E2C team updates plan and implements changes

Indicators tied to our 4 guiding principles

	Indicators	Early Ed	K-12	Higher Ed	Workforce
Ownership of Goals	• Decision-making based on timely data • Leadership invests in data improvements for priorities • Provides leadership and staff support for prioritized cross-agency projects				
Facilitate Actionable Research	• Research approval process is timely, transparent and aligned to research priorities • Research results are included in policy discussions • Research datasets are documented and standardized • Cross-agency linked data are used for research				
Increase Data Access	• Public datasets are available for download and API use • Agency identifies and delivers more datasets • Data issues are promptly identified and resolved • Agency helps promote E2C Hub resources				
More Effective Data Use	• Cross-agency data linking is efficient and sustainable • Annual data updates are timely • Repetitive data tasks are increasingly automated				

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  - Next meeting to be scheduled in June/July