



Rich Data History in OnDataSuite

Staff Focus

November 1, 2024

About Me

Jennifer Allen - jallen01@nisdtx.org

Northwest ISD PEIMS Coordinator

16 years in district, 9 years in PEIMS, 7 years as PEIMS Coordinator

32,100 students

3500+ staff

234 square miles

Fastest Growing District in North Texas

eSchoolPLUS = SIS / eFinancePLUS = ERP/HR/Finance





What Might LEA's Want to Discern About Staff Trends

- Staff FTE Counts and Salary Counts
- Staff Retention Rate
- Staff Payroll Review
- Staff Responsibility Review
- Staff Role ID Percent Change
- Staff Retention Rate

Let's Dig In to Each of These...

Staff FTE Counts and Salary Counts

Use this report to make sure the LEA is using appropriate coding of different role IDs and that FTE's are reasonable. Can also be used to review average salaries for different staff. For longitudinal data select multiple years.

Staff FTE Counts and Salary Report for 2021, 2022, 2023, 2024, 2025 for Learning ISD

Staff	2020 - 2021			2021 - 2022			2022 - 2023			2023 - 2024			2024 - 2025		
	FTE Total	Total Base Pay	Average Base Pay	FTE Total	Total Base Pay	Average Base Pay	FTE Total	Total Base Pay	Average Base Pay	FTE Total	Total Base Pay	Average Base Pay	FTE Total	Total Base Pay	Average Base Pay
Total Staff	1,456.29	\$58,756,106	\$40,346	1,747.19	\$72,798,344	\$41,666	1,945.03	\$85,701,421	\$44,062	2,108.35	\$98,698,748	\$46,813	1,169.49	\$30,251,109	\$25,867
Professional Staff	882.86	\$55,061,016	\$62,367	1,071.58	\$68,322,780	\$63,759	1,219.28	\$80,615,593	\$66,117	1,313.11	\$93,261,910	\$71,024	592.44	\$29,868,379	\$50,416
Teachers	731.00	\$43,360,976	\$59,317	879.29	\$53,092,875	\$60,382	1,007.19	\$62,640,649	\$62,193	1,072.75	\$71,640,861	\$66,782	369.13	\$12,467,945	\$33,777
(047) - Substitute Teacher										1.00	\$17,952	\$17,952			
(087) - Teacher	731.00	\$43,360,976	\$59,317	879.29	\$53,092,875	\$60,382	1007.19	\$62,640,649	\$62,193	1071.75	\$71,622,909	\$66,828	369.13	\$12,467,945	\$33,777
Professional Support	112.50	\$7,809,274	\$69,416	144.50	\$10,283,755	\$71,168	156.40	\$11,893,759	\$76,047	182.70	\$14,848,547	\$81,273	165.00	\$11,069,413	\$67,087
(002) - Art Therapist							0.07	\$4,961	\$70,871						
(007) - Corrective Therapist				0.02	\$1,127	\$56,350									

Report Location: Staff > Staff Custom Reports > Staff FTE Reports > Staff FTE Counts and Salary Report

Staff Retention Rates

Use this report to review retention rates for the LEA at a district or campus level for different Role IDs. For longitudinal data select multiple years.

Staff Retention Rate for All Campuses, All Program-Intent Codes, All Population-Served Codes for Role ID: 087 - Teacher for All Years of Experience for Years: 2021, 2022, 2023, 2024, 2025

087 Retention Rates ⓘ	2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025
Campus	[--] = No Data				
999001 - District Rates	87.61%	82.89%	76.60%	77.90%	14.07%
999001001 - Leia Oragana High School	83.53%	69.00%	76.42%	80.47%	7.86%
999001002 - Luke Skywalker High School	83.10%	71.58%	68.27%	74.19%	5.76%
999001005 - Obi-Wan Kenobi High School	93.75%	80.00%	85.71%	78.26%	85.71%
999001042 - Joel Sager Middle School	71.88%	57.89%	65.85%	68.75%	56.00%
999001043 - Paul Polasek Middle School	79.59%	41.38%	75.76%	73.17%	60.53%
999001044 - Padme Amidala Middle School	87.88%	69.77%	66.10%	75.86%	72.41%
999001045 - Watto Middle School	--	--	78.00%	70.18%	3.85%
999001102 - Mara Jade Skywalker Elementary School	63.64%	65.63%	60.00%	57.45%	--

Report Location: *Staff – Staff Custom Reports – Staff Summary Reports – Staff Retention Rate*

Staff Payroll Review

Use this report to compare current year to previous year payroll reporting for staff. Utilize the sort and filter to analyze on Fund, Campus, and/or Role ID.

