CFDS Talent Committee: Office of Civil Rights (OCR) Data on Teachers

WALTER COOK

EDUCATION DATA AND RESEARCH MANAGER, NEW DETROIT, INC.

WALT@EDMETRICS.IO

CELL: (248) 658-8434

Please email me with any questions or ideas for further analyses: walt@edmetrics.io

Objectives of This Presentation

- Provide a brief overview of the Office of Civil Rights (OCR) data on teachers and how it may be helpful to this Committee
  - OCR data can address some questions that public use state-level data cannot
  - However, there are limitations to what the OCR dataset can
- Generate additional questions that the OCR dataset might be able to answer

Brief Overview of the OCR Data Set

- Biannual survey from the US Department of Education's Office of Civil Rights (OCR) to all public schools in the US

- Variables include a number of building-level measures not available in CEPI datasets (including several related to teachers)

- Main drawback is that is only published biannually with a two year lag (i.e., 2013-14 most recent available; 2015-16 to be published June 2018)

- Most measures of interest only available from 2009-10, 2011-12, 2013-14

- We have had limited access to the dataset for a few days, so this presentation probably just scratches the surface of how this dataset could be leveraged

Limitations of OCR Data Set

▶ Everything is self-reported by the district/school and is not regularly audited

▶ Some values are obviously misreported (e.g., lists average teacher salary at Cass Tech in 2011-12 as $154k)

▶ Some inconsistencies with CEPI data with respect to counts for teachers and students

▶ Where OCR data conflict with CEPI data, CEPI is probably more reliable

▶ Does not provide individual-level data, only building-level averages

  ▶ Some questions relevant to this Committee would be better investigated using individual-level data, but that is not presently available to us

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CEPI Data on Teachers Is Limited to Building-Level Averages and in Scope

Demographics of Students versus Teachers in Detroit, by Sector (2013-14)

Source: CEPI Student Count and Staff Count public use datafiles (mischooldata.org)

All Schools	Students				Teachers			
	Pct Asian	Pct Black	Pct Hispanic	Pct White	Pct Asian	Pct Black	Pct Hispanic	Pct White
Detroit City	0.9%	84.5%	10.5%	3.5%	2.1%	51.3%	2.4%	43.8%
DPS	1.3%	83.8%	12.2%	2.4%	2.2%	65.9%	2.4%	28.9%
EAA	0.7%	95.2%	2.4%	1.3%	3.8%	44.4%	3.1%	47.9%
PSA	0.6%	83.5%	9.7%	5.3%	1.7%	32.7%	2.3%	63.0%
K8 Exclusively								
Detroit City	1.0%	83.9%	11.3%	3.2%	1.9%	51.6%	2.2%	44.0%
DPS	1.2%	82.1%	13.7%	2.5%	2.3%	65.3%	2.4%	29.4%
EAA	1.1%	91.1%	5.0%	2.5%	3.1%	42.6%	3.9%	50.4%
PSA	0.8%	84.6%	9.2%	4.4%	1.2%	33.7%	1.8%	63.2%
HS Exclusively								
Detroit City	1.0%	91.4%	5.5%	1.8%	2.6%	55.6%	2.2%	38.8%
DPS	1.5%	96.1%	1.1%	1.2%	2.0%	69.9%	0.9%	26.4%
EAA	0.3%	98.7%	0.1%	0.3%	4.4%	45.9%	2.5%	45.9%
PSA	0.2%	75.9%	19.2%	3.9%	4.0%	24.7%	4.8%	66.1%
K12 Combined								
Detroit City	0.5%	75.2%	15.3%	8.5%	2.2%	42.1%	4.0%	51.0%
DPS	1.2%	50.4%	41.3%	6.1%	0.9%	59.1%	7.1%	32.4%
EAA	.	.	.	.	.	.	.	.
PSA	0.1%	84.6%	5.1%	9.6%	2.1%	34.3%	2.6%	60.1%

