
100 Day REPORT

Dr. Cade Brumley
State Superintendent of Education

DEPARTMENT of EDUCATION
Louisiana Believes
As a Louisiana native and a life-long educator, it’s the honor of a lifetime to serve as your State Superintendent. I’ve stepped into the role of supporting Louisiana’s 800,000 children during a global health pandemic, one of the strongest hurricanes on record for our nation, an extraordinary legislative special session, a time of social unrest, an uncertain economy and various other challenges. Against a backdrop of national political decisions, there were few answers on how to move forward. Distractions could have thrown us off course. Negativity could have consumed our psyche. The can’t could have surpassed the can. Together, as a state, we’ve balanced safety with the need to open our economy, open our schools, open critical conversations and open our minds to new ways of collaborating on our future.

My first 100 days are now behind me, and I recognize these days set the tone for the years to follow. I’m hopeful that tone is one of equity, support, high expectations and a steady resolve to push through adversity alongside each of you. While my primary focus has been safely reopening Louisiana’s schools and aiding Hurricane Laura recovery, I’ve also invested considerable time listening and learning from so many of you. To echo your sentiments, we’re doing some things well, some things need work and important possibilities lie ahead.

Three words emerged over and over again during my conversations with stakeholders: inspire, innovate and impact. These powerful words resonated with me. We’re charged with being more than a compliance agency. We must inspire those we serve. We must spearhead and support innovation. We must anchor our priorities on creating the greatest impact for children and, ultimately, Louisiana.

This report outlines where we are now and where we’re headed in the immediate future. You will also find a timeline for a long-term plan that further operationalizes the critical goals of our state’s ESSA plan. I look forward to continuing our work. We will move the needle for children in Louisiana. I believe in us and what we will accomplish, together. Amid the storms — which have been literal — we’ve maintained a steadfast focus on our students, families and communities. I’m glad I’m here. We will succeed for Louisiana.

Dr. Cade Brumley,
Louisiana State Superintendent of Education

100 Day Plan Key Priorities

1. Ensure a Strong Start to the 2020-2021 School Year
2. Advocate During the Legislative Special Session
3. Cultivate a Strong and Diverse Team
4. Provide Clear, Strong and Regular Communication
5. Listen to Stakeholders
6. Review Data and Recommendations
7. Develop a Deeper Knowledge of the Department
ENSURE A STRONG START TO THE 2020-2021 SCHOOL YEAR

“I would put this plan on par with any in the country.”

~ Dr. Leron Finger of Children’s Hospital New Orleans during the July 2020 BESE meeting

LOUISIANA SCHOOL REOPENING BY THE NUMBERS

• **$316 million** in CARES Act funding distributed to school systems for essentials like PPE, devices, connectivity, online platforms and professional development

• **$35 million** in Governor's Emergency Education Relief (GEER) funding to support student connectivity, devices and mental health

• **2 million** face masks, along with additional PPE, provided to school systems and schools thanks to LDOE’s partnership with Governor’s Office of Homeland Security and Emergency Management (GOHSEP) and a private donor

• **86%** of school systems planned to open the year in a hybrid model

• **77%** of students have a personal device for virtual learning, according to an LDOE survey of public schools

• **75%** of students have home internet, according to an LDOE survey of public schools

LDOE releases school reopening guidance in concert with Louisiana Department of Health and Resilient Louisiana Commission

**Strong Start 2020 Reopening Guidelines**

LDOE provides school systems with resources, examples and support as they implement their 2020-2021 reopening plans

**Implementing Strong Start 2020 Toolkit**

Additional reopening support provided to school systems, schools, school system leaders, educators and families

• School reopening health and safety standards developed alongside medical experts and approved by BESE

• Suite of educator, family and stakeholder resources created for reopening plan implementation, virtual instruction, students with disabilities, early childhood and more

• Partnership with Children’s Hospital New Orleans that offered educators a regular virtual town hall series and daily COVID-19 hotline

• Weekly office hours to give educators regular updates and the opportunity to have their school-specific questions answered

• Regularly updated frequently asked questions document to inform educators of the latest updates

• Virtual roundtable panel discussion with school system leaders to share lessons learned on school reopening