Staff Employment - Payroll Review for (999001001) - Leia Oragana High School for All Funds for (003) - Assistant Principal for 2021-2025

Rows

Search

Role ID	Highest Degree Level	Yr Prof Expr	Yr Expr in LEA	Number Days Employed	Percent Day Emp	Employee FTE	Payroll							
							Fund	Function	Object	Campus/Org	Fiscal Year	Program Intent	Payroll Amount	Payro Activi
(003) - Assistant Principal	(2) - Master's	10	00	169	100%	0.90	(199) - General Fund	(23) - School Leadership	(6139) - Employee Allowances	(999001001) - Leia Oragana High School	3	(99) - Undistributed	\$0	(79) - (Suppl
(003) - Assistant Principal	(2) - Master's	11	01	207	100%	1.00	(199) - General Fund	(23) - School Leadership	(6139) - Employee Allowances	(999001001) - Leia Oragana High School	4	(99) - Undistributed	\$0	(79) - (Suppl
(003) - Assistant Principal	(2) - Master's	12	02	207	100%	1.00	(199) - General Fund	(23) - School Leadership	(6139) - Employee Allowances	(999001001) - Leia Oragana High School	5	(99) - Undistributed	\$0	(79) - (Suppl
(003) - Assistant Principal	(2) - Master's	04	00	207	100%	1.00	(199) - General Fund	(23) - School Leadership	(6119) - Sal/Wages-Teachers & Other PP	(999001001) - Leia Oragana High School	3	(99) - Undistributed	\$0	(79) - (Suppl
(003) - Assistant Principal	(2) - Master's	19	01	207	100%	1.00	(199) - General Fund	(23) - School Leadership	(6119) - Sal/Wages-Teachers & Other PP	(999001001) - Leia Oragana High School	4	(99) - Undistributed	\$0	(79) - (Suppl

Staff Payroll Review

Drilling Down for one staff member to see their payroll \$, fund, function, PIC, etc.

Year	Payroll Activity	Fund	Function	Object	Campus/Org	Fiscal Year	Program Intent	Payroll Amount
2024-2025	80 - Base Salary	199 - General Fund	23 - School Leadership	6119 - Sal/Wages-Teachers & Other PP	00 - 000000 - Admin (000000000)	5	99 - Undistributed	\$102,393.00
2023-2024	80 - Base Salary	199 - General Fund	23 - School Leadership	6119 - Sal/Wages-Teachers & Other PP	00 - 000000 - Admin (000000000)	4	99 - Undistributed	\$100,340.00
2022-2023	80 - Base Salary	199 - General Fund	23 - School Leadership	6119 - Sal/Wages-Teachers & Other PP	00 - 000000 - Admin (000000000)	3	99 - Undistributed	\$97,348.00
2021-2022	80 - Base Salary	199 - General Fund	23 - School Leadership	6119 - Sal/Wages-Teachers & Other PP	00 - 000000 - Admin (000000000)	2	99 - Undistributed	\$94,356.00
2020-2021	80 - Base Salary	199 - General Fund	23 - School Leadership	6119 - Sal/Wages-Teachers & Other PP	00 - 000000 - Admin (000000000)	1	99 - Undistributed	\$92,860.00
2019-2020	80 - Base Salary	199 - General Fund	13 - Curriculum/Instr Stf Devlpmnt	6119 - Sal/Wages-Teachers & Other PP	00 - 000000 - Admin (000000000)	0	11 - Basic Educational Services	\$45,932.00
2019-2020	80 - Base Salary	199 - General Fund	23 - School Leadership	6119 - Sal/Wages-Teachers & Other PP	00 - 000000 - Admin (000000000)	0	99 - Undistributed	\$45,932.00
2018-2019	80 - Base Salary	199 - General Fund	13 - Curriculum/Instr Stf Devlpmnt	6119 - Sal/Wages-Teachers & Other PP	00 - 000000 - Admin (000000000)	9	11 - Basic Educational Services	\$44,959.00
2018-2019	80 - Base Salary	199 - General Fund	23 - School Leadership	6119 - Sal/Wages-Teachers & Other PP	00 - 000000 - Admin (000000000)	9	99 - Undistributed	\$44,959.00
2017-2018	80 - Base Salary	199 - General Fund	13 - Curriculum/Instr Stf Devlpmnt	6119 - Sal/Wages-Teachers & Other PP	00 - 000000 - Admin (000000000)	8	11 - Basic Educational Services	\$43,987.00
2017-2018	80 - Base Salary	199 - General Fund	23 - School Leadership	6119 - Sal/Wages-Teachers & Other PP	00 - 000000 - Admin (000000000)	8	99 - Undistributed	\$43,987.00

Staff Responsibility Review

Can only review 1 year at a time.

