

**Region Profile:** 525 Schools • 24,143 Teachers • 352,136 Students (11.1% Special Education • 69.9% Economically Disadvantaged)

## TEACHER WORKFORCE

These data provide information relative to teacher certification status, years of public school experience of teachers, and teacher departure trends.

TEACHER CERTIFICATION			TEACHER CERTIFICATION BY SCHOOL DEMOGRAPHICS			
			SCHOOL DEMOGRAPHICS		TEACHER CERTIFICATION STATUS	
					CERTIFIED	UNCERTIFIED
GEOGRAPHIC AREA	CERTIFIED	UNCERTIFIED	Schools with a high % of economically disadvantaged students (EDS)	90.8%	9.2%	
			Schools with a low % of EDS	97.7%	2.3%	
			Schools with a high % of minority students	90.9%	9.1%	
			Schools with a low % of minority students	98.5%	1.5%	
State	93.9%	6.0%	Schools with a high % of students with disabilities	96.0%	4.0%	
REGION	90.6%	9.4%	Schools with a low % of students with disabilities	93.7%	6.3%	

CLASSES TAUGHT BY OUT-OF-FIELD OR UNCERTIFIED TEACHERS BY SCHOOL DEMOGRAPHICS				CLASSES TAUGHT BY OUT-OF-FIELD OR UNCERTIFIED TEACHERS, BY SUBJECT			
SCHOOL DEMOGRAPHICS	GEOGRAPHIC AREA	CLASSES TAUGHT BY OUT-OF-FIELD TEACHERS	CLASSES TAUGHT BY UNCERTIFIED TEACHERS	CLASSES	GEOGRAPHIC AREA	CLASSES TAUGHT BY OUT-OF-FIELD TEACHERS	CLASSES TAUGHT BY UNCERTIFIED TEACHERS
Schools with a high % of EDS	State	9.0%	7.4%	Elementary	State	4.4%	1.4%
	REGION	9.2%	8.6%		REGION	5.6%	8.4%
Schools with a low % of EDS	State	7.8%	2.7%	English	State	9.2%	2.2%
	REGION	7.9%	3.2%		REGION	8.3%	8.4%
Schools with a high % of minority students	State	9.5%	7.4%	Math	State	11.8%	8.3%
	REGION	9.4%	8.7%		REGION	10.0%	10.2%
Schools with a low % of minority students	State	8.0%	2.5%	Science	State	12.2%	8.1%
	REGION	7.3%	2.1%		REGION	8.9%	9.0%
Schools with a high % of students with disabilities	State	9.9%	5.5%	Social Studies	State	9.7%	7.6%
	REGION	10.3%	4.5%		REGION	7.0%	9.4%
Schools with a low % of students with disabilities	State	8.7%	4.9%	Special Education	State	18.8%	4.8%
	REGION	9.3%	7.1%		REGION	21.7%	5.8%

NUMBER OF DEPARTING TEACHERS (2012-2015)						
GEOGRAPHIC AREA	2012-2013		2013-2014		2015-2016	
State	5,800	11.5%	5,161	10.3%	5,085	10.1%
REGION	3,872	16.6%	3,911	16.3%	4,267	17.0%

