Student Support Services Dashboard (Using Certified/Classified Personnel Index Data) Overview

1 *What is the purpose of the Student Support Services Dashboard?*

The primary purpose of the Student Support Services Dashboard is to make the data collected in Georgia's Certified/Classified Personnel Index (CPI) on the number of Student Support positions such as School Counselor, Social Worker, and Psychologist easier to explore. The dashboard is designed to create more opportunities for data-driven discussions about the need for Whole Child Student Support Services. The dashboard allows exploration of staffing levels at the state, RESA, and LEA levels, for non-instructional job codes that provide student support. The dashboard displays 15 different "clusters" of job codes[1] representing mainly non-instructional student support positions.

2 *What data are in the Certified/Classified Personnel Index (CPI)?*

CPI is a data source containing certified and classified personnel based on their job code as reported by each school district (LEA) three times yearly. The Student Support Services Dashboard data uses full-time equivalent (FTE) numbers to summarize current staffing levels. For example, a person in a full-time position contributes 1.0 FTE, while working three days a week (60% of workdays) would generate 0.6 FTE. Every person working in a school building or district office should appear in CPI. Staff working in the school full-time but not employed by the district/school (e.g., working under a contract or employed by entities other than the district/school) will not appear in the CPI or Student Support Services Dashboard.

3 *What data sources are used in the Student Support Services dashboard?*

The data come from public sources provided through a request from GaDOE or publicly-facing websites. The data sources include:

- Certified/Classified Personnel Index
- Student Full-Time Equivalent (FTE) by Grade Level and LEA
- National Center for Education Statistics Common Core of Data LEA & School Universe Survey
- Georgia Office of Student Achievement Enrollment by Subgroup

Combining information from these four sources into one Student Support Services Dashboard enables LEAs, RESAs, the GaDOE, and others to explore how staffing for student support positions compares across LEAs and RESAs.

[1] For example, "School Counselor" combined job codes for Special Education Counselor (301), Elementary Counselor (400), Middle School Counselor (401), and High School Counselor (402).

4 *What calculations are used in the dashboard?*

Full-time equivalent (FTE).[2] Staff FTE measures the total full-time positions and equivalent part-time positions for a given set of job codes. For example, one full-time position (1 FTE), a 75%-funded position (0.75 FTE), and a half-time position (0.5 FTE) sum to 2.25 FTE. These data come from the CPI data file from GaDOE. GaDOE also provided the student FTE (enrollment figures used for the state funding formula) for each LEA. Counting staff and students in the same units (FTE) allows ratios to communicate staffing levels consistently.

Calculation of ratios. Ratios communicate staffing levels relative to student FTE. The ratios are calculated using two methods:

- *FY22 student-to-staff ratio (Student FTE / Staff FTE).* Student-to-staff ratios help to understand how many students each staff member serves. This data point is useful when looking at a single LEA (such as 400 students per counselor, or 400:1). A higher number of students-to-staff represents *lower* staffing levels.
- *Staff per 1,000 students ((Staff FTE * 1000) / Student FTE).* The staff per 1,000 students flips the ratio so that a higher number represents *higher* staffing levels (such as 2.5 counselors per 1,000 students). This measure is useful for comparing staffing levels between LEAs or tracking changes between fiscal years.

Calculation of percentiles. Percentiles compare relative student support staffing levels of different job codes across LEAs (e.g., an LEA ratio at the 70th percentile means more staff members per student than 70% of other LEAs in the state). LEAs are ranked from least to greatest to determine a percentile (from 1st to 99th). Each ratio is used to calculate a percentile signifying the LEA's staffing level compared to all other LEAs in the state. Converting ratios to percentiles allows for comparison between different job codes. For example, each school nurse serves a much larger number of students than each teacher or school counselor; thus, conversion to percentiles allows users to compare relative staffing levels for different job codes in the same district.