• Reopening survey administered to school systems, lead agencies and nonpublic schools to collect data regarding implementation of sixteen priorities in the Strong Start 2020 plan

• Diagnostic assessment plans indicated by school systems as part of Strong Start 2020 plan to identify every student’s learning needs and address significant gaps

• Reopening resources and guidance documents developed with Louisiana Department of Health including a self-monitoring checklist, positive test result process, return to school/work self-certifications, guidance for common school scenarios and critical infrastructure workers

• Process for reporting school reopening health and safety concerns developed and hosted on LDOE website
Five questions guided Dr. Brumley’s listening sessions with stakeholders to learn more about education in Louisiana: What are our strengths? What are our challenges? What should we start doing? What should we stop doing? What’s possible? These are some of the common themes.

**STRENGTHS**
- Educator resilience
- State’s diversity
- Community pride
- Accountability efforts
- Emphasis on high-quality curriculum and assessments
- Commitment to investing in early childhood education

**CHALLENGES**
- Broadband access
- Teacher pay
- Teacher recruitment and retention
- Student mental health
- Early childhood funding
- Teacher career pathways
- Literacy Rates
- Education workforce diversity
- Workforce needs
- Leadership development opportunities
- Rural education
- U.S. Department of Education “Needs Assistance” rating for serving students with disabilities
- Ensuring 70% of LEA funds flow to classrooms

**START**
- Embrace the value of student growth
- Develop resources and tools that are responsive to the needs of schools
- Further empower parental choice
- Expand Dual Enrollment
- Streamline access, support and inclusion for SWD
- Improve communication between schools and families
- Enhance new teacher support
- Refine Guidebooks
- Consider implementation of balanced academic calendar
- Emphasis on citizenship and community service

**STOP**
- Unfunded mandates
- Placing inexperienced teachers with students most in need of an experienced teacher
- Funneling stakeholder questions to generic LDOE emails and call centers

**POSSIBLE**
- Every child is taught by a high-quality educator
- Louisiana teacher pay exceeds regional average
- Collaboration between LDOE and school systems
- School and business community partnerships connect more students with career options
- Associates degrees for high school students
- Curriculum resources that represent the diversity of Louisiana
- Teacher voice is elevated
- Innovations developed to serve students during pandemic lead to advances in education post-pandemic
- Universal access to high-quality early learning
- Improve in national rankings

“What a time to collaborate as we are at the intersection of so many critical issues.”
~ Dr. Brumley
CULTIVATE A STRONG & DIVERSE TEAM

It takes a team of dedicated professionals to achieve what’s possible for education in Louisiana. Dr. Brumley retained leaders within the Department’s existing staff and hired strong leaders who represent the diversity of Louisiana. The Department has released an outline of the offices and professionals who will lead the work of improving educational outcomes for Louisiana’s children. The diagram below illustrates how offices will be organized to support the foundational priorities of the Department.

Meet the LDOE Team

Dr. Quentina Timoll, Chief of Staff
Dr. Jenna Chiasson, Assistant Superintendent
Mr. Ken Bradford, Assistant Superintendent
Dr. Kelli Peterson, Assistant Superintendent
Mrs. Beth Scioneaux, Deputy Superintendent
Dr. Keith Leger, Assistant Superintendent
Mr. Trey Folse, Assistant Superintendent
Mr. Dana Peterson, Assistant Superintendent
Mr. Ernest Garrett III, Superintendent
Mrs. Joan Hunt, Executive Counsel

Office of Operations
Office of Teaching & Learning
Office of Career & College Readiness
Office of Equity, Inclusion and Opportunities
Office of School System Financial Services
Office of Legislative Affairs, Policy & Workforce Support
Office of School System Relations
Recovery School District
Special School District
Legal
REVIEW DATA & RECOMMENDATIONS

LOUISIANA SCHOOLS & STUDENTS*

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Education Agencies (LEAs)</td>
<td>193</td>
</tr>
<tr>
<td>Public and Nonpublic Schools</td>
<td>1,748</td>
</tr>
<tr>
<td>Public and Nonpublic Students</td>
<td>827,158</td>
</tr>
<tr>
<td>English Learners*</td>
<td>4.1%</td>
</tr>
<tr>
<td>Economically Disadvantaged*</td>
<td>70.6%</td>
</tr>
<tr>
<td>Students with Disabilities**</td>
<td>13.3%</td>
</tr>
<tr>
<td>Publicly-Funded Early Childhood Sites</td>
<td>1,629</td>
</tr>
<tr>
<td>Publicly-Funded Early Childhood Children</td>
<td>57,400</td>
</tr>
</tbody>
</table>

