

Next Year Talent KPIs	Next Year School Summary	Current Year Talent KPIs	Current Year School Summary
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This dashboard shows key data points related to school-based staff hiring for the current school year with the intent of highlighting areas where we are experiencing particular challenges with hiring. The data for this dashboard refreshes once a day, and the data source for this dashboard is the Google Sheet Regional Talent Tracker. **This dashboard only summarizes instructional positions.**

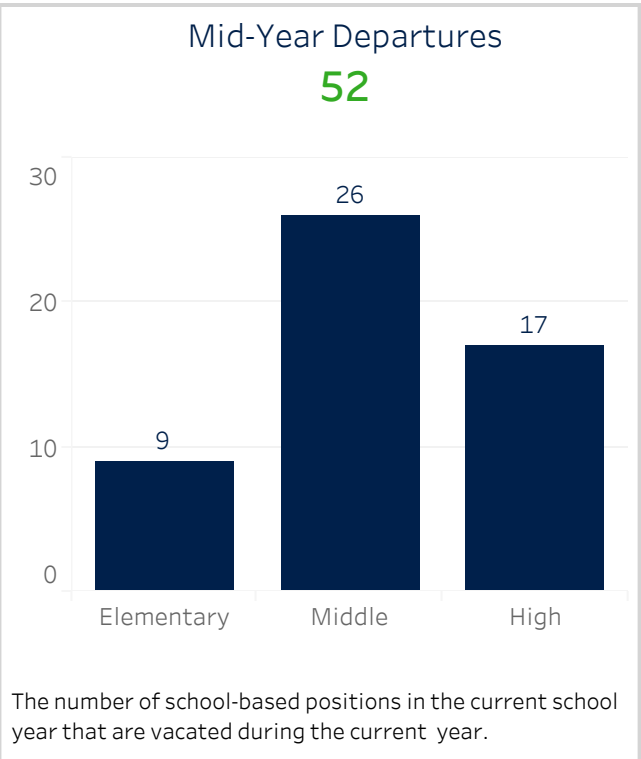
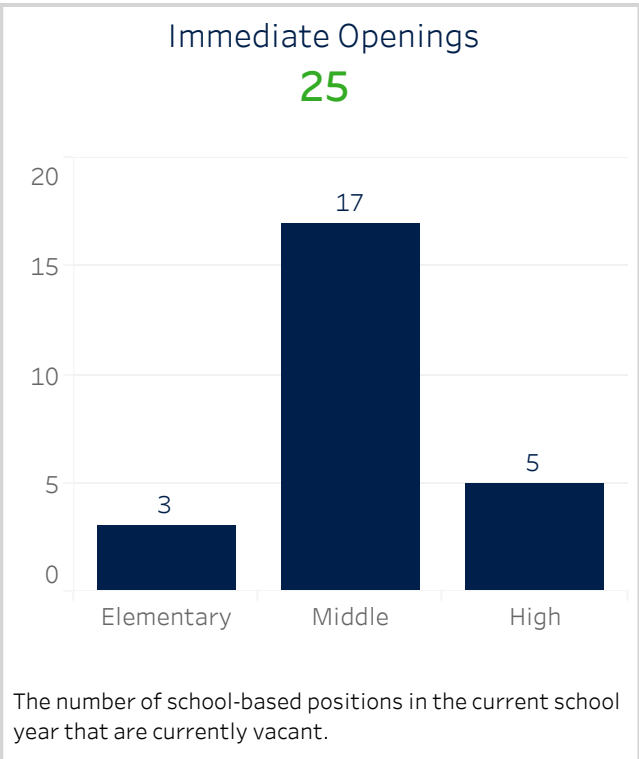
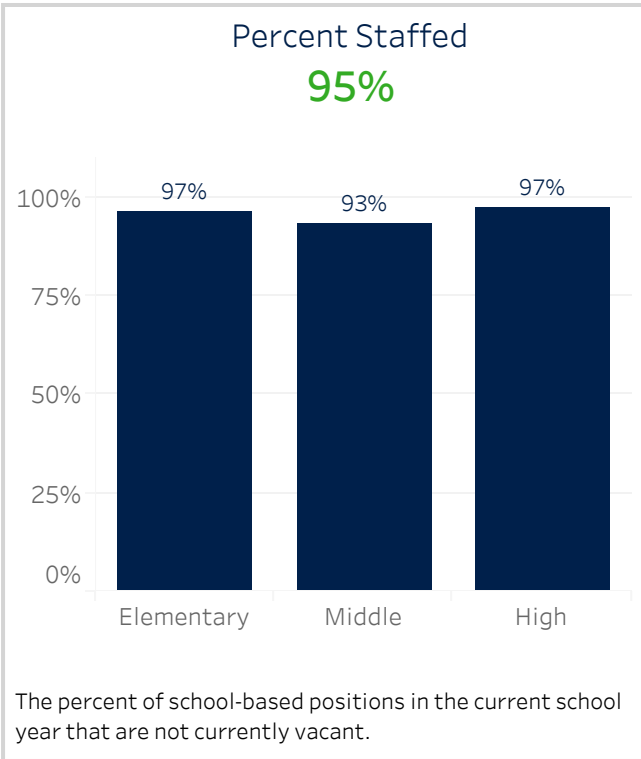
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Hiring KPIs SY22-23