5 *What types of questions can this dashboard help to answer?*

Examples include:

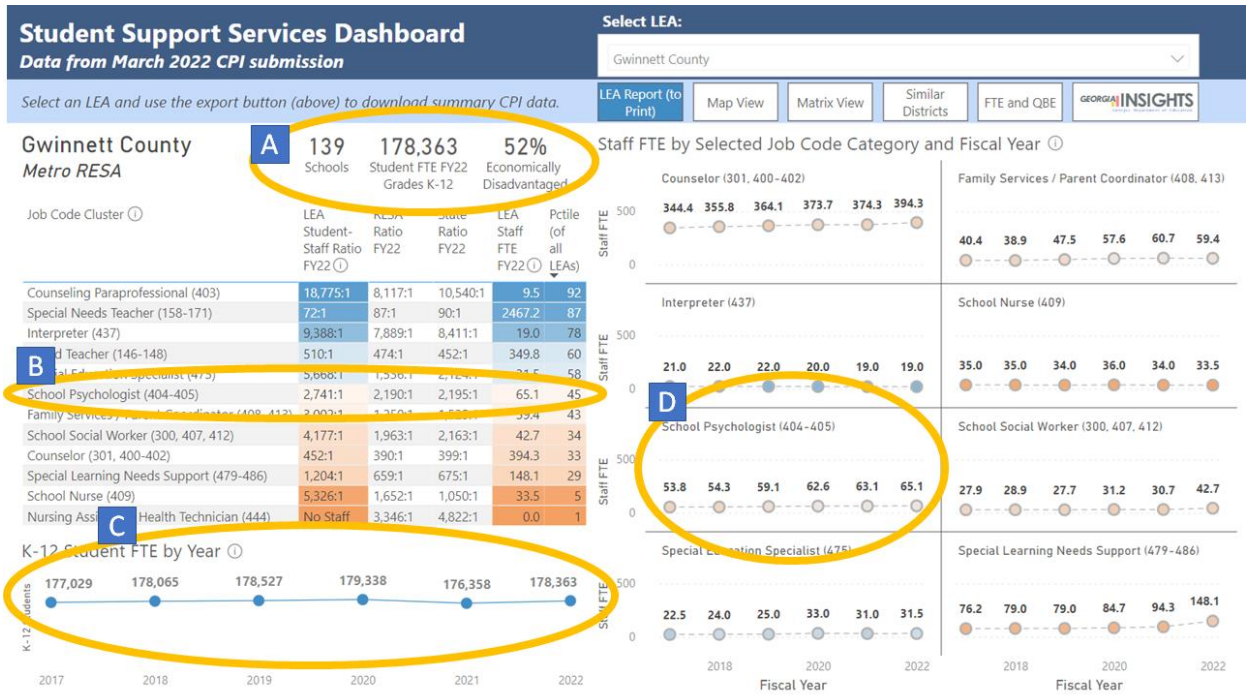
- How many school psychologist FTEs were serving in Georgia K-12 schools in FY22 (as of Oct.)?
- In which state regions were there the highest school counselor FTEs per student ratio?
- How has the ratio of school nurse FTEs to students changed over the past five years?
- Compared to other regions of the state, which types of student support positions have the highest relative staffing levels in a specific RESA?
- How do the student-to-staff ratios in my LEA compare to other demographically-similar LEAs in the state?
- Which LEAs have the highest ratios of funded-to-earned positions for school counselors?

[2] https://www.gadoe.org/Technology-Services/Data-Collections/Pages/FY2022-FTE-Resources.aspx

6 *What are the five different views available in the Student Support Services Dashboard?*

The descriptions and screenshots on the following pages provide a quick overview with annotations; to view more detailed guidance, mouse over any information icons or click on the question button on any page to activate help overlays.

1. The "LEA Report (to Print)" page shows a high-level overview of staffing ratios for individual LEAs. This view is a good starting point for quick facts about a single LEA.



