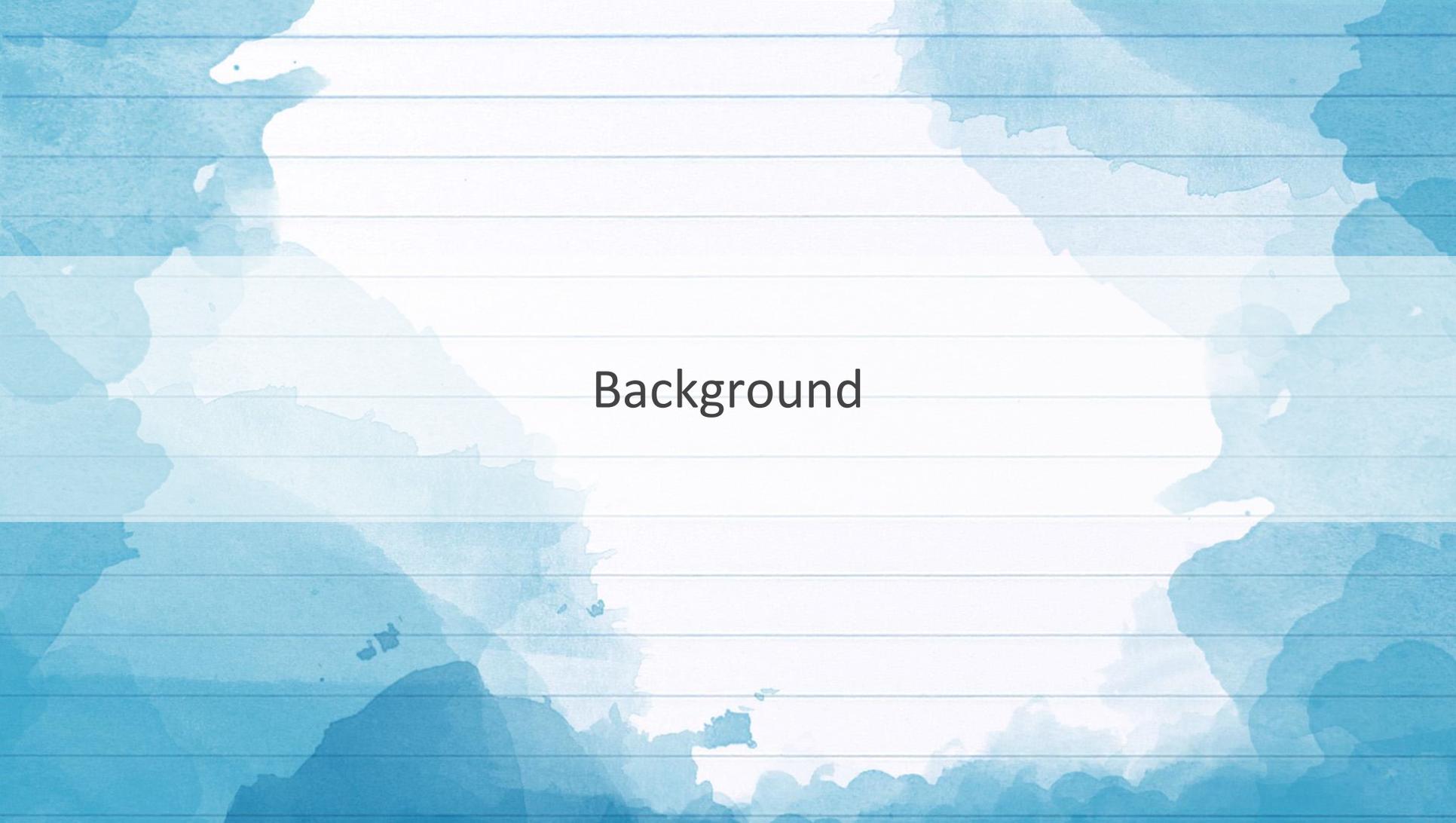


Louisiana Believes

Resident Teacher and Mentor Teacher
Compensation Process
October 8th & 9th, 2020

Agenda

- Background
- Process Overview
- Preparation Provider Process
- School System Process

The background of the slide is a watercolor-style wash of various shades of blue and teal, with a central white area. The colors are blended and textured, creating a soft, artistic feel.

