

LOUISIANA PRINCIPAL'S NEWSLETTER

A Resource to Inform and Celebrate
Louisiana's Building-Level Leaders

April 27, 2023

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PRINCIPAL CORNER



The Louisiana Department of Education is proud to announce the 2024 Principal of the Year semifinalists. These educators are making exceptional gains with students, guiding them to achieve at the highest levels in the state. Their commitment to student success exemplifies Louisiana's teaching profession. All of these state-level honorees will be honored at the *17th Annual Cecil J. Picard Educator Excellence Awards Gala* which will be held at the World War II Museum on the evening of July 22, 2023. This exciting event is co-sponsored by [Dream Teachers](#). Congratulations to these outstanding educators!

2024 PRINCIPAL OF THE YEAR SEMIFINALISTS			
Allen Parish	Jennifer Doucet	Lincoln Preparatory School	Gordan Ford
Ascension Parish	Marvin Evans	Livingston Parish	Jason St. Pierre
Beauregard Parish	Mark Weldon	Plaquemines Parish	John H. Vanison, Jr.
Bienville Parish	Scott Canady	Rapides Parish	Tracy Vorrice
Bossier Parish	Michael Pedrotty	St. Charles Parish	Shannon Diodene
Calcasieu Parish	Jose Cobian	St. James Parish	Angie Poche
Cameron Parish	Lindsey Fontenot	St. Landry Parish	Mitchell Fontenot
DeSoto Parish	Barry Carter	St. Martin Parish	Wanda Phillips
Jefferson Parish	Monya Criddle	Terrebonne Parish	Blaise Pellegrin
Lafayette Parish	Tia Trahan	Vermilion Parish	Sonya Louviere
Lafourche Parish	Ragan Lorraine	West Baton Rouge Parish	Taya Loupe

LDOE Corner

The New Teacher Experience



“To plant a garden is to believe in tomorrow.” - Audrey Hepburn

Spring is truly the season of renewal. Following a cold winter, nothing lifts our spirits like seeing flowers blooming in gardens. The idea of spring gardening also mirrors the work of helping our new teachers thrive and bloom!

Welcome to our second year of the New Teacher Experience! We hope that you take part in this exciting work to help your early career teachers develop strong roots and flourish.

“Hope Springs Eternal”

The New Teacher Experience is a comprehensive induction program that offers multiple services designed to increase teacher effectiveness, enhance skills, and reduce attrition among beginning teachers. The New Teacher Experience provides both direct supports to teachers and school systems to improve student achievement by improving beginning teacher effectiveness and teacher retention.

“Spring Into Action”

Take some time to review The New Teacher Experience [Guidance Document](#). This outlines Louisiana's comprehensive induction program that serves as the standard experience all new educators should receive. For early career teachers, effective onboarding, and ongoing, authentic mentoring within schools is paramount to supporting new teachers to build skills, confidence, and most importantly, self-efficacy. This guidance outlines effective recruitment and retention strategies for school systems that will strengthen their talent pipeline.

“Put a Spring in their Step”

Please include your new teachers in our New Teacher Experience: Summer Kick Off.

We will host a full day of professional learning for 500 new teachers on July 26 in Baton Rouge.

The goals of this event are to:

- Welcome new teachers to the profession
- Understand the components of Louisiana's New Teacher Experience
- Engage in professional learning around topics relevant to new teachers
- Provide statewide networking opportunities for new teachers

Registration will open in May and will be on a first come, first served basis.

“Enrich your Spring garden to encourage Growth”

We have developed Professional Learning Modules on topics that are critical for new teacher success. These modules include online asynchronous content that teachers complete independently and time to practice and apply these concepts during in person follow up sessions. There will be a series of five (5) modules.