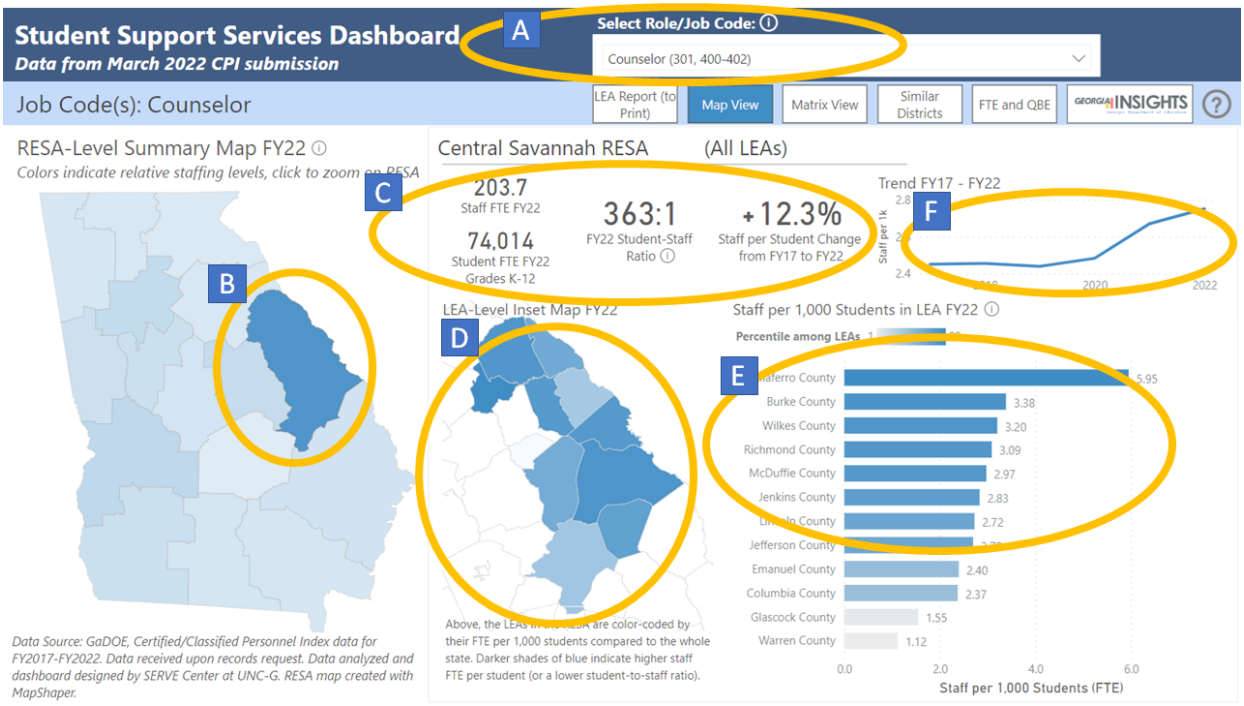
A **Quick demographics.** Displays key data points for the LEA selected in the dropdown, including schools, students, and percentage of economically disadvantaged students.

B **Ratios and comparison to RESA and state.** Shows the student-staff ratio for job codes related to whole child supports for the LEA, region, and state. Color coding indicates the relative ranking of ratios to other LEAs in the state (blue is higher-than-median staffing; orange is lower-than-median staffing).

C **Student FTE (enrollment) by year.** Summarizes total student enrollment in the LEA for the past six years.

D **Staff FTE by job code and year.** Displays staff FTE for various job codes and trends for the past six years. As in (B), color coding indicates the relative ranking of ratios to other LEAs in the state (blue is higher-than-median staffing; orange is lower-than-median staffing).

2. The “Map View” shows the geographic staffing distribution by various job codes in the CPI Index and allows for comparisons across the state. Student FTE represents students enrolled and staff FTE staff employed directly by the LEA. Note that these staffing figures do not include contracted staff who are not employees of the LEA.



A **Job code selector.** Allows the user to choose job codes of interest for analysis. The job codes from the Certified/Classified Personnel Index are in parentheses.

B **RESA map.** Shows relative staffing levels for the chosen job codes by region. Darker shades of blue indicate higher levels of staffing.