Background

TEACHER AND LEADER PREPARATION



FULL PREPARATION FOR TEACHERS:
Ensure meaningful preparation for prospective teachers through strategic partnership between school systems and educator preparation providers.



CONTINUUM OF LEADERSHIP ROLES:
Establish and expand leadership roles to ensure that teachers are supported.

LOUISIANA 2017-2018 EDUCATOR WORKFORCE REPORT

State Profile: 1,626 Schools • 49,936 Teachers • 25% Minority • 722,666 Students • 67% ED5 • 12% SWD • 55% Minority

EDUCATOR WORKFORCE OVERVIEW
These data provide information relative to teacher certification status and effectiveness by school, subject area, and by student demographics.

School Letter Grade	TEACHER CERTIFICATION BY SCHOOL LETTER GRADE			
	Teacher Certification Status		Uncertified	
	Out-of-field*			
All Schools	6,297	14%	2,029	6%
A	1,575	15%	411	4%
B	1,991	16%	524	4%
C	1,528	16%	738	8%
D	778	34%	606	11%
E	279	20%	190	12%
				9%



INFORMED WORKFORCE DECISIONS:
Publish **educator workforce data** to inform school and school system leaders' workforce decisions.

Policy Timeline

Fall 2017

- **The LDOE launched a statewide training initiative** to develop a cadre of Mentor Teachers and Content Leaders.

October 2018

- [BESE approved regulations to establish mentor teacher and content leader credentials](#) in the form of an ancillary certificate.
- Additionally, BESE approved regulations that will enable mentor teacher or content leader training, experience, and credentialing to contribute to a school leader license.
- These shifts honor the hard work and expertise of those serving as trained mentors or content leaders.

Policy Timeline

Summer 2019

- **Department begins to issue Content Leader and Mentor Teacher ancillary certificates** to individuals who have successfully completed a state-approved Content Leader or Mentor Teacher training program, including state-led training, and have a passing score on the Louisiana Content Leader or Mentor Teacher Assessment Series

September 1, 2020

- **Mentor Teacher ancillary certificate required** for individuals who serve as a mentor of undergraduate or post-baccalaureate teacher residents

September 1, 2023

- **Supervisor of Student Teaching certificate replaced** by Mentor Teacher ancillary certificate

Funding Overview

In October 2016, BESE approved a [transitional funding plan](#) for undergraduate teacher preparation providers. As part of this plan, BESE-approved a \$2,000 compensation for undergraduate residents participating in a year-long residency and a \$1,000 compensation for their assigned mentor. This funding concluded in 2018-2019.

The Department will continue to provide a \$1,000 compensation to the mentors who support year-long residents.

This compensation is allocated to school systems who host residents. School systems should pay mentors directly. Taxes and benefits are not included in the allocation amount.

Funding Overview

Through the teacher pay increase approved by the Legislature in 2019, the Department will allocate funds for LEAs to pay \$1,000 to yearlong residents who hold a resident certificate and are completing their residency in a public school.

Funding will be provided through the Minimum Foundation Program (MFP) formula via the certificated pay raise calculation.

In the 2021-2022 academic year, the data collection for the compensation will take place in EdLink 360.

Eligibility

Who is eligible for the resident teacher pay raise compensation?