These charts show key metrics for the current school year. Use the dropdowns to filter by role type or to group by either grade band or sub region. **The default role types selected are teacher and leader.**

1 - Role Type
Multiple values

2 - Group By
Grade Band



Immediate Openings by Subject SY22-23

This chart shows the number of immediate openings by subject for the current school year. Use the dropdowns to filter by role type or to group by either grade band or sub region. **The default role types selected are teacher and leader.**

1 - Role Type
Multiple values

2 - Group By
Grade Band

Position Type	Elementary	High	Middle	Grand Total
College/Career Counseling		0		0
English Language Development		0		0
English/Language Arts/Reading/Writing	2	0	3	5
Leadership Role	1	0	1	2
Mathematics	0	1	1	2
Multiple Subjects Taught	0	0	3	3
Music		0	1	1
Other			0	0
P.E./Sports/Health	0	1	3	4
Science		1	1	2
Self-Contained	0	0	0	0
Social Studies/History/Geography		0	1	1
Special Education	0	1	3	4
Technology/Computers		0		0
Visual Arts	0	0	0	0
World Languages		1		1
Grand Total	3	5	17	25

Distribution of Schools Based on Percent Staffed SY22-23

These charts show individual school progress to fully hired for teacher and leader positions for the current school year. Both charts are sorted by % staffed, and the filters can be used to drilldown further.

1 - Grade Band
All

2 - Sub Region
All

Teachers

% Staffed Bucket - Current Year	School	% Staffed - Current Year	
95%-100%		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		96%	■
		96%	■
		96%	■
		96%	■
		96%	■
		95%	■
90%-94%		93%	■
		92%	■
		92%	■
		91%	■
85%-89%		86%	■
<85%		81%	■
		80%	■
		74%	■

Leaders

% Staffed Bucket - Current Year	School	% Staffed - Current Year	
95%-100%		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
<85%		75%	■
		75%	■

Next Year Talent KPIs	Next Year School Summary	Current Year Talent KPIs	Current Year School Summary
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School Summary SY22-23

This table summarizes unfilled vacancies for the current school year. The data for this dashboard refreshes once a day, and the data source for this dashboard is the Google Sheet Regional Talent Tracker. **The default role types selected include teacher and leader, and this dashboard only summarizes instructional positions.**

1 - Role Type

Multiple values

This filter does not apply to “Immediate Openings” column.