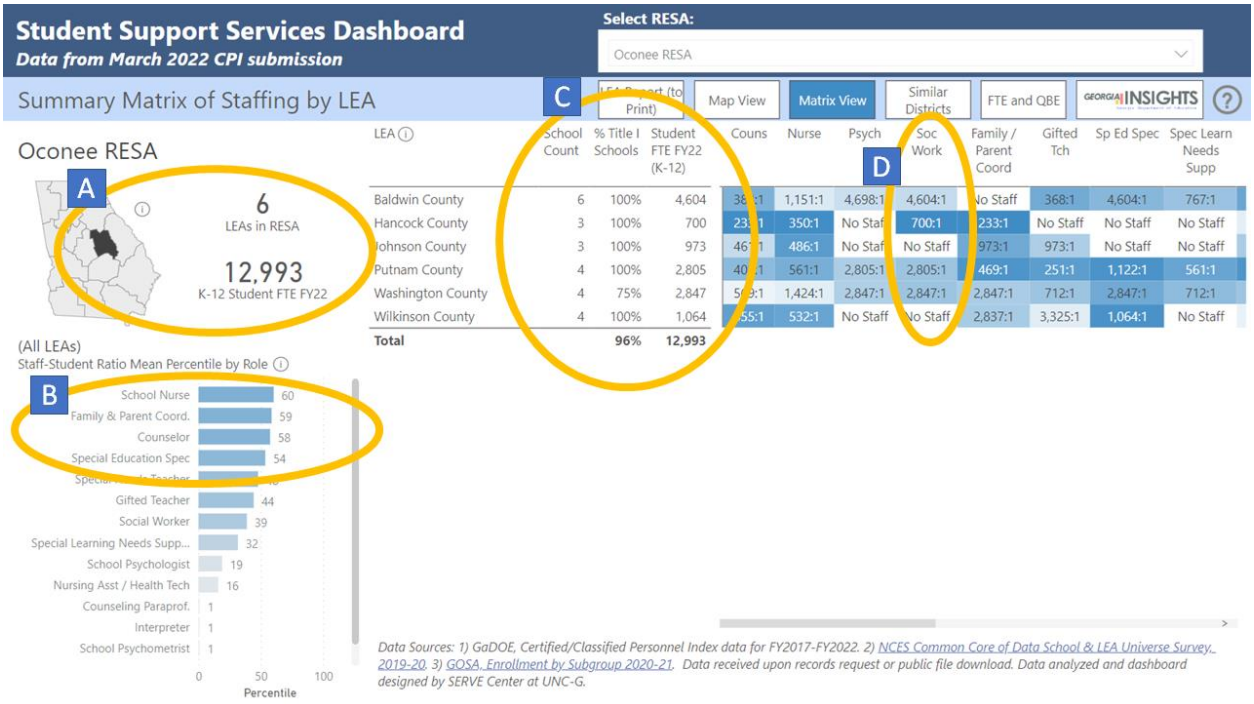
C **Key data points.** Displays summary data points for the selected job code in (A) and region in (B). Includes staff and student FTE, current year ratio, and percent change in staffing for the past six years.

D **LEA map.** Shows relative staffing levels for the chosen job codes and region. Darker shades of blue indicate higher levels of staffing.

E **Comparison bars.** Allows comparison of staff per 1,000 students among LEAs in the same region.

F **Trend line.** Shows change in staffing levels (staff per 1,000 students) for the past six years.

3. The "Matrix View" allows for comparing staffing ratios for different job codes by LEA. The dashboard displays relative staffing levels for various positions across each RESA and LEA (within a selected RESA).