- The resident must hold a resident certificate with a valid from date on or before October 1, 2020.
- The resident must serve in a MFP funded entity.
- The resident must serve with a mentor teacher in the same MFP funded entity as the resident teacher.
- The resident must serve with a mentor teacher that is reported in PEP with an object code of 112 (teacher) and a function code within the 1000s excluding 1530 (Pre-K) and 1531 (Head Start).
- The resident must serve with a mentor teacher that is not a contract employee.
- The resident must serve with a mentor teacher holding one of the following on October 1, 2020:
 - Mentor Teacher Ancillary Certificate
 - Provisional Mentor Teacher Ancillary Certificate
 - Supervisor of Student Teaching Certificate
 - 2020-2021 Mentor Credential Waiver

Eligibility

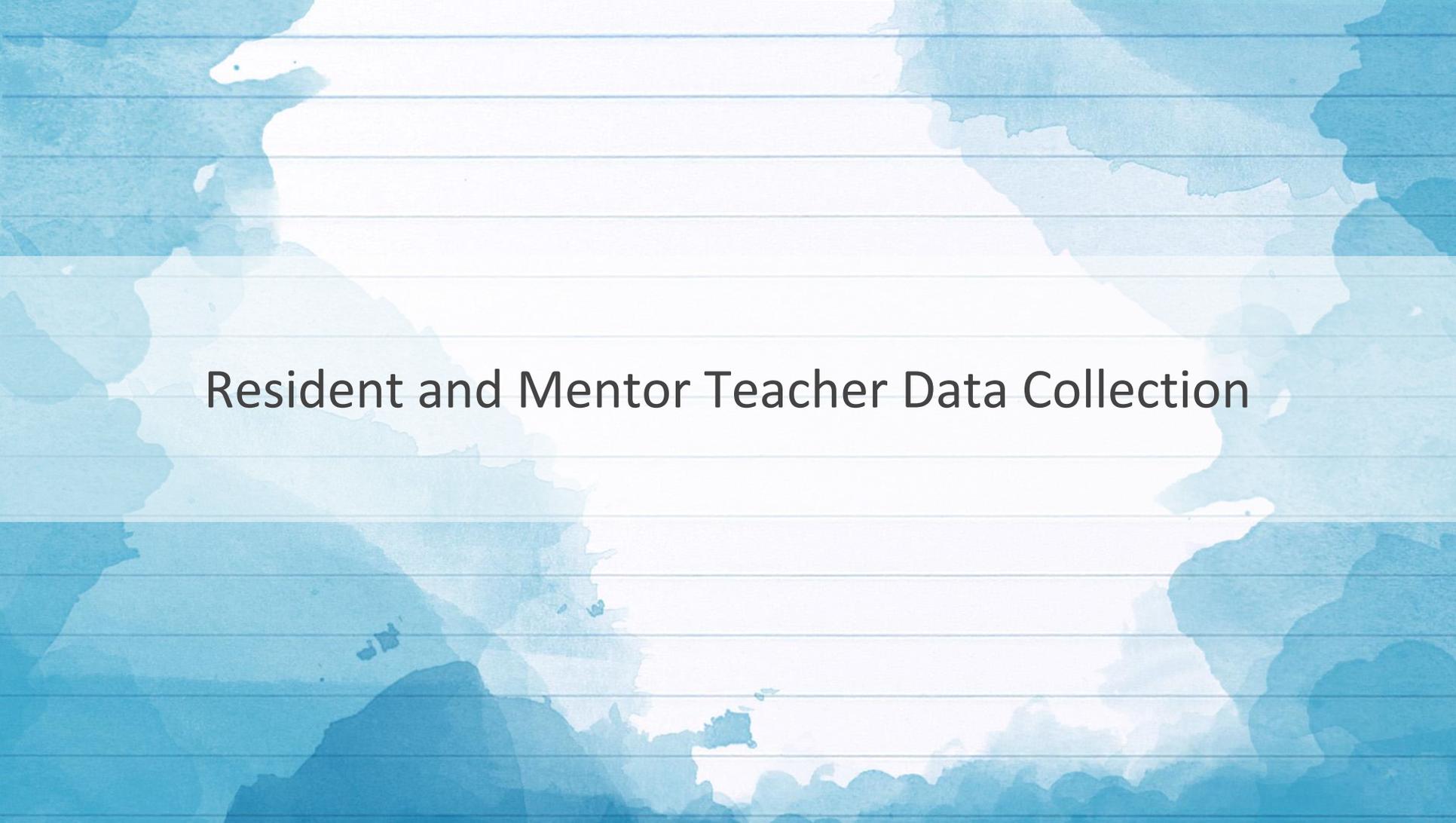
Who is eligible for the mentor teacher compensation?