Use this report to review payroll accounts codes to service ID's to make sure accurate payroll and responsibility reporting to PEIMS.

Staff Responsibility Review

Show **25** entries [Column Options](#) [Focus List](#)

Search:

	Year	Last Name	First	ROLE ID (Fall)	Campus	Program Intent	Function	Object	Payroll Activity	Population Served	FTE Per Record	Monthly Minutes	Service ID	Class ID Number	Class Type	# Students in Class
	24-25	24-25	24-25	24-25	24-25	24-25	24-25	24-25	24-25	24-25	24-25	24-25	24-25	24-25	24-25	24-25
24	2025	Last name	First name	008	999001117	37, 99	31	6119	80	01	1.0000	8600	SS007000	+++++		
13	2025	Last name	First name	041	999001113	11, 21, 99	11	6119	79, 80	01	1.9600		SS001007	+++++		
30	2025	Last name	First name	041	999001999	11, 99	11	6119	79, 80	01	1.0000		SS005010	+++++		
33	2025	Last name	First name	087	999001043	11	11	6119	80	01	1.9600	720	85000017	00000000769348	01	17

Report Location: Staff>Staff Custom Reports>Staff Responsibilities

Staff Role ID Percent Change

Use this report to make sure coding of Role ID's and that FTE's seem reasonable.

Staff FTE by Role ID Percent Change for Years 2025, 2024, 2023, 2022, 2021 for Campus Leia Oragana High School

	20-21 School Year	21-22 School Year		22-23 School Year		23-24 School Year		24-25 School Year	
		FTE Total	FTE Total	Percent Change	FTE Total	Percent Change	FTE Total	Percent Change	FTE Total
Total Staff	124.27	135.97	9.41%	156.57	15.15%	173.10	10.56%	44.32	-74.40%
Professional Staff	101.72	113.10	11.18%	131.67	16.42%	146.06	10.93%	43.04	-70.53%
Teachers	92.20	98.96	7.33%	118.97	20.22%	129.98	9.26%	24.20	-81.38%
(087) - Teacher	92.20	98.96	7.33%	118.97	20.22%	129.98	9.26%	24.20	-81.38%
Professional Support	7.02	11.64	65.73%	10.08	-13.41%	13.43	33.20%	13.88	3.38%
(008) - School Counselor Provides guidance and counseling services to students	3.00	2.00	-33.33%	3.00	50.00%	5.00	66.67%	5.00	0.00%
(011) - Educational Diagnostician	0.50	1.00	100.00%	1.50	50.00%	2.50	66.67%	-	N/A%
(013) - Librarian	0.50	0.50	0.00%	0.50	0.00%	1.00	100.00%	1.00	0.00%
(016) - Occupational Therapist	-	0.01	N/A%	0.40	5,202.67%	0.41	2.82%	-	N/A%
(017) - Certified Orientation and Mobility Specialist (COMS)	-	0.08	N/A%	0.30	260.14%	0.16	-47.69%	-	N/A%

Report Location: *Staff > Staff Custom Reports > Staff FTE Reports > Staff FTE By Role ID Percent Change*

Staff Retention Rate

Use this report to review multiple years and trends in retention rates at district and campus level. Can be used for grant and research purposes, too.

