



*Monterey Bay Educational Consortium in partnership with the Center for the Future of Teaching and Learning*

## ***Teacher Workforce Initiative: A Fully Prepared and Effective Teacher in Every Classroom***

**December 2005**

### **2004-05 Teacher Application Data from Ed-Join for the Tri-County Region**

The tri-county personnel directors were successful in their goal to have all districts with 500+ student enrollment using the Ed-Join job posting and application system in 2004-05. The directors also reached a universal consensus that use of the Ed-Join system has been very beneficial in reducing costs and increasing the efficiency of personnel offices via this paperless system. Contributing to the successful implementation of the Ed-Join system has been the training for new Ed-Join users and advanced training for veterans coordinated by TWI.

Also tri-county personnel directors are using the Ed-Join database to understand who is applying for teaching positions in the tri-county region, with an in-depth look at a) where applicants reside; b) whether their higher education experiences were primarily local; and c) what are their levels of experience and qualifications. This information will be very valuable for focusing recruitment efforts.

As you may be aware, the Ed-Join home base was transferred from Santa Clara County Office of Education to San Joaquin County Office of Education during the 2004-05 year. As a result we were unable to obtain all the requested information. However, there are some findings of note that were helpful in understanding last year's teacher applicants in the tri-county region. Barb Goza, UCSC Educational Partnership Center, conducted the Ed-Join data analysis.

#### **Conclusions:**

- About 35% of the 2004-05 applicants already resided within the tri-county region.
- About 10% of applicants were in pre-intern or intern programs when they applied.
- Of the 3161 bachelors degrees reported, 347 (11.0%) were in difficult-to-staff subject areas
- Almost 23% of the applicants reported some familiarity with Spanish; 6.4% are fluent.

The Ed-Join database is a promising resource for the region. In the next two months, TWI staff will be working with San Joaquin County Office of Education to refine our data gathering efforts and to clearly define the data elements to be downloaded. Having a comprehensive database from Ed-Join will provide valuable information in improving our strategies for successfully recruiting fully credentialed and qualified teachers to the region.

## **Happy Holidays to All from TWI**

If you would like more information about TWI data collection efforts, please contact Dan Cope, TWI Local Liaison at 831-464-5677 or e-mail at [dcope@santacruz.k12.ca.us](mailto:dcope@santacruz.k12.ca.us).