- Mentors of certificated **undergraduate** residents in yearlong residencies are eligible for a \$1,000 compensation.
- The mentor teacher must hold one of the following on October 1, 2020:
 - Mentor Teacher Ancillary Certificate
 - Provisional Mentor Teacher Ancillary Certificate
 - Supervisor of Student Teaching Certificate
 - 2020-2021 Mentor Credential Waiver

Updates

Both undergraduate and post-baccalaureate resident teachers with resident teacher certificates are eligible for the compensation (*must also meet the other eligibility requirements as outlined on slide 9*). Mentor teachers of post-baccalaureate residents will not receive compensation.

Mentor Teacher and Resident Teacher information submitted is based on placements for yearlong residencies taking place between August 2020 through May 2021 or January 2020 through December 2021. If a Resident Teacher will be serving in multiple LEAs and sites during the academic year, the Resident Teacher will need to be submitted at each LEA/site.

The background of the slide is a watercolor-style illustration. It features soft, blended washes of light blue and white, creating a textured, ethereal effect. The colors are more saturated in some areas and lighter in others, giving it a painterly quality. The overall composition is centered and balanced.

Resident and Mentor Teacher Data Collection

Resident Teacher and Mentor Teacher Data Reporting Timelines

Timeline	Window Dates
<p>Teacher Preparation Providers Review Resident Teachers</p> <ul style="list-style-type: none"> ● Excel file submission using sFTP ● Opportunity for programs to confirm all resident certificates have been applied for and update the residency LEA listed on the certificate 	<p>9/7/2020 - 9/25/2020 <i>(3 week window)</i></p>
<p>School Systems Report Resident Teachers and Mentor Teachers</p> <ul style="list-style-type: none"> ● Excel file submission using sFTP ● School systems will use a reporting template to report resident teachers serving within their school system taking place between <u>August 2020 through May 2021</u> or <u>January 2020 through December 2021</u> and the mentor teacher that is providing support 	<p>10/12/2020 - 10/30/2020 <i>(3 week window)</i></p>
<p>Teacher Preparation Providers and School Systems Review Compensation Decisions</p> <ul style="list-style-type: none"> ● Opportunity to review resident teachers who will be awarded the stipend and correct data submission errors for ones that will not 	<p>11/9/2020 - 11/20/2020 <i>(2 week window)</i></p>
<p>Final Report is Released Containing Compensation Decisions</p>	<p>Early December 2020</p>

School Systems

Mentor/Resident Teacher Data Reporting Timelines

September						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Aug 30	31	1	2	3	4	5
6	7	8	9	10	11	12
	Teacher Preparation Providers Review Resident Teachers					
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	Oct 1	2	3

October						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Oct 4	5	6	7	8	9	10
11	12	13	14	15	16	17
	School Systems Report Resident Teachers and Mentor Teachers					
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Nov 1	2	3	4	5	6	7
8	9	10	11	12	13	14
	Teacher Preparation Programs and School Systems Review Stipend Decisions					
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	Dec 1	2	3	4	5

School Systems

Resident and Mentor Teacher Data Submission

LDOE uploads list of resident teachers with certificates to school systems FTP by **October 12, 2020**

School systems complete submission template and upload to FTP by **October 30, 2020**

Preliminary Stipend Decision Review

LDOE uploads file of residents and mentors with preliminary stipend decisions to providers and school systems FTP by **November 9, 2020**

Providers and school systems communicate any updates needed to the LDOE by **November 20, 2020**