2 - Grade Band

All

3 - Sub Region

All

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				% Staffed	Total Imdt. Openings	Total Mid Year Dep artures	Imdt. Teacher Openings	Imdt. Leader Openings	Imdt. IA/Para Openings	Imdt. Sub Openings	
School	Immediate Openings										
East Bay		None		100%	0	1	0	0	0	0	
		Assistant Principal (STEM) (1), Education Specialist (Mild/Mod) (1), ELA: 6th (1), Elective: PE (1), MS: English + Social Studies (7th) or ELA 7th (1), Paraeducator (2), Science Teacher (1)		74%	6	5	5	1	0	0	
		None		100%	0	4	0	0	0	0	
		None		100%	0	2	0	0	0	0	
	Total			95%	6	12	5	1	0	0	
Peninsula		Education Specialist (Mod/Severe) (1), Paraeducator (mild/mod) (1), Paraeducator (STP) (1)		96%	1	4	1	0	0	0	
		ELD Teacher (1), Paraeducator STP (1)		97%	1	4	1	0	0	0	
		Education Specialist: Mod/Severe (1), Elective: Flexible (1), Paraeducator: STP (1)		93%	2	4	2	0	0	0	
		None		100%	0	3	0	0	0	0	
		Education Specialist (Mod/Severe) (1), Reading Intervention Teacher (1)		93%	2	4	2	0	0	0	
	Total			96%	6	19	6	0	0	0	
	Sub Region San Francisco		ELA: 6th (1), Multiple Subjects: P.E. & Reading (1), Social Studies: 5th & 6th (1)		86%	3	6	3	0	0	0
			Assistant Principal (1), Instructional Aide: TK (1), Intervention Teacher: Literacy (1)		88%	2	2	1	1	0	0
		ELA: 7th (1)		96%	1	2	1	0	0	0	
		Elective: PE (January Start) (1)		97%	1	3	1	0	0	0	
Total			93%	7	13	6	1	0	0		
South Bay		None		100%	0	0	0	0	0	0	
		None		100%	0	0	0	0	0	0	
		Math: Pre-AP Alg II/ AP Calculus (1)		97%	1	4	1	0	0	0	
		Math: 6th (1)		96%	1	1	1	0	0	0	
		Paraeducator (1), Paraeducator (STP) (1), Science: Chemistry (1), Spanish II (1)		94%	2	2	2	0	0	0	
	Total			97%	4	7	4	0	0	0	
Stockton		Multiple Subject: 6th & 7th (1), Paraeducator (temporary) (1)		89%	1	0	1	0	0	0	
		Electives: PE (1), Paraeducator (temporary) (2)		89%	1	1	1	0	0	0	
	Total			89%	2	1	2	0	0	0	
Grand Total				95%	25	52	23	2	0	0	

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Estimate Type
Confirmed + Tentative

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Hiring KPIs SY23-24

These charts show key metrics for the next school year. Use the dropdowns to filter by role type or to group by either grade band or sub region. **The default role types selected are teacher and leader.**

1 - Role Type
Multiple values

2 - Group By
Grade Band



Distribution of Schools Based on Percent Staffed or Retention SY23-24

These charts show either individual school progress to fully hired or forecasted retention for teacher and leader positions for the next school year. Both charts are sorted by % staffed or retention, and the filters can be used to drilldown further.

1 - Distribution Metric
% Staffed

2 - Grade Level Band
All

3 - Sub Region
All

Teachers

% Selected Metric Bucket - Next Year	School	% Selected Metric - Next Year	
95%-100%		100%	■
		100%	■
		100%	■
		96%	■
		96%	■
		95%	■
		94%	■
90%-94%		93%	■
		93%	■
		91%	■
		90%	■
		90%	■
		89%	■
		88%	■
85%-89%		88%	■
		86%	■
		84%	■
		80%	■
<85%		73%	■
		65%	■
		64%	■

Leaders

% Selected Metric Bucket - Next Year	School	% Selected Metric - Next Year	
95%-100%		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
		100%	■
<85%		80%	■
		80%	■

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School Summary SY23-24

This table summarizes unfilled vacancies for the next school year. The data for this dashboard refreshes once a day, and the data source for this dashboard is the Google Sheet Regional Talent Tracker. **The default estimate type includes tentative exits, the default role types selected are teacher and leader, and this dashboard only summarizes instructional positions.**

1 - Estimate Type

Confirmed + Tentative

2 - Role Type

Multiple values

This filter does not apply to "Vacancies" column.