We have created collaboration opportunities for new teachers by establishing Affinity Groups that new teachers join monthly, virtually, after working hours. These Affinity Groups are led by outstanding educators across the state. The goals of these groups will revolve around the following:

- linking new teachers by a common purpose of interest (special education teachers, 2nd grade teachers, etc.)
- ensuring an inclusive environment where new teachers are valued, included, and empowered to succeed
- improving their craft through discussion, collaboration, and purposeful materials along with leadership in each group

Registration for the Professional Learning Modules and the Affinity groups will be available this summer. We will have availability for 1,000 new teachers. There is no charge for participation in these learning opportunities.

“Shower Them with Praise”

We know that recognition of great teachers is critical to student success. Annually, the Department, in partnership with Dream Teachers and the Louisiana Association of Principals, honors the state’s most exceptional educator through the Teacher and Principal of the Year programs. The New Teacher of the Year has been added to these current award programs to recognize the contributions of Louisiana’s first year teachers. We are excited to announce our [2024 New Teacher of the Year finalists](#). We encourage you to take part in this exciting program and nominate your best *new* teachers. Applications will open late Fall, 2023.

Like a real garden, where we have to nourish the soil at times and pull little weeds when they come up, we also need to examine our own practices as educators. We know that we need to pour energy into the work and nourish our new teachers. If you have a vision for your garden - and tend to the needs of that garden - you will reap your harvest!

“Someone is sitting in the shade today because someone planted a tree a long time ago.” - Warren Buffet

Laurie Carlton
The New Teacher Experience, Office of Teaching and Learning

The Louisiana Pre-Educator Pathway



“Give light and people will find the way.”
Ella Baker

In addition to the cultivation of your current early-career educators, successful plant-parenting and educator development requires careful planning to ensure fruitful future growth.

Since its launch in 2021, the [Louisiana Pre-Educator Pathway](#) has expanded into seventy high schools representing thirty-five school systems with participation from over one-thousand students. As the root of our statewide Grow Your Own strategy, the pathway offers early career development for aspiring educators with the aim of ensuring a diverse, highly effective workforce for future Louisiana students.

On March 17, over eight-hundred middle, high, and college students convened at the University of Louisiana Lafayette for the 2023 Educators Rising State Conference. This incredible event highlighted the electric momentum building across our state around developing the next generation of Louisiana’s educators.

This summer, we will continue to elevate the teaching profession, as we offer a one-of-a-kind professional learning opportunity for one-hundred high school aspiring educators at the [2023 Aspiring Educators Summer Academy](#). Each high school that offers [Pre-Educator Pathway coursework](#) has the opportunity to nominate one academy participant and one alternate for five days of professional development that will propel participants on their pathway to becoming exceptional practicing educators. We encourage the principals of participating high schools to work closely with your teacher leaders to identify, [register](#), and celebrate your Aspiring Educator Summer Academy participant.

For other ways to develop and expand supports for aspiring educators on your middle and high school campuses, we encourage you to:

- Review the [Louisiana Pre-Educator Pathway Guidance](#) and share with your CTE Coordinators, School Counselors, Dual Enrollment Coordinators, and Administrative Team.
- Identify, develop, and support an influential teacher leader on your campus that is particularly interested in cultivating your school community's next generation of teachers.
- [Sign-up](#) to receive on-going communications about the Louisiana Pre-Educator Pathway and other Grow Your Own related opportunities.
- [Sign-up](#) to receive on-going communications about Educators Rising and their extracurricular opportunities for aspiring educators.
- Attend the Developing and Expanding the Louisiana Pre-Educator Pathway session at the 2023 Teacher Leader Summit.

Toriano Hayward

Director of Teacher Leadership, Office of Teaching and Learning

ANNOUNCEMENTS

Teacher Leader Summit

[Teacher Leader Summit registration](#) is closed. There is a [waitlist](#) available for anyone who missed out on registration. If you were selected as a presenter, an email was sent with a special code that will allow you to register.

The Teacher Leader Summit app will be available through Cvent on **May 1**. In the app, you can schedule your sessions, get to know the speakers, and find out which vendors are scheduled to attend this year's Education Expo.

This year's Teacher Leader Summit will focus on our ability to accelerate for success, every single day. The Teacher Leader Summit will take place from **May 30 - June 1** at the New Orleans Ernest N. Morial Convention Center (NOENMCC).