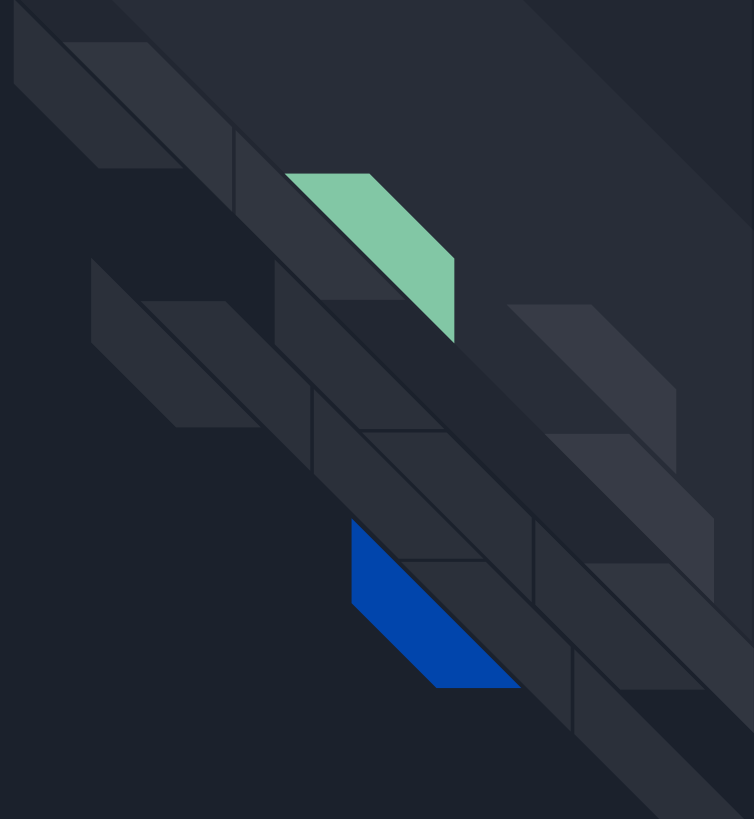
Staff FTE by Role ID Percent Change for Years 2025, 2024, 2023, 2022, 2021 for Campus Leia Oragana High School

	20-21 School Year	21-22 School Year		22-23 School Year		23-24 School Year		24-25 School Year	
		FTE Total	FTE Total	Percent Change	FTE Total	Percent Change	FTE Total	Percent Change	FTE Total
Total Staff	124.27	135.97	9.41%	156.57	15.15%	173.10	10.56%	44.32	-74.40%
Professional Staff	101.72	113.10	11.18%	131.67	16.42%	146.06	10.93%	43.04	-70.53%
Teachers	92.20	98.96	7.33%	118.97	20.22%	129.98	9.26%	24.20	-81.38%
(087) - Teacher	92.20	98.96	7.33%	118.97	20.22%	129.98	9.26%	24.20	-81.38%
Professional Support	7.02	11.64	65.73%	10.08	-13.41%	13.43	33.20%	13.88	3.38%
(008) - School Counselor Provides guidance and counseling services to students	3.00	2.00	-33.33%	3.00	50.00%	5.00	66.67%	5.00	0.00%
(011) - Educational Diagnostician	0.50	1.00	100.00%	1.50	50.00%	2.50	66.67%	-	N/A%
(013) - Librarian	0.50	0.50	0.00%	0.50	0.00%	1.00	100.00%	1.00	0.00%
(016) - Occupational Therapist	-	0.01	N/A%	0.40	5,202.67%	0.41	2.82%	-	N/A%
(017) - Certified Orientation and Mobility Specialist (COMS)	-	0.08	N/A%	0.30	260.14%	0.16	-47.69%	-	N/A%
(022) - School Nurse	0.50	0.50	0.00%	0.50	0.00%	1.00	100.00%	1.00	0.00%

Report Location: *Staff – Staff Custom Reports – Staff Summary Reports – Staff Retention Rate*

What Other Data Does HR Need?

- Turnover Rates
- Demographics
 - Gender
 - Ethnicity
 - Age
- Teaching Years of Experience
- Class Sizes
- Staffing Trends



Demographics - Gender, Ethnicity, Age

Staff Ethnicity/Gender

- Role/Auxiliary Role ID Gender/Ethn Summary Report
- Staff Demographic Ethnicity/Gender Summary Review

Role/Auxiliary Role ID Gender/Ethn Summary Report 2024 - 2025 for All Campuses

Role ID	Asian	Black or African American	Hispanic/Latino	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Male	Female	Total
(003) - Assistant Principal	0	1	5	0	0	0	19	9	16	25
(004) - Assistant/assoc/deputy Super	0	0	2	0	0	0	4	4	2	6
(008) - School Counselor Provides Guidance And Counseling Services To Students	0	5	3	0	0	0	20	3	25	28
(012) - District Instructional Program Dir/executive Director	0	0	1	0	0	0	7	3	5	8
(013) - Librarian	1	0	0	0	0	0	8	0	9	9



Can choose multiple years and various options to choose filters by ethnicity, gender and either at a district level or campus level.