OCR Data Provides Greater Insights

OCR Teacher Data for Detroit, By Sector (2013-14)

Source: Office of Civil Rights, US Department of Education public use datafiles (ocrdata.ed.gov); CEPI Student Count public use datafile (mischooldata.org)

All Schools	Number of Schools	Number of Students	Pct Highly Credentialed	Pct 1st Year Teaching	Pct 2nd Year Teaching	Pct Chronically Absent	25th Pctl Teacher Salary	Median Teacher Salary	75th Pctl Teacher Salary
Detroit City Average	192	91,449	98.0%	9.2%	7.1%	6.2%	$41,938	$54,649	$58,855
DPS	90	48,171	97.4%	3.6%	3.8%	1.5%	$55,583	$58,163	$60,105
EAA	12	6,518	100.0%	14.9%	0.0%	0.0%	$41,159	$41,895	$42,474
PSA	90	36,760	98.4%	15.4%	12.8%	13.5%	$36,272	$42,295	$48,954

K8 Exclusive	Number of Schools	Number of Students	Pct Highly Credentialed	Pct 1st Year Teaching	Pct 2nd Year Teaching	Pct Chronically Absent	25th Pctl Teacher Salary	Median Teacher Salary	75th Pctl Teacher Salary
Detroit City Average	135	61,998	99.0%	8.6%	6.6%	7.0%	$41,858	$54,712	$59,073
DPS	67	33,810	98.7%	3.4%	2.5%	1.3%	$55,659	$58,479	$60,672
EAA	6	3,003	100.0%	16.5%	0.0%	0.0%	$39,954	$40,923	$42,885
PSA	62	25,185	99.4%	15.0%	13.4%	16.2%	$36,054	$41,714	$44,716

HS Exclusive	Number of Schools	Number of Students	Pct Highly Credentialed	Pct 1st Year Teaching	Pct 2nd Year Teaching	Pct Chronically Absent	25th Pctl Teacher Salary	Median Teacher Salary	75th Pctl Teacher Salary
Detroit City Average	36	19,230	95.4%	8.9%	7.5%	4.0%	$41,896	$48,609	$57,181
DPS	18	11,688	92.8%	4.8%	8.0%	2.5%	$53,712	$56,872	$58,313
EAA	6	3,490	100.0%	13.2%	0.0%	0.0%	$41,876	$41,938	$42,150
PSA	13	4,777	97.9%	13.2%	9.8%	8.2%	$40,000	$41,859	$44,647

K12 Combined	Number of Schools	Number of Students	Pct Highly Credentialed	Pct 1st Year Teaching	Pct 2nd Year Teaching	Pct Chronically Absent	25th Pctl Teacher Salary	Median Teacher Salary	75th Pctl Teacher Salary
Detroit City Average	20	9,471	95.9%	13.7%	11.0%	6.3%	$53,223	$57,726	$64,988
DPS	5	2,673	98.2%	1.8%	4.7%	0.6%	$55,621	$57,360	$59,449
EAA	.	.	.	.	.	.	.	.	.
PSA	15	6,798	94.8%	19.3%	14.0%	8.9%	$49,991	$58,092	$80,118

Some Findings From Sector Analysis

- Less experienced teachers much more likely to teach in Charters
  - over 25% of charter school teachers in Detroit were in their first or second year of teaching in 2013-14, compared to less than 10% of DPS
  - relatedly, seniority within a traditional salary schedule is almost certainly driving the higher DPS salaries relative to EAA and Charters
- Teacher Chronic Absenteeism much more of a problem than DPS or EAA (if taken at face value—not sure I believe EAA had zero such teachers)
  - Chronic absenteeism at K-8 Charter much higher than HS Charters
- One surprising finding is that across all sectors the average compensation for High School teachers is lower than K-8
- Greater variation among Charter schools in terms of average teacher salaries
  - note: many of the K-12 Charters are specialty schools (e.g., Blanche Kelso) and average teacher salaries driven by staff all being special education

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