Please contact events@emergentmethod.com with questions.

CIS Evaluation Closeout

School principals may begin finalizing teacher, counselor, and librarian evaluations in May. Systems are encouraged to complete and sign off on all observation and Student Learning Target (SLT) data prior to staff leaving for summer break. Once the Compass Information System (CIS) rolls to the 2023-2024 school year in the fall, no teacher, counselor, or librarian evaluation data for the 2022-2023 school year can be added or amended. To create a streamlined process, it is recommended that evaluators complete the following assigned tasks:

- Ensure that all teachers, counselors, and librarians are in [CIS](#)
- [Enter](#) professional practice/observation scores in [CIS](#) (For 2022-2023 only, if the evaluated person scored “Effective: Proficient” or “Highly Effective” (2.5 and above), enter the single score twice)
- [Accept](#) SLTs in [CIS](#)
- [Rate](#) SLTs in [CIS](#)
- Print observations and SLTs and meet with teachers, counselors, and librarians prior to leaving for summer (obtain signatures acknowledging scores)

Note: Systems utilizing the spreadsheet to upload data to CIS should also finalize teacher, counselor, and librarian observations and SLTs in local system databases/trackers.

You may reach out to compass@la.gov with evaluation questions.

Mentor Waiver

BESE approved in April that the Mentor waiver be extended for the 2023-2024 school year.

The Department will provide additional guidance to school systems and teacher preparation programs regarding the waiver process for the 2023-2024 school year on the monthly Teaching and Learning call.

Similar to the waiver process last year, principals will need to complete the waiver recommendation form.

Please contact believeandprepare@la.gov with any questions.

Building Your Mentor Pool

Having a large pool of credentialed Mentor teachers is important to support the work of your early career educators. As a reminder, in April 2021, BESE approved changes to Bulletin 746 regarding mentor credential requirements. These updates include honoring previous training and experience including

- EDL or previous administrative certifications
- NIET trained evaluators
- CLASS trained evaluators
- Supervision of Student Teachers

Many of your teachers may already qualify for the Mentor credential. Teachers who meet one of the previous training experiences listed above can apply through the [certification portal](#) for the [Mentor credential](#).

Teachers selected to serve as Mentors to residents (undergraduate and post-baccalaureate) receive \$2,000 for their work. Please share this information with any teacher you believe may be eligible for the Mentor credential.

Please contact believeandprepare@la.gov with questions.

RESOURCES

Literacy Instruction Best Practices Tools

A series of literacy instruction best practices tools designed to help school leaders and literacy coaches determine specific areas of need or growth, develop coaching and feedback cycles, provide targeted support to teachers, structure effective teacher planning time, and identify next steps and follow-up support have been added to the [Literacy Instruction, Intervention, and Extension Library](#). Tools are available for each grade band from Pre-K to 12.

Please contact louisianaliteracy@la.gov with questions.

READ Program Resources

Informational resources for the [READ Program](#) are now available in the [Families Literacy Library](#). Schools can add the school's code to the downloaded informational flyer to provide families access to free books and literacy resources for students in Pre-K4 through grade 5 who are not yet reading on grade level. When families sign up with the school code, new books are sent directly to their homes. Books and resources are available in English and Spanish.

Please contact louisianaliteracy@la.gov with questions.

Three-Cueing Webinar Recording

Additional information regarding Act 517 was shared with teachers and leaders during the Let's Talk Banning of 3-Cueing webinar in March. The [recording](#) and [slides](#) are posted in the [Literacy Instruction, Intervention, and Extension Library](#). This session provides teachers support in understanding the three-cueing approach to reading and how it differs from a science of reading-aligned, code-based approach. Review the session to better understand how to identify curriculums that use a three-cueing approach and what steps should be taken to ensure students receive code-based phonics instruction.

Please contact louisianaliteracy@la.gov with questions.

