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OFFICE OF THE  
SECRETARY

October 25, 2019

The Honorable Phil Mendelson  
Chairman  
Council of the District of Columbia  
1350 Pennsylvania Avenue NW, Suite 504  
Washington, DC 20001

Dear Chairman Mendelson,

Enclosed for consideration and approval by the Council of the District of Columbia is a bill entitled the "Statewide Educational Data Warehouse Amendment Act of 2019." The purpose of the bill is to ensure that the data relevant to understanding the nature of teacher attrition and retention across the District's public schools is available annually and publicly.

The legislation amends the State Education Office Establishment Act of 2000 to require the Office of the State Superintendent of Education to publicly report data relevant to understanding teacher retention and attrition, including information on teachers' experience, years at the school, demographic information, type of credential, and teacher preparation program. This data is not currently publicly available. The lack of such data makes it difficult to understand the extent and impact of the problem, its disproportionate effect on our most at-risk youth, or how best to address the problem. The bill also requires OSSE to submit an annual report with school-, local education agency- and state-level data on why teachers decide to leave the teaching profession and about the use of long-term substitute teachers in schools and unfilled vacancies that remain at the beginning of a school year.

In October 2018, the State Board published a report titled *Teacher and Principal Retention in Public Schools in the District of Columbia*. This was the first report of its kind to compile information on teacher attrition rates in the District at the school-, LEA-, and state-level. The State Board's findings found that nearly 25 percent of teachers were leaving public schools annually and that the rates substantially worsened as the proportion of at-risk students at a school increased. An updated report was published this month finding the similar annual rates.

The State Board has been pleased to see that much more attention has been paid to this issue since the release of our report last year. Of interest, the DCPS turnover rate has declined, perhaps as a result of their increased attention to this issue (though natural annual fluctuations make it hard to know for sure). In fact, DCPS released a fact sheet sharing internal school-level teacher retention rates. Plus, earlier this month, the OSSE (in partnership with TNTP) released a publication titled the *District of Columbia Teacher Workforce Report*, which added new information to our understanding of the teacher workforce; plus, this report noted a similar rate of 30 percent of teachers leaving public schools.



**District of Columbia State Board of Education**  
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With the passage of this bill, the District of Columbia will have annually updated information on this important equity issue, which has so much to do with the long-term quality of our teaching workforce and with the experience our children have in their classrooms.

If you have any questions on this matter, please contact John-Paul Hayworth, Executive Director of the D.C. State Board of Education at 202-741-0888.

Sincerely,

A handwritten signature in blue ink, appearing to read "Rwa", with a long horizontal flourish extending to the right.

Ruth Wattenberg  
Ward 3 Representative and President





Chairman Phil Mendelson  
at the request of the State Board of Education

A BILL

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To amend the State Education Office Establishment Act of 2000 to authorize the State Superintendent to expand the Statewide Educational Data Warehouse to include additional information on teachers.

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this act may be cited as the "Statewide Educational Data Warehouse Amendment Act of 2019".

Sec. 2. The State Education Office Establishment Act of 2000, effective October 21, 2000 (D.C. Law 13-176; D.C. Official Code § 38-2601 *et seq.*), is amended as follows:

(a) Section 2b is amended by adding new paragraphs (8) and (9) to read as follows:

"(8) "School building" means the physical space occupied by a LEA for the purposes of public education.

"(9) "Teacher preparation program" means any formal training program offered by a college, university, non-profit or other entity that prepares individuals for the teaching profession."

(b) Section 7c (D.C. Official Code § 38-2609) is amended as follows:

(1) Subsection (c)(2) is amended by adding a new subparagraph (C) to read as follows:

*[Faint, illegible handwriting]*

35                               “(C) Among the data requested shall be annual reports providing  
36 information on teachers including the following:

37                               “(i) Teachers, listed by school, using their unique identifier,  
38 including substitute teachers that are utilized within a single school building more than 30 days  
39 per quarter;

40                               “(ii) Demographics of teachers in a school building including  
41 age, race/ethnicity, gender, and state of residence;

42                               “(iii) Total years of experience for each teacher in whole numbers;

43                               “(iv) Type of educator credential; and

44                               “(v) The name and type of teacher preparation program completed  
45 by each teacher.”.

46                               (2) A new subsection (f) is added to read as follows:

47                               “(f) The OSSE shall monitor and compile an annual report by December 15 each year on  
48 the state of the teaching profession in the District of Columbia that includes school-level, LEA-  
49 level, and statewide-level data on the decisions of teachers to leave the teaching profession and  
50 vacancies in teaching positions as provided in subsections (1) and (2) of this section. The OSSE  
51 shall propose for adoption by the State Board standard procedures and format for this report  
52 within 180 days of enactment. This data shall also be reported and published on each school’s  
53 DC School Report Card profile page.

54                               “(1) The report shall include the following data on the decisions of teachers to leave the teaching  
55 profession in the prior school year:

56                               “(A) The number of teachers who left the profession without remaining in  
57 the field of education and the reasons for teachers leaving the profession;

58                   “(B) The number of teachers who left their employment to teach in other  
59 states;

60                   “(C) The number and destination of teachers who left their employment to  
61 work in another school in the District of Columbia, including nonpublic schools;

62                   “(D) The number of teachers who left a classroom position for another  
63 type of educational position; and

64                   “(E) The average percentage of teachers who left in each category above  
65 over a five-year period.

66                   “(2) The report shall include data on teaching positions that are unfilled with a  
67 teacher licensed in that subject area by October 5 of each year. The report shall aggregate all data  
68 to provide both statewide information and information specific to each LEA, including the  
69 following:

70                   “(A) The number of teacher vacancies by subject area;

71                   “(B) The number of teacher vacancies by school; and

72                   “(C) The number of teacher vacancies by LEA.

73                   “(3) The OSSE shall not report disaggregated data that reveal confidential  
74 information in a teacher’s personnel file.”.

75                   Sec. 3. Section 403 of the State Board of Education Establishment Act of 2007, effective  
76 June 12, 2007 (D.C. Law 17-9; D.C. Official Code § 38-2652(a)), is amended as follows:

77                   (a) Paragraph (a)(14) is amended by striking the phrase “; and” and inserting a semicolon  
78 in its place.

79                   (b) Paragraph (a)(15) is amended by striking the period and inserting the phrase “; and”  
80 in its place.

81 (c) A new paragraph (a)(16) is added to read as follows:

82 “(16) Approve standard procedures and format reporting requirements for the  
83 longitudinal educational data warehouse system.”.

84 (d) A new paragraph (e) is added to read as follows:

85 “(e) The State Board of Education shall have access to District government officials  
86 and to all District government official documents and public data pursuant to § 2-531 et  
87 seq. that are material to the exercise of its development of recommendations to the  
88 District government.”

89 Sec. 4. Fiscal impact statement.

90 The Council adopts the fiscal impact statement in the committee report as the fiscal  
91 impact statement required by section 4a of the General Legislative Procedures Act of 1975,  
92 approved October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

93 Sec. 5. Effective date.

94 This act shall take effect following approval by the Mayor (or in the event of veto  
95 by the Mayor, action by the Council to override the veto), a 30-day period of congressional  
96 review as provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved  
97 December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the  
98 District of Columbia Register.