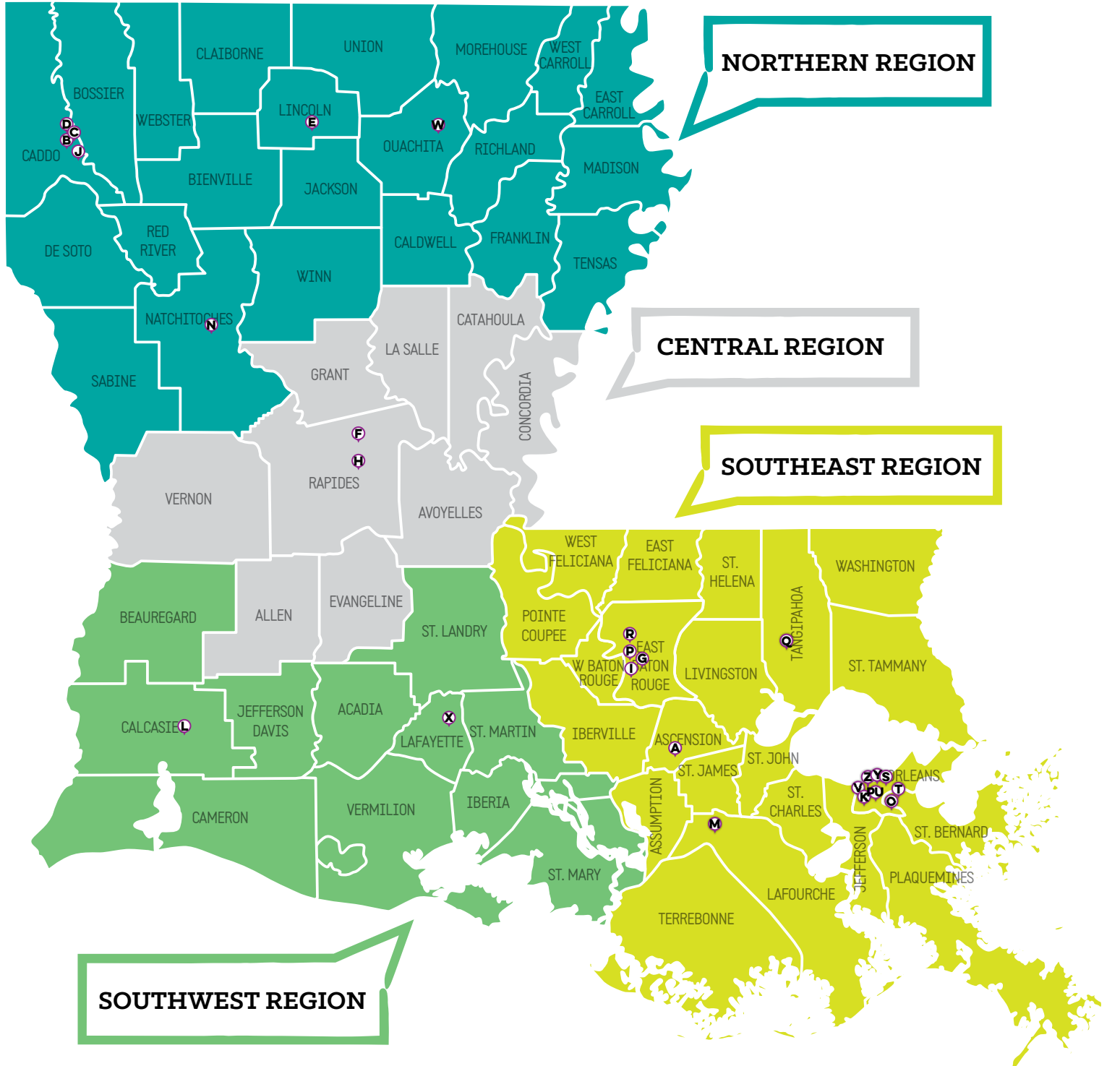
NUMBER OF YEARS OF PUBLIC SCHOOL EXPERIENCE OF DEPARTING TEACHERS (2012-2015)				
YEARS OF EXPERIENCE	STATE		REGION	
1 year or less	2,293	14.3%	1,995	16.6%
2-5 years	3,966	24.7%	3,806	31.6%
6-10 years	2,516	15.7%	2,183	18.1%
11-15 years	1,692	10.5%	1,181	9.8%
16-20 years	3,573	22.3%	1,952	16.2%
21+ years	2,006	12.5%	933	7.7%

# RECRUITING AND HIRING

These data provide information relative to recruiting and hiring trends within the region.