Social Studies Course Frameworks

The Department is developing Social Studies Course Frameworks aligned to the [2022 Louisiana Student Standards for Social Studies \(LSSSS\)](#) for Kindergarten through grade 8, high school Civics, and high school U.S. History. These resources are designed to support teachers in implementing the 2022 LSSSS by scoping and sequencing content standards over the course of the year.

The first two units for grades K-8 and high school Civics are available now and can be accessed on the [K-12 Social Studies Resources page](#). All remaining units will post prior to the 2023 Teacher Leader Summit.

Please contact classroomsupporttoolbox@la.gov with questions.

Bayou Bridges: A K-8 Louisiana Social Studies Curriculum

The Department is developing Bayou Bridges, a new Louisiana K-8 social studies curriculum, to align with the student expectations of the [2022 K-8 Louisiana Student Standards for Social Studies](#) and to meet criteria similar to the quality indicators of the [instructional materials review rubric](#). Curriculum materials will include

- unit plans and daily lessons,
- student and teacher-facing materials,
- engaging primary sources, and
- formative and summative assessments.

Bayou Bridges will be available for piloting in grades 4-5 next school year. The complete curriculum for grades K-8 will be available for implementation by June 30, 2024. Please see the [Bayou Bridges FAQ document](#) for more details about curriculum development and release dates.

Please contact classroomsupporttoolbox@la.gov with questions.

Science Foundational Professional Learning

The Department is offering a two day, in-person professional learning opportunity for K-12 or preservice science educators in late summer prior to the start of the 2023-2024 school year. This training will be grounded in high-quality instructional materials and applicable to all K-12 science settings. Participants will deepen their understanding of the shifts called for by the Louisiana Student Standards for Science, build pedagogical strategies to support students' acceleration toward mastery of grade-level standards, and connect with a community of science educators.

Interested schools, systems, or educators should reach out to STEM@la.gov for additional information.

Canva Updates

Canva has recently released the ability to translate PDFs into multiple languages. To access this free feature, teachers should start a project in Canva, click "Apps," and select the option. Canva can translate PDFs containing less than 2,000 characters in a matter of minutes. Educators who are new to Canva can sign up for a [free upgraded account](#).

Please contact digitallearning@la.gov with questions.

New: Family Math Engagement Page

To accommodate the growing bank of resources that support the [Louisiana Math Refresh](#) pillars and goals, the [Family Math Engagement](#) page has been created to better serve the needs of leaders, teachers, and families who access those resources. Educators can now click on the pillar graphic that matches their needs and find available resources. Resources available include

- Grab & Go activities for families; and
- resources to support families with Zearn.

Please contact STEM@la.gov with questions.

Louisiana Mathematics Resources for Summer Learning Programs Now Available

Materials used in summer learning should be of the same quality as those used during the school year. The Department has released [Guidance for Accelerating Summer Math Learning](#) to support systems in providing strong summer programs that accelerate students' readiness to engage in grade-level mathematics in the upcoming year.

Please contact STEM@la.gov with questions.

Additional Professional Learning to Support Implementation of Free Zearn Access

As part of the [Louisiana Math Refresh](#), the Department is partnering with [Zearn](#) to provide school accounts to all public schools serving K-8 students. Registration is open for additional sessions to support teachers and leaders in successful implementation. Session details are posted in the flyers linked below.

- [Launching Zearn Math](#) participants will explore the interventions integrated through Zearn's digital lessons that provide students with just-in-time foundational support on the grade-level content. Participants will deepen their understanding of how to interpret student productivity, progress, and misconception data captured in Zearn Class Reports to maximize growth through intentional decision making. Finally, the session will conclude as participants apply learnings to their own classrooms, schools, and districts and leave with a data-driven action plan to ensure every student gets the celebration and support needed. Registration is open for this free two-hour virtual professional learning for K-8 Louisiana public school teachers whose role includes core math instruction or supporting students with math learning.
- In [Professional Learning for Leaders: Accelerating Impact with Zearn](#), leaders will build on their familiarity with Zearn and refine how they will support school sites as they prepare to implement and monitor progress. In this four-hour session, participants will explore Zearn's flexible instructional materials, features of the educator and administrator accounts, and how to utilize the embedded reports that capture real-time data to accelerate math learning for all students. Leaders will walk away with materials to turn-key and leverage at their school sites as they launch Zearn. Additional dates for in person and virtual sessions have been updated.