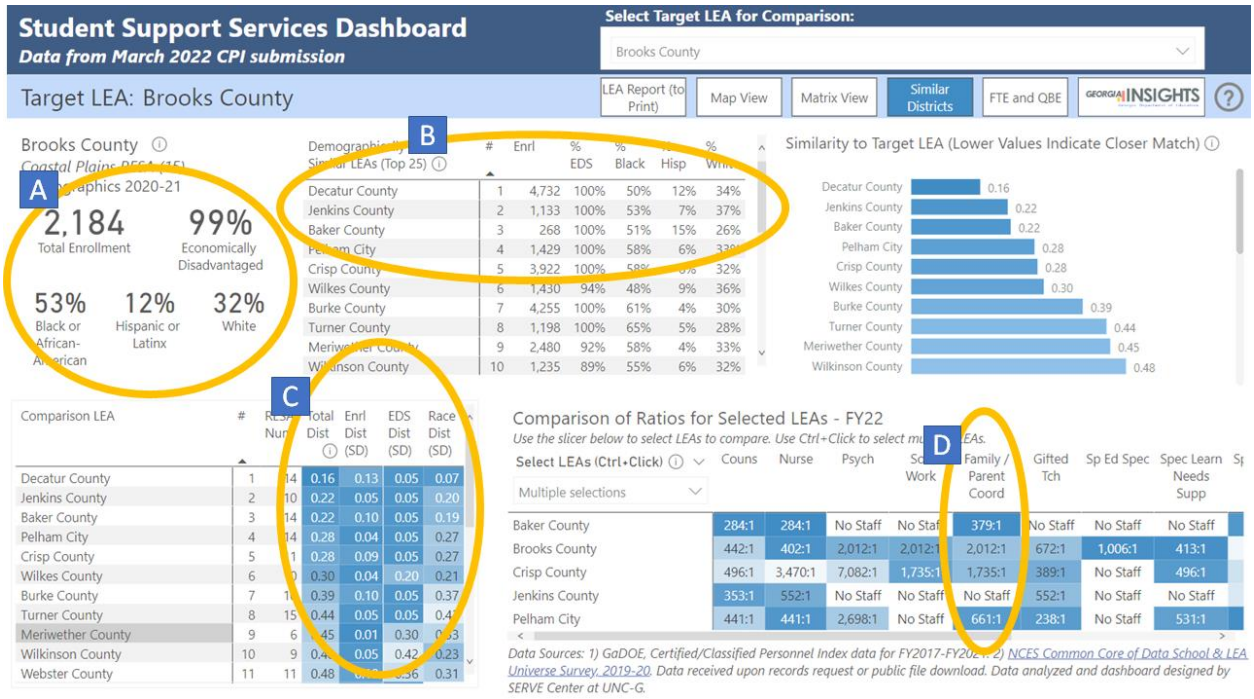
A **RESA summary.** Displays the location of the selected RESA and the total number of LEAs and students.

B **Job code percentiles.** Shows relative staffing levels by job code. The number represents the mean percentile of staffing. Values above 50 indicate that the selected RESA staffing level (staff per student) is higher than the state average; values below 50 indicate below-average staffing ratios.

C **LEA information.** For the selected RESA, displays the number of schools, the percentage of Title I schools, and the total student FTE for the current fiscal year.

D **Ratio by position throughout RESA.** Summarizes the staff-to-student ratio for each job code within the selected RESA. Darker shades of blue indicate higher levels of staffing. No blue shading indicates that no staff appear in the current CPI data with the selected job code.

4. The "Similar Districts" displays LEAs with similar demographics and compare relative staffing levels for selected student support job codes. For a target LEA, the dashboard returns the closest matched LEAs on enrollment, % economically disadvantaged, and selected race/ethnicity categories. By filtering the list of LEAs according to demographics, the user can compare the relative staffing levels of similar LEAs.