School Systems

Resident and Mentor Teacher Submission Template Data Element Guidance

Column Letter	Data Element	Length (if applicable)	Entry Type	Description
A	Resident Sponsor Code	3	<i>Text Entry</i>	Sponsor Code of the district submitting data.
B	Resident Site Code	6	<i>Text Entry</i>	6-Digit site code assigned by LDOE.
C	Resident Certificate Type Code	1	<i>Text Entry</i>	Will be RS for all records submitted.
D	Resident Certificate Number	6	<i>Text Entry</i>	Resident certificate number of the undergraduate resident.
E	Resident Last Name	N/A	<i>Text Entry</i>	The legal name of the resident teacher.
F	Resident First Name	N/A	<i>Text Entry</i>	
G	Resident Middle Name	N/A	<i>Text Entry</i>	

School Systems

Resident and Mentor Teacher Submission Template Data Element Guidance

Column Letter	Data Element	Length (if applicable)	Entry Type	Description
H	Resident Object Code	3	<i>Text Entry</i>	Code describing the activity the resident teacher performs. Will be 112 for all undergraduate resident teachers submitted.
I	Resident Function Code	4	<i>Text Entry</i>	Code describing the function to which the resident teacher is assigned. Residents may have more than one function code (and need to be reported as multiple records on the data sheet) if they are serving in multiple classrooms (1st Grade and 2nd Grade). The resident function code must match the mentor teacher function code.
J	Resident Percent Time Spent in Role/Location	4	<i>Text Entry</i>	The percent of time the resident teacher spends in the role (defined by their object and function code) and location (defined by their site code) indicated on October 1. If a resident teacher spends their entire undergraduate residency in the same role and location, the percent will be 100%. If the resident spends their undergraduate residency in multiple roles or multiple locations, the percent will be the amount of time (adding to 100%) spent at each role or location.

School Systems

Resident and Mentor Teacher Submission Template Data Element Guidance

Column Letter	Data Element	Length (if applicable)	Entry Type	Description
K	Mentor Teacher Sponsor Code	3	<i>Text Entry</i>	Sponsor Code of the district submitting data.
L	Mentor Teacher Site Code	6	<i>Text Entry</i>	6-Digit site code assigned by LDOE.
M	Mentor Teacher SSN	9	<i>Text Entry</i>	Official Social Security Number of the mentor teacher.
N	Mentor Teacher Last Name	N/A	<i>Text Entry</i>	The legal name of the mentor teacher.
O	Mentor Teacher First Name	N/A	<i>Text Entry</i>	
P	Mentor Teacher Middle Name	N/A	<i>Text Entry</i>	

