Solution Lab to Accelerate Teacher Workforce Data Systems

Overview

In 2025, Beyond100K will launch the next phase of the *Solution Lab to Accelerate Teacher Workforce Data Systems*: a year-long, community experience to accelerate states' and others' data disaggregation practices, including identifying, learning from, and adapting effective practices. Participating states and organizations will gain actionable insights and enhance their abilities to disaggregate teacher supply, demand, and retention data to address teacher shortages with more targeted, equitable solutions, fostering improved learning opportunities for all students. This initiative builds on many months of research, data collection, and collaboration with the U.S. Department of Education and over 70 education, research, and technical leaders. Now we are ready to get to work.

The guiding premise of the Solution Lab is that we can go further, faster, and accomplish more together than any one entity can do on its own. As collaborators, co-designers, and co-investors in this project, states and stakeholders will accelerate their progress by learning from peers, experts, and successful models and engaging in a variety of experiences to consider how they might apply these learnings in their contexts. We invite you to join this effort to transform teacher data systems, the teacher workforce, and the classroom experience for students in your state and across the nation.

The Opportunity

At present, the field of teacher workforce data systems is nuanced and complex. While there is widespread agreement and energy to enhance teacher workforce data systems, there has been a great deal of ongoing work and investment already focused on this issue, which over time has resulted in a myriad of existing tools, systems, and strategies, with differing strengths and gaps. Rather than reinvent what already exists or develop a one-size-fits-all solution, Beyond100K and SETA-ED invite you to join a community that will be responsive to your needs and support you in enhancing your teacher workforce data disaggregation practices.

Phase 1: User-Focused Discovery and Design

The spirit of a Solution Lab is co-investing and co-designing a solution that is designed *for* and *with* the needs of end users from the start, rather than bringing them in at the end of the process. As we move out of the ideation phase and begin this work in earnest, your needs and interests must drive the research questions and learning opportunities that result from them. To allow for this, we will launch this community experience with several months of discovery activities that will lay the groundwork for solution co-design.

During this phase, you will participate in 1:1 calls, empathy interviews, and focus groups to drill down into the specifics of what states and stakeholders need and want to enhance your data disaggregation practices. Targeted co-investment support from Beyond100K will also be available to help state leaders and decision-makers learn about the purpose and benefits of participation.

Phase 2: Field scan to elevate bright spots and best practices
With guidance from Beyond100K and co-investors, SETA-ED will conduct a field scan that will uncover the fundamental causes of and solutions to the lack of disaggregated teacher workforce tracking and forecasting, share case studies that highlight promising practices from the field, and provide practical takeaways and proposed approaches for how states can apply these practices to their context.

As a participating state or stakeholder, you will have regular opportunities to meet with SETA-ED and provide insights, feedback, and recommendations as the field scan evolves. Additionally, participating states will be elevated as examples for case studies and learning. Your continuous feedback and input will ensure the field scan is useful, relevant, and actionable, in particular for you. This could look like your participation in continued focus groups, feedback on drafts of reports and resources, and user testing of in-progress tools.

Phase 3: Co-Designed Opportunities for Learning and Adaptation
Building on the findings from the field scan, you will have the opportunity to take what was learned and apply it to your context to advance data disaggregation. The exact shape of this phase will be driven both by your needs and what the field scan reveals, but we expect there will be a variety of sessions that support learning about and adapting effective practices, including: Steal This sessions, peer consultancies, design sprints, and/or access to experts or technical assistance. As insights emerge from the field scan and ongoing collaboration with states, we will continuously refine the vision and structure of this community experience to maximize impact.

Join Us
Beyond100K invites you to be a part of designing and shaping this work. Through the spring, we will be holding 1:1 calls and focus groups with state leaders, interested stakeholders, and experts in the field to build out the foundational vision for this experience. Your input will directly impact the direction this work will take and the questions the field scan answers. We invite you to continue this journey as an active part of a collective effort to learn, grow, and accelerate the field of education workforce data, while also accessing actionable tools that will support your specific needs around data disaggregation. Together we can create a stronger teacher workforce pipeline that supports teachers and students in your state and beyond.

Contact Information
If you are interested in setting up a discovery call, have questions, thoughts, or concerns, please contact Meghan Grady Serrano, Manager of Strategic Initiatives at Beyond 100K (meghan@beyond100k.org).