## TEACHER PREPARATION PROVIDERS IN LOUISIANA

A	Teach Ascension	J	Louisiana State University - Shreveport	S	Southern University at New Orleans
B	Caddo Teaching Academy	K	Loyola University New Orleans	T	St. Bernard Parish
C	Centenary College	L	McNeese State University	U	The New Teacher Project
D	Grambling State University	M	Nicholls State University	V	Tulane University
E	Louisiana Tech University	N	Northwestern State University	W	University of Louisiana Monroe
F	Louisiana College	O	Holy Cross College	X	University of Louisiana at Lafayette
G	Louisiana Resource Center for Educators	P	Relay Graduate School of Education	Y	University of New Orleans
H	Louisiana State University - Alexandria	Q	Southeastern Louisiana University	Z	Xavier University of Louisiana
I	Louisiana State University A&M College	R	Southern University and A&M College	*	iTeach (Online only)



**NEWLY HIRED TEACHERS FROM TEACHER PREPARATION PROGRAMS\* (STATE)**

HIGHEST SENDING PREPARATION PROGRAMS	TEACHERS HIRED 2013-2015		MOST FREQUENT CERTIFICATION AREAS
Southeastern University (Traditional Program)	647	9.8%	Grades 1-5 (Elementary), Grades PK-3, English
University of Louisiana at Lafayette (Traditional Program)	575	8.7%	Grades 1-5 (Elementary), Grades PK-3, English
Louisiana State University (Traditional Program)	453	6.8%	Grades 1-5 (Elementary), Social Studies, English
Louisiana Resource Center for Educators	433	6.5%	Grades 1-5 (Elementary), Grades PK-3, Social Studies
Louisiana College (Alternate Program)	385	5.8%	Grades 1-5 (Elementary), Special Education: Mild/Moderate Special Education, Health and Physical Ed. (K-12)

*\*Includes teachers who completed a teacher preparation program in 2011-2012, 2012-2013, and 2013-2014*

**NEWLY HIRED TEACHERS FROM TEACHER PREPARATION PROGRAMS\* (REGION)**

HIGHEST SENDING PREPARATION PROGRAMS	TEACHERS HIRED 2013-2015		MOST FREQUENT CERTIFICATION AREAS
Southeastern (Traditional Program)	615	18.3%	Grades 1-5 (Elementary), Grades PK-3, English
Louisiana Resource Center for Educators	370	11.0%	Grades 1-5 (Elementary), Grades PK-3, English
The New Teacher Project	344	10.2%	Grades 1-5 (Elementary), Grades PK-3, English
Louisiana State University (Traditional Program)	344	10.2%	Grades 1-5 (Elementary), Mathematics, Social Studies
Nicholls State University (Traditional Program)	281	8.4%	Grades PK-3, Grades 1-5 (Elementary), Special Education: Early Interventionist B-5

*\*Includes teachers who completed a teacher preparation program in 2011-2012, 2012-2013, and 2013-2014*

**TEACHERS PREPARED THROUGH BELIEVE AND PREPARE (2014-2015)**

PREPARATION PROGRAM	TEACHERS PREPARED IN 2014-2015	MOST FREQUENT CERTIFICATION AREAS
St. Bernard Parish	11	Elementary, Mathematics, Mild Moderate Special Education, Health and Physical Ed. (K-12)
Southeastern LA University	10	Elementary, Middle School Mathematics/Science, Secondary English, Secondary Social Studies
The New Teacher Project	8	Secondary English, Secondary Mathematics, Secondary Biology, Special Education
Relay Graduate School of Education	6	Early Childhood PK-3, Elementary 1-5, Secondary English, Secondary Mathematics
Nicholls State University	5	Special Education

## EVALUATING RESULTS

These data, which include the 2014-2015 transitional student growth data (TSGD) results of teachers employed in 2015-2016, will assist in making decisions related to teacher placement and support.

Teachers who received value-added model (VAM)/transitional student growth (TSGD) results for more than one subject area are counted for each subject area for which they received VAM/TSGD results.