* Public school students only
** Public school students as well as nonpublic school students served by an LEA but not enrolled in a Louisiana public school


LOUISIANA’S NATIONAL EDUCATION RANKINGS

<table>
<thead>
<tr>
<th>Ranking</th>
<th>Education Week Quality Counts</th>
<th>US News and World Report</th>
<th>WalletHub</th>
<th>NAEP 4th Grade Math</th>
<th>NAEP 4th Grade Reading</th>
<th>NAEP 8th Grade Math</th>
<th>NAEP 8th Grade Reading</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position</td>
<td>48th</td>
<td>48th</td>
<td>50th</td>
<td>48th</td>
<td>48th</td>
<td>48th</td>
<td>44th</td>
</tr>
</tbody>
</table>

PUBLIC AND NONPUBLIC STUDENTS

- White (48.2%)
- Black (38.7%)
- Hispanic (7.7%)
- Multiple Races (2.8%)
- Asian (1.8%)
- American Indian (0.6%)
- Hawaiian/Pacific Islander (0.1%)

Male (51.1%)
Female (48.9%)

“One of our greatest assets is the diversity of our students.” ~ Dr. Brumley
### CRITICAL GOAL #1: All students are ready for kindergarten

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Kindergarteners on and above grade level on all combined literacy assessments</td>
<td>53.4%</td>
<td>50.2%</td>
<td>43.3%</td>
</tr>
</tbody>
</table>

### CRITICAL GOAL #2: All students achieve mastery on third-grade assessments and enter fourth grade ready for grade-level content

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Third-grade students scoring Mastery and Above in ELA</td>
<td>44.0%</td>
<td>45.4%</td>
<td>45.9%</td>
</tr>
<tr>
<td>Third-grade students scoring Mastery and Above in math</td>
<td>43.4%</td>
<td>41.9%</td>
<td>43.2%</td>
</tr>
</tbody>
</table>

### CRITICAL GOAL #3: All students achieve mastery on eighth-grade assessments and enter ninth grade prepared for grade-level content

<table>
<thead>
<tr>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Eighth-grade students scoring Mastery and Above in ELA</td>
<td>44.1%</td>
<td>45.3%</td>
<td>46.7%</td>
</tr>
<tr>
<td>Eighth-grade students scoring Mastery and Above in math</td>
<td>26.5%</td>
<td>27.9%</td>
<td>27.8%</td>
</tr>
</tbody>
</table>

### CRITICAL GOAL #4: All students graduate on time

<table>
<thead>
<tr>
<th></th>
<th>Class of 2017</th>
<th>Class of 2018</th>
<th>Class of 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cohort graduation rate</td>
<td>78.2%</td>
<td>81.4%</td>
<td>80.1%</td>
</tr>
</tbody>
</table>

### CRITICAL GOAL #5: All students graduate with career and/or college credentials

<table>
<thead>
<tr>
<th></th>
<th>Class of 2017</th>
<th>Class of 2018</th>
<th>Class of 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cohort earning Basic or Advanced credentials</td>
<td>47.5%</td>
<td>50.4%</td>
<td>51.2%</td>
</tr>
</tbody>
</table>

### CRITICAL GOAL #6: All students graduate eligible for a TOPS award

<table>
<thead>
<tr>
<th></th>
<th>Class of 2017</th>
<th>Class of 2018</th>
<th>Class of 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students eligible for any TOPS award</td>
<td>19,220</td>
<td>21,280</td>
<td>22,098</td>
</tr>
</tbody>
</table>
Math, science, social studies and special education are the areas of greatest need, yet 32 percent of program completers are prepared in elementary education.
AVERAGE TEACHER SALARY

<table>
<thead>
<tr>
<th>Description</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Teachers* (2018-2019)</td>
<td>$50,288</td>
</tr>
<tr>
<td>Southern Regional Education Board Average (2017-2018)</td>
<td>$52,494</td>
</tr>
<tr>
<td>National Average (2017-2018)</td>
<td>$60,642</td>
</tr>
</tbody>
</table>

