

# Educator Supply and Demand Data Dashboard

## Helping States Build a Stronger Teacher Workforce

### What is an Educator Supply and Demand Data Dashboard?

An [Educator Supply and Demand Data Dashboard](#) is a centralized, publicly accessible tool that provides a real-time picture of a state's educator workforce. The dashboard tracks data on teacher preparation, hiring, movement and retention—helping leaders, districts and communities identify gaps and make informed decisions about recruiting and retaining teachers.

States have a lot of data about teachers from state and federal efforts, but it is often disconnected and too general to use effectively. For an effective Educator Supply and Demand Data Dashboard, states should [pull together and connect data](#) from its State Education Agency, educator preparation programs (EPPs), licensing agencies, and [educator vacancies](#). When all of these are connected, it is easier to see where shortages exist and create tailored policy solutions.

### Three Key Benefits of Educator Supply and Demand Data Dashboard

#### 1. Identify Teacher Shortages More Effectively

Dashboards identify shortages by subject area, grade level and region, allowing states and districts to strategically target recruitment, preparation and support efforts before concerns become crises and disrupt student learning. By linking together supply information from EPP Report Cards to state longitudinal data systems to real-time vacancy data, policymakers can identify problems more precisely and implement interventions earlier.

#### 2. Inform Policymaking Related to the Educator Workforce

Supply and demand data give states the necessary information to shape policies on compensation, licensure and teacher preparation, addressing shortages and retention so all students can access high-quality teachers. Teacher shortages are often treated generically even though evidence shows they are [highly localized and subject-specific](#). [Improved data systems](#) can help identify which gaps need to be prioritized. For example, if special education certification declines, policymakers can create targeted incentives to earn those credentials. States can also use data to identify bright spots and replicate best practices.

#### 3. Strengthens Teacher Preparation and Placement

States can use Ssupply and demand dashboards to improve the quality of preparation and guide candidates' program selection. For example, states, EPPs, and LEAs can collaborate more effectively to [assess EPP quality](#), align enrollment with demonstrated workforce needs, and improve clinical experiences. This data-driven approach helps strengthen educator pipelines and respond to emerging workforce needs. Dashboards can also help prospective educators make decisions about where to enroll and which certification(s) to pursue that align with real hiring demand. For example, if teacher candidates understand which fields are under- or oversupplied, they can choose which endorsements that improve their chances of securing a teaching job later.

# Best Practices for Building an Effective Dashboard

## 1. Collect and Connect Robust, Comprehensive, Disaggregated Data

An effective dashboard should minimally include data on:

- **Educator supply**, including EPP enrollment, licensure and placement rates, as well as active teachers in the workforce by subject and grade, to track how many educators are entering and in the workforce.
- **Educator demand**, including current teacher vacancies, mobility, attrition and projected need to identify exact shortages and guide recruitment and staffing strategies.
- **Teacher and school quality**, including teacher performance, impact on student learning and district and school performance indicators to ensure all students have access to effective instruction.
- **Longitudinal teacher career paths** to monitor retention and career progression over time.

Data should also be **disaggregated by district, school, and by key subgroups** (e.g., race/ethnicity, licensure pathway), to reveal gaps and inform targeted interventions.

## 2. Make the Dashboard Accessible and User-Friendly

Host the dashboard in a single, centralized online location, with no paywalls or login barriers, to maximize transparency and public utility. Design the dashboard to be visual, interactive and intuitive, with maps, charts and filters, charts and filters as seen in states like [Colorado](#). The tool should be easily navigable for all stakeholders, including policymakers, district leaders, researchers, teachers, and families.

## 3. Leverage Real-Time Vacancy Data

States can create a statewide educator jobs board, or scrape data from district job boards to provide a real-time view of where educator needs are greatest—an approach used effectively by states like [Indiana](#). Once it is available, feed this data into the supply and demand data dashboard to provide real-time information to stakeholders to solve shortages faster and with more precision.

## 4. Legislate Data Collection and Sharing Between Agencies

Many state agencies are protective of their data and do not want to share with other agencies or to make it publicly available. Creating this level of transparency and interagency cooperation is necessary to make this work for the benefit of all stakeholders—but, in some cases, may only happen if there is legislation in place.

## Learn More

Visit ExcelinEd's [Model Policy](#) and [FAQ](#) to see how your state can build a high-impact Educator Supply and Demand Data Dashboard.