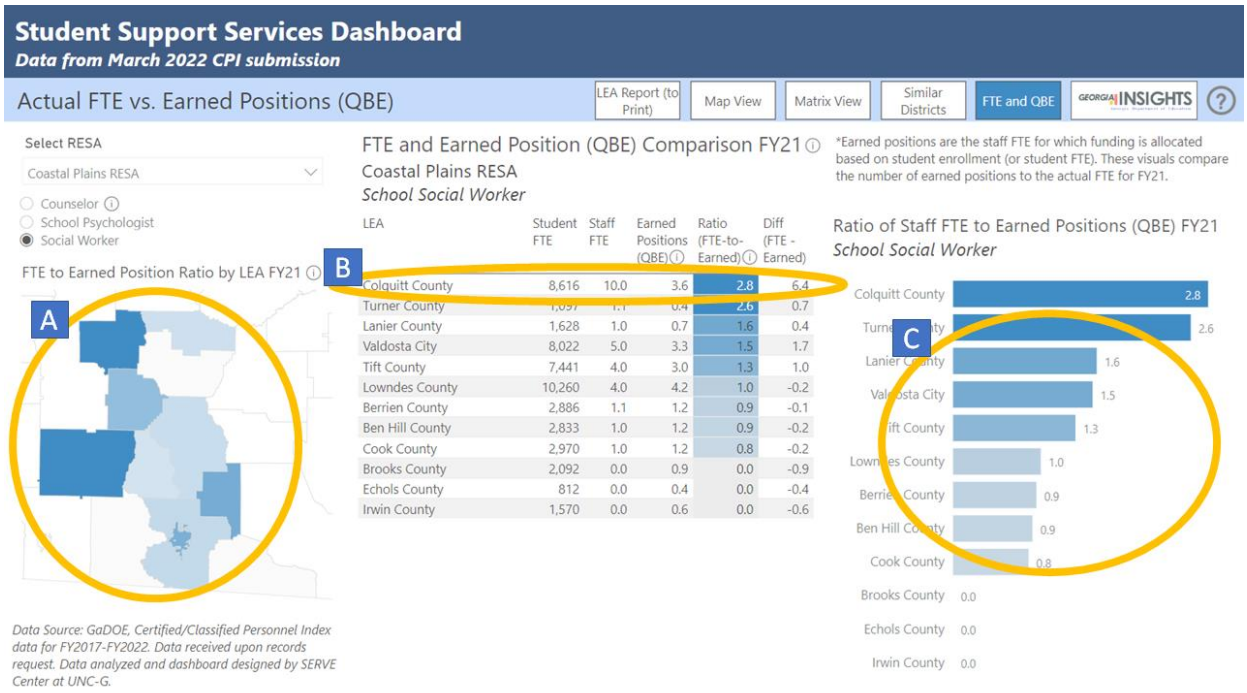
A **Demographic summary.** Displays summary data points for the target LEA selected in the dropdown menu in the top right corner.

B **List of demographically closest LEAs (in order of similarity).** Shows the demographically-closest LEAs to the target on size, economic disadvantage, and race variables.

C **Standardized differences by demographic characteristics.** Summarizes standardized differences on given demographic criteria from the target LEA.

D **Job code student-to-staff FTE ratios for selected LEAs.** For the selected demographically-close LEAs, displays the staff-to-student ratios by job code.

5. The "FTE and QBE" view allows for exploration of the current staffing FTE for a position type vs. the QBE (the number of earned positions by student enrollment based on the state funding formula).[3] Data are currently only available for three position types – counselor, school psychologist, and school social worker. The dashboard displays the ratio of actual FTE to earned positions for FY21.



A **LEA map.** Shows the ratio of actual FTE to earned positions (QBE). Darker shades of blue indicate higher staffing ratios (more local effort to fund positions beyond the state allotment).

B **FTE and earned position comparison table.** Displays student and staff FTE for the selected job code and LEA. A ratio of staff FTE to earned positions of one or higher represents staffing at or above the funded level; less than one shows staffing below the state allotted funding.

C **Bar graph.** Allows users to compare the ratio of actual FTE to earned positions (QBE) for selected job codes among LEAs in the same region.

[3] For example, consider District A, who has 4,000 student FTE and 5 staff FTE for a given job code. The state may fund one position for every 1,000 students. District A's QBE would be 4,000 / 1,000 = 4 earned positions. The actual positions of 5 staff FTE leads to a ratio of 5.0 / 4.0 = 1.25 and a difference of 5.0 – 4.0 = 1.0.