*Excluding State Employees


DEPARTING TEACHERS (2018-2019)

<table>
<thead>
<tr>
<th>Category</th>
<th>Total</th>
<th>Departing Teachers</th>
<th>% of Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Teachers</td>
<td>49,924</td>
<td>5,782</td>
<td>12%</td>
</tr>
<tr>
<td>CIR Schools</td>
<td>8,268</td>
<td>1,260</td>
<td>15%</td>
</tr>
<tr>
<td>Non-CIR Schools</td>
<td>41,947</td>
<td>4,525</td>
<td>11%</td>
</tr>
</tbody>
</table>

CIR = Comprehensive Intervention Required

Over half the teachers in Louisiana who left the profession from 2016-2019 were rated Effective or Highly Effective.

ANNUAL TEACHER DEPARTURE BY RACE AND GENDER*

<table>
<thead>
<tr>
<th>Race</th>
<th>American Indian</th>
<th>Asian</th>
<th>Black</th>
<th>Hispanic</th>
<th>Multiple Races</th>
<th>Pacific Islander</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>26</td>
<td>0%</td>
<td>79</td>
<td>17%</td>
<td>132</td>
<td>25</td>
<td>3</td>
</tr>
<tr>
<td>Female</td>
<td>19</td>
<td>0%</td>
<td>71</td>
<td>1%</td>
<td>128</td>
<td>21</td>
<td>3</td>
</tr>
<tr>
<td>Male</td>
<td>7</td>
<td>0%</td>
<td>8</td>
<td>0%</td>
<td>408</td>
<td>4</td>
<td>0</td>
</tr>
</tbody>
</table>

*Race and gender reporting is optional for contracted staff. The percent calculated here is based on the total departing teachers with race and gender data.


YEARS OF PUBLIC SCHOOL EXPERIENCE OF DEPARTING TEACHERS (2016-2019)

Over half of Louisiana teachers who leave the profession do so within their first 10 years. By improving supports for our newest educators, we can help ensure all children learn from a high-quality teacher.
DEVELOP A DEEPER KNOWLEDGE OF THE DEPARTMENT

GETTING TO KNOW THE DEPARTMENT

Total Employees: 541
Includes full-time and part-time employees

WHAT WE LEARNED

<table>
<thead>
<tr>
<th>STRENGTHS</th>
<th>CHALLENGES</th>
<th>START</th>
<th>STOP</th>
<th>POSSIBLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Dedicated team members committed to serving Louisiana’s students and families&lt;br&gt; • Wealth of talent, knowledge and skill among team members</td>
<td>• Internal Communication&lt;br&gt; • Cohesiveness and meaningful collaboration</td>
<td>• Including team member voice and input in decision-making&lt;br&gt; • Providing professional development opportunities for staff&lt;br&gt; • Keeping team members informed</td>
<td>• Inconsistencies with remote work policy prior to COVID-19&lt;br&gt; • Outsourcing work that could happen in-house</td>
<td>• Diversify the workforce at all levels&lt;br&gt; • Moving the needle for all students&lt;br&gt; • Removing opportunity gaps</td>
</tr>
</tbody>
</table>
ADVOCATE DURING THE LEGISLATIVE SPECIAL SESSION

The Department engaged with legislators to support student-centered policies, promote adequate funding for education and support policies that protect public health. Dr. Brumley successfully advocated for stable funding for PK-12 education at a time when budget reductions were a focus of the legislature. BESE successfully adopted LDOE-recommended guidance as minimum health and safety standards for schools in response to Act 9. Other legislative victories include the successful passage of $2 million for an early literacy pilot project and the restoration of funding for network support teams to support local school systems.

PROVIDE CLEAR, STRONG & REGULAR COMMUNICATION

Dr. Brumley invested time daily during his first 100 days listening, sharing his vision for the Department and keeping stakeholders informed of the latest developments. The school reopening webinars he led with the Louisiana Department of Health for school system and school leaders regularly attracted around 800 participants. He’s spoken at numerous school system leader meetings, conducted interviews with over 50 media members from markets across Louisiana and held listening sessions with over 50 groups and organizations. Under his leadership, the Department also streamlined its communications structures to include more targeted monthly calls and weekly office hours with school systems and schools.