3 - Grade Level Band

All

4 - Sub Region

All

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			% Retention - Next Year	# Exits - Next Year	% Staffed - Next Year	% Vacancies Filled - Next Year	# Filled Vacancies - Next Year	# Unfilled Vacancies - Next Year	# Late Openings - Next Year
School	Vacancies								
East Bay		None	74%	5	100%	100%	6	0	1
		Assistant Principal (STEM) (1), Education Specialist (Mild/Mod) (2), ELA: 6th (1), Elective: PE (1), MS: English + Social Studies (7..	58%	8	68%	50%	7	7	7
		Math: Alg I + Alg II (1), Math: AP Calc + Geometry (1), Spanish: I (1)	60%	19	94%	88%	22	3	5
		Education Specialist (Mod/Severe) (1)	70%	8	96%	88%	7	1	1
	Total		65%	40	91%	79%	42	11	14
Peninsula		College Counseling: Junior Seminar (1), Education Specialist (Mod/Severe) (1), Paraeducator (mild/mod) (1), Paraeducator (S..	74%	6	90%	79%	11	3	1
		ELD Teacher (1), Paraeducator STP (1)	79%	6	97%	89%	8	1	3
		Education Specialist: Mod/Severe (1), Elective: Flexible (1), Elective: Flexible (PE) (1), Math: 5th (1), Paraeducator: STP (1), ..	61%	11	83%	71%	12	5	5
		Education Specialist: Mod/Severe (1)	58%	8	95%	92%	11	1	4
		7th: ELA (1), Education Specialist (Mod/Severe) (1), Reading Intervention Teacher (1)	65%	9	90%	79%	11	3	5
	Total		68%	40	91%	80%	53	13	18
Sub Region San Francisco		ELA: 6th (1), Math: 6th (1), Multiple Subjects: P.E. & Reading (1), Social Studies: 5th & 6th (1)	47%	9	79%	71%	10	4	6
		Assistant Principal (1), Instructional Aide: TK (1), Intervention Teacher: Literacy (1)	69%	5	88%	75%	6	2	2
		5th Grade MS or Math (1), ELA: 7th (1), Paraeducator (1)	73%	7	92%	71%	5	2	1
		Elective: PE (January Start) (1)	54%	13	96%	94%	15	1	3
	Total		61%	34	90%	80%	36	9	12
South Bay		None	82%	5	100%	100%	8	0	1
		None	92%	2	100%	100%	5	0	1
		English: AP Lang/ Eng 11 (1), History: AP Government & Econ (1), Math: Pre-AP Alg II/ AP Calculus (1), Vietnamese Teacher (1)	55%	13	87%	73%	11	4	6
		Education Specialist: (Mild/Mod) (1), Math: 6th (1)	76%	6	92%	78%	7	2	5
		Paraeducator (1), Paraeducator (STP) (1), Science: Chemistry (1), Spanish II (1)	74%	9	94%	78%	7	2	2
	Total		75%	35	94%	83%	38	8	15
Stockton		Multiple Subject: 6th & 7th (1), Paraeducator (temporary) (1)	78%	2	91%	75%	3	1	0
		Education Specialist (Mod/Severe) (1), Elective: PE Teacher (1), Instructional Aide (1), Multiple Subject: 4th Grade (1), Multiple ..		0	71%	69%	9	4	2
		Electives: PE (1), Paraeducator (temporary) (2)	71%	2	91%	83%	5	1	2
	Total		75%	4	83%	74%	17	6	4
Grand Total			68%	153	91%	80%	186	47	63