Distribution of value-added model (VAM)/transitional student growth (TSGD) results for 2014-2015 for all teachers:

Ineffective	Effective: Emerging	Effective: Proficient	Highly Effective
9%	40%	31%	20%

### 2014-2015 TSGD TEACHER RESULTS BY SUBJECT AREA AND SCHOOL DEMOGRAPHICS (REGION)

CERTIFICATION STATUS, SUBJECT AREA, AND SCHOOL DEMOGRAPHICS	# OF TEACHERS WITH TSGD	2014-2015 TRANSITIONAL STUDENT GROWTH DATA RESULTS (TSGD)			
		INEFFECTIVE	EFFECTIVE: EMERGING	EFFECTIVE: PROFICIENT	HIGHLY EFFECTIVE
<b>CERTIFICATION STATUS</b>					
Certified	4,651	6.2%	36.3%	34.1%	23.3%
Uncertified	343	8.7%	36.4%	23.9%	30.9%
<b>SUBJECT AREAS</b>					
Algebra	297	4.4%	33.3%	32.0%	30.3%
English	2,125	8.5%	36.8%	28.0%	26.7%
Geometry	214	7.0%	32.7%	29.0%	31.3%
Math	880	9.7%	36.8%	33.4%	20.1%
Science	1,517	9.0%	35.1%	32.0%	23.9%
Social Studies	1,721	7.4%	36.1%	32.7%	23.7%
<b>SCHOOL DEMOGRAPHICS</b>					
Schools with a high % of EDS	502	7.8%	34.6%	29.9%	27.7%
Schools with a low % of EDS	1,668	6.2%	37.5%	34.6%	21.7%
Schools with a high % of minority students	736	8.3%	37.8%	29.6%	24.3%
Schools with a low % of minority students	1,320	6.6%	37.4%	34.9%	21.1%
Schools with a high % of students with disabilities	852	4.8%	35.0%	38.6%	21.6%
Schools with a low % of students with disabilities	1,256	5.7%	36.9%	32.2%	25.2%

## COMPENSATION

These data from 2015-2016 provide an overview of teacher compensation.

### AVERAGE TEACHER COMPENSATION

GEOGRAPHIC AREA	ALL TEACHERS	NEW TEACHERS	TEACHERS IN PRIORITY AND FOCUS SCHOOLS	EFFECTIVE OR HIGHER TSGD: PROFICIENT TSGD RESULTS	INEFFECTIVE OR EFFECTIVE: EMERGING TSGD RESULTS	TEACHERS OF CORE COURSES	TEACHERS OF NON-CORE COURSES	COMMON SHORTAGE AREAS: SECONDARY MATH, SECONDARY SCIENCE, AND SPECIAL EDUCATION
State	\$48,073	\$42,965	\$46,830	\$47,982	\$47,225	\$47,385	\$49,273	\$48,116
REGION	\$47,189	\$43,758	\$46,671	\$48,846	\$48,904	\$47,123	\$47,832	\$47,793

# REGIONAL EDUCATOR WORKFORCE REPORT METHODOLOGY

The Regional Educator Workforce Report provides teacher preparation programs and district leaders with a field of data to assess regional workforce needs and to inform the development of partnerships that meet these needs.

## WHO IS INCLUDED IN THIS REPORT?

This report includes data on teachers who were employed in the 2015-2016 school year.

- "Teachers" include any employee with object code 112 in the Profile of Educational Personnel (PEP). Teachers in Type 2 and Type 5 charter schools are included.

## WHAT DATA ARE USED IN THIS REPORT?

Data for the Educator Workforce Report is pulled from the following sources:

- Profile of Educational Personnel (PEP)
- Teacher Certificate Management System (TCMS)
- Curriculum Database (CUR)
- Compass Information System (CIS)
- October 2015 Enrollment (Multistats) file
- 2015 Course list