ENHANCED COMMUNICATIONS STRUCTURES

- Updated newsletter structures
- Team-specific monthly calls
- Team-specific weekly office hours
- Reopening Roundtable discussions with system leaders
- System leaders monthly calls
- “Scoop with the Supe” monthly all-staff meeting hosted by Dr. Brumley
- Updated internal communications protocols
- Team-specific monthly internal communications meetings
- Virtual “roundtable” discussion series with system chief academic officers
## WHAT’S NEXT

<table>
<thead>
<tr>
<th>TIMELINE</th>
<th>ACTION</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ongoing</strong></td>
<td>Support school systems through Hurricane Laura disaster recovery</td>
</tr>
<tr>
<td><strong>Ongoing</strong></td>
<td>Support school systems through modified operations due to COVID-19</td>
</tr>
<tr>
<td><strong>October-December 2020</strong></td>
<td>Continue engaging stakeholders on development of long-term priorities plan</td>
</tr>
<tr>
<td><strong>November 2020-February 2021</strong></td>
<td>Launch Super App for 2021-2022 planning</td>
</tr>
<tr>
<td><strong>January 2021</strong></td>
<td>Release priorities plan and vision to further support the ESSA critical goals</td>
</tr>
</tbody>
</table>
Thank you to the dozens of stakeholders who took the time to share what’s possible for Louisiana education. These are some of the groups and organizations Dr. Brumley met with during his first 100 days.

- Acadiana municipal and parish leaders
- Associated Professional Educators of Louisiana (A+PEL)
- Baton Rouge Area Chamber (BRAC)
- Baton Rouge Area Foundation (BRAF)
- Baton Rouge Community College (BRCC)
- Center for Development and Learning (CDL)
- Childcare Association of Louisiana (CCAL)
- Children’s Hospital New Orleans (CHNOLA)
- Council for a Better Louisiana (CABL)
- Council of Chief State School Officers (CCSSO)
- Democrats for Education Reform (DFER)
- Early Literacy Commission
- Education Trust
- Families Helping Families (FHF)
- Governor’s Office of Disability Affairs
- Governor’s Unified Command Group
- Homeschool Louisiana
- Jefferson Business Council (JBC)
- Jefferson Parish Chamber of Commerce
- Jobs for America’s Graduates (JAG)
- Legislative Youth Advisory Council
- Louisiana Association of Business and Industry (LABI)
- Louisiana Association of Educators (LAE)
- Louisiana Association of Principals (LAP)
- Louisiana Association of Public Charter Schools (LAPCS)
- Louisiana Association of School Superintendents (LASS)
- Louisiana Beta Club
- Louisiana Board of Regents (BoR)
- Louisiana Council of Juvenile and Family Court Judges
- Louisiana Department of Health (LDH)
- Louisiana Dual Enrollment Task Force
- Louisiana Federation for Children
- Louisiana Federation of Teachers (LFT)
- Louisiana Future Farmers of America (FFA)
- Louisiana Head Start Association
- Louisiana High School Athletic Association
- Louisiana National Guard Youth Challenge Program
- Louisiana Office of Technology Services
- Louisiana Policy Institute for Children
- Louisiana Public Broadcasting (LPB)
- Louisiana Rural Revitalization Council
- Louisiana School Boards Association (LSBA)
- Louisiana SPED Fellow Academy
- Louisiana State Police
- Louisiana Superintendent’s Academy (LSA)
- Louisiana Workforce Investment Council (LWIC)
- Louisiana’s Catholic school superintendents
- Louisiana’s Community and Technical College System (LCTCS)
- National Governors Association (NGA)
- New Orleans charter schools leadership
- New Schools for Baton Rouge (NSBR)
- New Schools for New Orleans (NSNO)
- Northern Exposure (North Louisiana)
- Ochsner Medical Group
- Patrick F. Taylor Foundation
- Pelican Institute
- Public Affairs Research Council (PAR)
- Southern Regional Education Board (SREB)
- Stand for Children Louisiana
- Teach for America (TFA)
- Teacher Leader Advisors
- U.S. Department of Education
- YouthForce NOLA