Staff Demographic Ethnicity and Gender District Summary Review for All Ethnicities and Genders for 2021-2025

Year	Total		Ethnicity																			
			American Indian or Alaska Native			Asian			Black or African American			Hispanic or Latino			Native Hawaiian or Other Pacific Islander			White			Two or More	
	Count	FTE	Count	FTE	%	Count	FTE	%	Count	FTE	%	Count	FTE	%	Count	FTE	%	Count	FTE	%	Count	FTE
2024-2025	3,070	4,088.79	16	16.2	0.5%	108	123.56	3.5%	236	277.92	7.7%	777	945	25.3%	6	6.38	0.2%	1,920	2,712.85	62.5%	7	6.88
2023-2024	2,181	2,108.87	12	11.88	0.6%	53	49.52	2.4%	156	145.49	7.2%	551	524	25.3%	6	5.27	0.3%	1,388	1,357.97	63.6%	15	14.74
2022-2023	2,009	1,945.21	7	6.2	0.3%	40	38.74	2.0%	144	135.58	7.2%	496	473.76	24.7%	3	3	0.1%	1,306	1,275.23	65.0%	13	12.7
2021-2022	1,811	1,747.83	6	5.9	0.3%	46	41.24	2.5%	132	125.08	7.3%	407	390.67	22.5%	3	2.95	0.2%	1,209	1,175.11	66.8%	8	6.88
2020-2021	1,496	1,457.41	5	4.9	0.3%	37	36.05	2.5%	108	101.22	7.2%	361	346.44	24.1%	3	2.95	0.2%	974	957.92	65.1%	8	7.93

Average Years Experience

Staff Summary Reports

Average Years Professional Experience by Campus

Average Years Professional Experience by Campus for All Role IDs for 2021-2025

Campus ↑	Avg Yr Prof Exp	Staff Count	Avg Yr Prof Exp	Staff Count	Avg Yr Prof Exp	Staff Count	Avg Yr Prof Exp	Staff Count	Avg Yr Prof Exp	Staff Count	Avg Yr Prof Exp	Staff Count	Avg Yr Prof Exp	Staff Count	Avg Yr Prof Exp	Staff Count	Avg Yr Prof Exp	Staff Count
	2020-2021	2020-2021	2021-2022	2021-2022	Net Change	Net Change	2022-2023	2022-2023	Net Change	Net Change	2023-2024	2023-2024	Net Change	Net Change	2024-2025	2024-2025	Net Change	Net Change
(999001001) - Leia Oragana High School	8	111	9	123	1	12	9	143	0	20	10	158	1	15	6	30	-4	-128
Total	8	111	9	123	1	12	9	143	0	20	10	158	1	15	6	30	-4	-128

Student/Teacher FTE Ratio

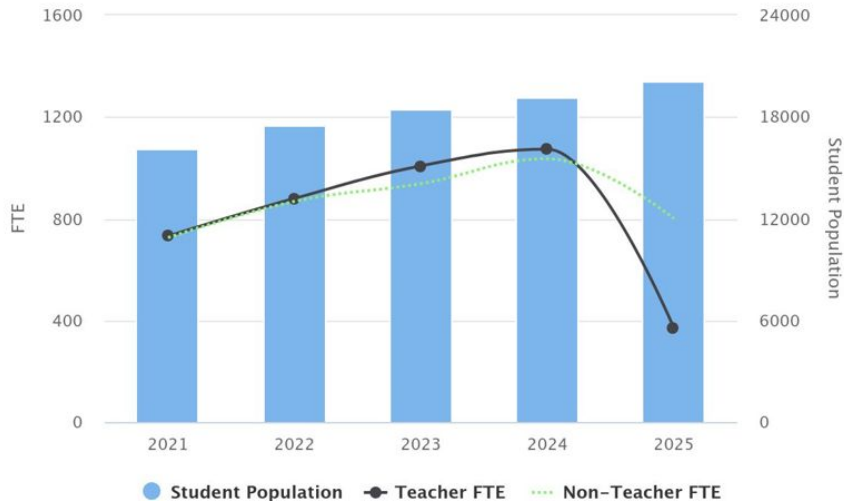
Are LEA's employing enough, or too many, teachers for their student population?