## DEFINITIONS

<i>Certified teachers</i>	Teachers who hold one of the following valid certificates: Professional Level 1, 2, 3; Type C, B, or A; Out-of-State; Foreign Language Elementary Special Certificate; Practitioner 1, 2, or 3 license; World Language Certificate; Extended Endorsement License; or a standard certificate for teachers in nonpublic schools.
<i>Uncertified teachers</i>	Teachers who do not hold a certificate as described above, including those who hold a Temporary Authority to Teach (TA, T1, T2, or T3), a Temporary Employment Permit (TEP, TEP2, or TEP3), or teachers who do not hold any certificate.
<i>Out-of-field teachers</i>	Teachers who are certified but who do not hold the certification area for the class being taught (e.g., a teacher certified in Elementary who is teaching secondary Science).
<i>Core Courses</i>	Refer to the Core Course spreadsheet on the FTP for a list of courses included.
<i>Priority and focus schools</i>	Recovery School District charter schools, schools with the lowest overall achievement, or schools with the lowest graduation rates. A list of schools designated as priority or focus school in 2014-2015 can be found <a href="#">here</a> .
<i>Schools with high/low percentages of economically disadvantaged students, minority students, or students with disabilities</i>	Schools in the top/bottom quartile in terms of the percentage of students with these characteristics. Student enrollment information is calculated using the total enrollment tab from the October 2015 Enrollment (Multistats) file.

## TEACHER WORKFORCE

### CLASSES TAUGHT BY OUT OF FIELD OR UNCERTIFIED TEACHERS

<i>Elementary</i>	Course codes 120300, 120310, 120315, 121000, 121019, 030367, 030368, 030369, 030370, 030500, 030667, 030767, 120300, 121100, 121400, 122500, 122519, 123000, 123105, 123111, 150800, 160300, 190178, 220000, 700000
<i>Math</i>	Course code category MATH, ALGE, or GEOM, except for the elementary course 160300
<i>English</i>	Course code category ENGL, except for elementary courses 120300, 120310, 120315
<i>Science</i>	Course category code SCIE, CHEM, BIOL, PHYS, except for the elementary course 150800
<i>Social Studies</i>	Course category code SOCS, except for the elementary course 220000
<i>Special Education</i>	Classes with at least 51% of special education students

### NUMBER OF DEPARTING TEACHERS

- Teachers departing from the region include teachers who were employed in each local education agency (LEA) as reported in PEP in one year, but were no longer employed in that LEA as reported in PEP 1 of the following year.
- Teachers departing from the state include teachers who were employed at a Louisiana public school as reported in PEP in one year, but were no longer employed at a Louisiana public school as reported in PEP 1 of the following year.
- Number of years of experience of departing teachers
- Years of experience is calculated based upon the number of years the teacher appeared in PEP. PEP data began in 1993.

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## RECRUITING AND HIRING

### NEWLY HIRED TEACHERS FROM TEACHER PREPARATION PROGRAMS

<i>Newly hired teachers</i>	Teachers who were hired in the district in 2013-2014, 2014-2015, or 2015-2016 and who completed a teacher preparation program in 2011-2012, 2012-2013, or 2013-2014.
<i>Highest sending teacher preparation programs</i>	The five teacher preparation programs that send the highest number of program completers. In cases where there are ties, the preparation program is displayed in alphabetical order. Please see appendix 1 for a full list of teacher preparation programs that send program completers to your region.
<i>Most frequent certification areas</i>	The certification areas in which the highest number of candidates were prepared. In cases where there are ties, the certification area is displayed in alphabetical order. Please see appendix 1 for a full list of certification areas.

### TEACHERS PREPARED THROUGH BELIEVE AND PREPARE

This table includes teachers who were prepared through a Believe and Prepare partnership in 2014-2015 and were eligible to receive initial certification. Click on this [link](#) for a list of all districts and teacher preparation programs participating in Believe and Prepare.

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## COMPENSATION

Compensation for teachers is reported as salary without extra compensation. Teachers on sabbatical are excluded.

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## APPENDIX 1: NEWLY HIRED TEACHERS FROM TEACHER PREPARATION PROGRAMS

Preparation programs that send completers to region and to district, with certification area counts.

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## ADDITIONAL RESOURCES

- Access [Title II data](#). States report these data regarding teacher preparation programs annually to the U.S. Department of Education.
- Access the [teacher preparation data dashboards and fact book](#), which are published by the Louisiana Board of Regents.