Please contact STEM@la.gov with questions.

EDUCATOR OPPORTUNITIES

Louisiana Aspiring Educator Summer Academy

The [Louisiana Aspiring Educator Summer Academy](#) is a one-of-a-kind, 5-day, hybrid summer camp and a professional learning experience, for high school students enrolled in the Louisiana Pre-Educator Pathway or any other coursework aimed at attracting and developing future Louisiana educators.

Hosted by the Louisiana Department of Education and staffed by a team of advisors and coaches from around the state, the Louisiana Aspiring Educator Academy will take place at the University of Louisiana Monroe on **July 10-14**.

Review the Summer Academy Overview for more details about the student nomination and registration process. [School system nominations](#) should be submitted no later than **May 5, 2023**.

Please contact toriano.hayward@la.gov with questions.

New Teacher Experience Summer Kick Off

The Louisiana Department of Education will host a Summer Kick-off for the New Teacher Experience on **July 26 from 8:30 a.m. - 4 p.m. in Baton Rouge** for 500 first year teachers.

The goals of the event are to

- Welcome new teachers to the profession.
- Understand the components of Louisiana's New Teacher Experience.
- Engage in professional learning around topics relevant to new teachers.
- Provide statewide networking opportunities for new teachers.

Registration details will be provided in the coming months. If your new hires for 2023-2024 would like to receive information directly about this event please ask them to complete this [contact survey](#) by **May 26**.

Please contact laurie.carlton@la.gov with questions.

PRINCIPAL NEWSLETTER SIGNUP

Do you have a colleague who would benefit from receiving this newsletter? Forward this copy along with [this link](#) and they will receive our next monthly newsletter.

PRINCIPAL APPRECIATION

Take a minute to send a shout-out of appreciation to a colleague who is a building-level leader using this [survey link](#). This note of appreciation will be included in our next monthly newsletter.

Michael Yoist, Pineville Junior High in Rapides Parish

"Mr. Yoist has stressed the importance of relationships with students from the onset of his principalship at Pineville Junior High. Student morale and their involvement in sports and clubs has increased as he has implemented ways to acknowledge student effort, growth, and achievement in all areas." *submitted by Janet Transou*

Wesley Henry and Rebecca Hollie, South Beauregard Upper Elementary in Calcasieu Parish

"Thank you for helping me to grow into a leader so that I may develop others to thrive in the education field. I could not have accomplished so much without your knowledge, energy, time, and passion! Words are simply not enough to express how blessed I am to know you both!" *submitted by Jennifer Frederick*

Chantelle Smith, Mandeville Elementary in St. Tammany Parish

"Data-driven ITL meetings allow for strategic planning and purposeful PLC meetings. Her belief in the process and its purpose has led to meaningful discussions about teaching and learning." *submitted by Dorable Dangerfield*

Brenda Higdon, Harrisonburg High School in Catahoula Parish

"Mrs. Higdon goes over and beyond to make sure all students are included. She even strategizes with the special education staff and participates in all trainings to help her students with more severe disabilities be successful." *submitted by Barbara Moseley*

Gary Jackson, Union Parish Elementary School in Union Parish

"Mr. Jackson brings a positive attitude to everything he does! Each day he starts the school day with his electric morning announcements that motivate the students at Union Parish Elementary to work hard and have a positive attitude!" *submitted by Kasey Hough*

DATES TO CONSIDER FOR BUILDING-LEVEL LEADERS

Important Dates	
Louisiana Aspiring Educator Summer Academy School System Nominations Deadline	May 5
Teacher Leader Summit 2023	May 30 - June 1
Louisiana Aspiring Educator Summer Academy	July 10-14
New Teacher Experience Summer Kick Off	July 26