Staff FTE Reports

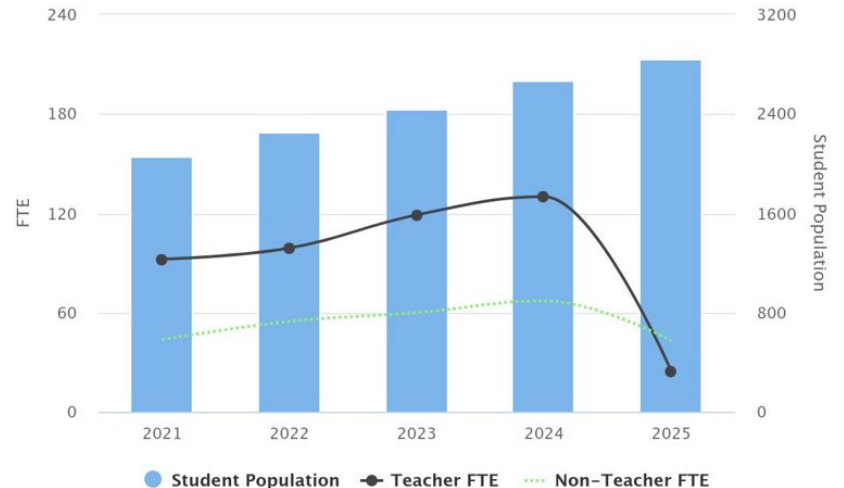
Staff FTE Counts and Salary Report

Student/Teacher FTE Ratio - Potential Indicators of Financial Problems

Student/Teacher FTE Ratio – Potential Indicators of Financial Problems District Summary for 2021, 2022, 2023, 2024, 2025



Student/Teacher FTE Ratio – Potential Indicators of Financial Problems for Leia Oragana High School (999001001) for 2021, 2022, 2023, 2024, 2025



Ad Hoc Report - Number of Students in Class by Role ID

Staff - Fall/Summer School Years

16-17
 17-18
 18-19
 19-20
 20-21
 21-22
 22-23
 23-24
 24-25

Criteria 1	Campus	one campus	▼	🔍	💾	☆	🗑️	↕
Criteria 2	Number Students In Class		▼	🔍	💾	☆	🗑️	↕
Criteria 3	ROLE ID (Fall)	Just 087 - teacher	▲	🔍	💾	☆	🗑️	↕

Staff - Fall/Summer by Campus by Number Students In Class by ROLE ID (Fall)

Campus	Number Students In Class	ROLE ID (Fall)	23-24
999001045 - WATTO MIDDLE SCHOOL	000	087 - Teacher	8
	001	087 - Teacher	3
	002	087 - Teacher	3
	003	087 - Teacher	2
	019	087 - Teacher	10
	020	087 - Teacher	10
	021	087 - Teacher	16
	022	087 - Teacher	19
	023	087 - Teacher	21
	024	087 - Teacher	17

Ad Hoc Report - Number of Students in Class by Service ID

Staff Criteria Filters

Staff - Fall/Summer School Years

16-17
 17-18
 18-19
 19-20
 20-21
 21-22
 22-23
 23-24
 24-25

Criteria 1 Campus

Criteria 2 Service ID

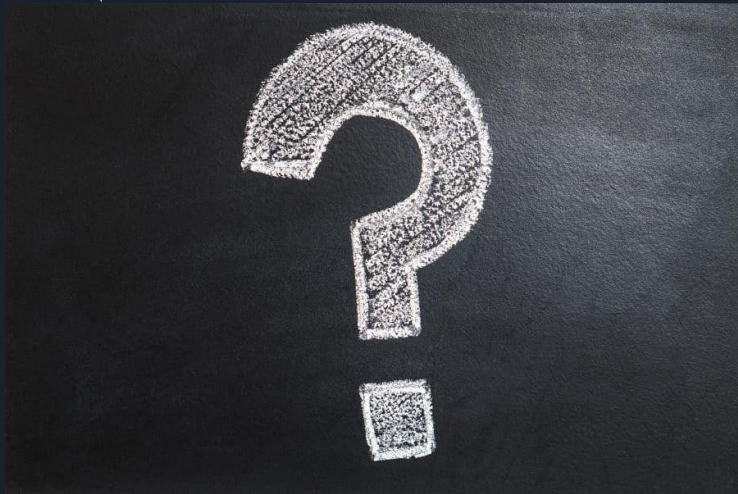
Criteria 3 Number Students In Class

Add Criteria ...

Staff - Fall/Summer by Campus by Service ID by Number Students In Class

Campus	Service ID	Number Students In Class	23-24		
061911042 - MEDLIN MIDDLE	02640060 - Mathematics, Grade 6	003	1		
		010	1		
		020	1		
		021	2		
		022	1		
		023	2		
		024	1		
		026	2		
		027	1		
		028	2		
		034	1		
		02660060 - Social Studies, Grade 6		001	1
				002	1
				018	1
				019	1
				022	1
				024	1
026	1				
027	2				
028	2				
029	1				
030	1				

Are your campus class sizes evenly distributed?



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