School Systems

Resident and Mentor Teacher Submission Template Data Element Guidance

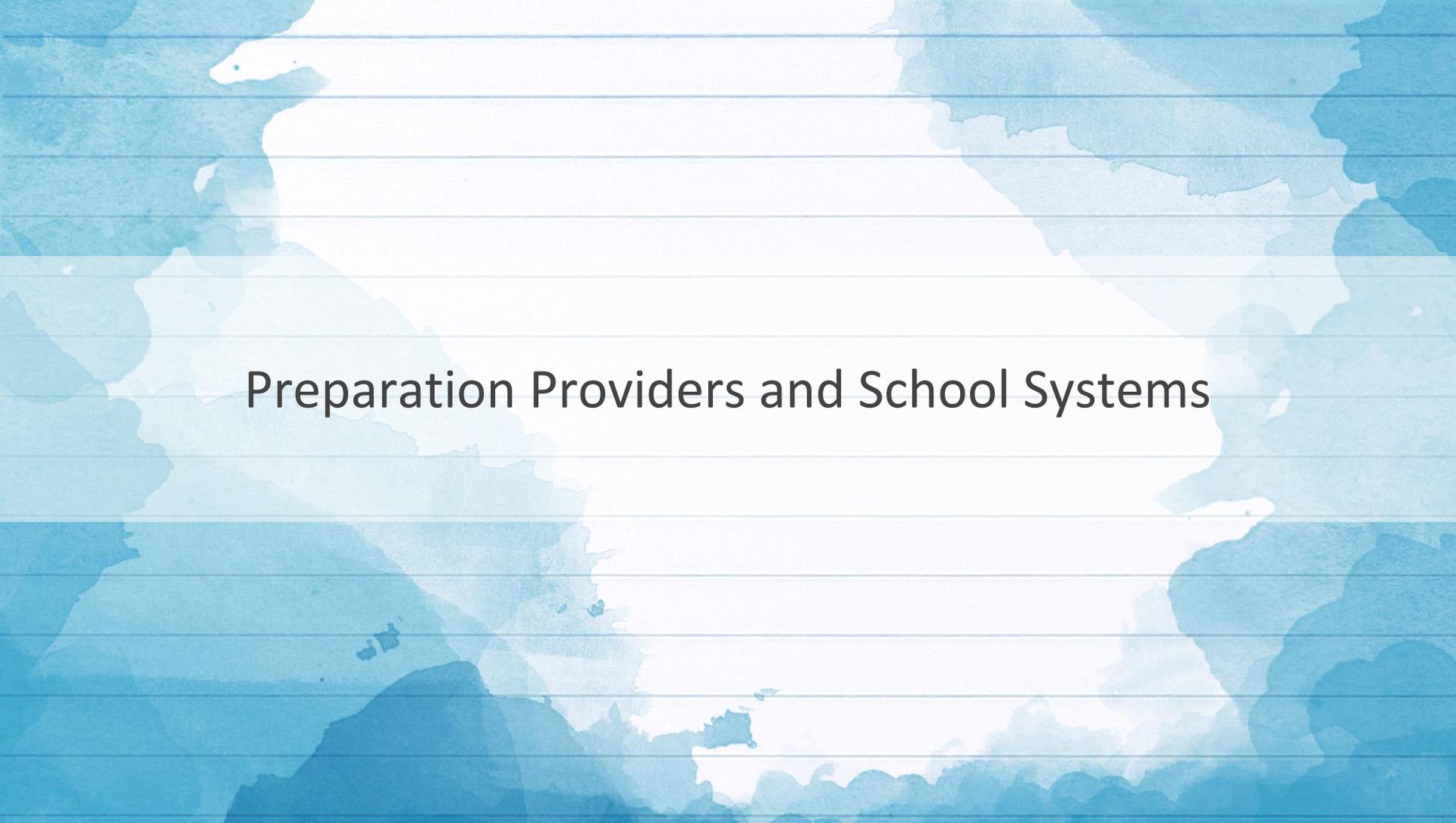
Column Letter	Data Element	Length (if applicable)	Entry Type	Description
Q	Mentor Teacher Object Code	3	<i>Text Entry</i>	Code describing the activity the mentor teacher performs.
R	Mentor Teacher Function Code	4	<i>Text Entry</i>	Code describing the function to which the mentor teacher is assigned.

School Systems

Preparation providers must submit their completed template through the FTP process by **October 30, 2020, EOD.**

Instructions to ensure we receive the information securely via FTP:

1. Review and update the file with all of the requested data.
2. Save your file with the following title :
“SchoolSystemCode_SchoolSystemName_ResidentandMentorTeacherData2020-2021_Final”.
3. Securely share the file with the FTP Coordinator from your school system.
4. Ask the FTP Coordinator to upload the file to the FTP.
5. Send an email to BelieveandPrepare@la.gov to let LDOE staff know the file is uploaded.



Preparation Providers and School Systems

Preparation Providers and School Systems

Resident and Mentor Teacher Data Submission

LDOE uploads list of resident teachers with certificates to school systems FTP by **October 12, 2020**

School systems complete submission template and upload to FTP by **October 30, 2020**

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Providers and school systems communicate any updates needed to the LDOE by **November 20, 2020**

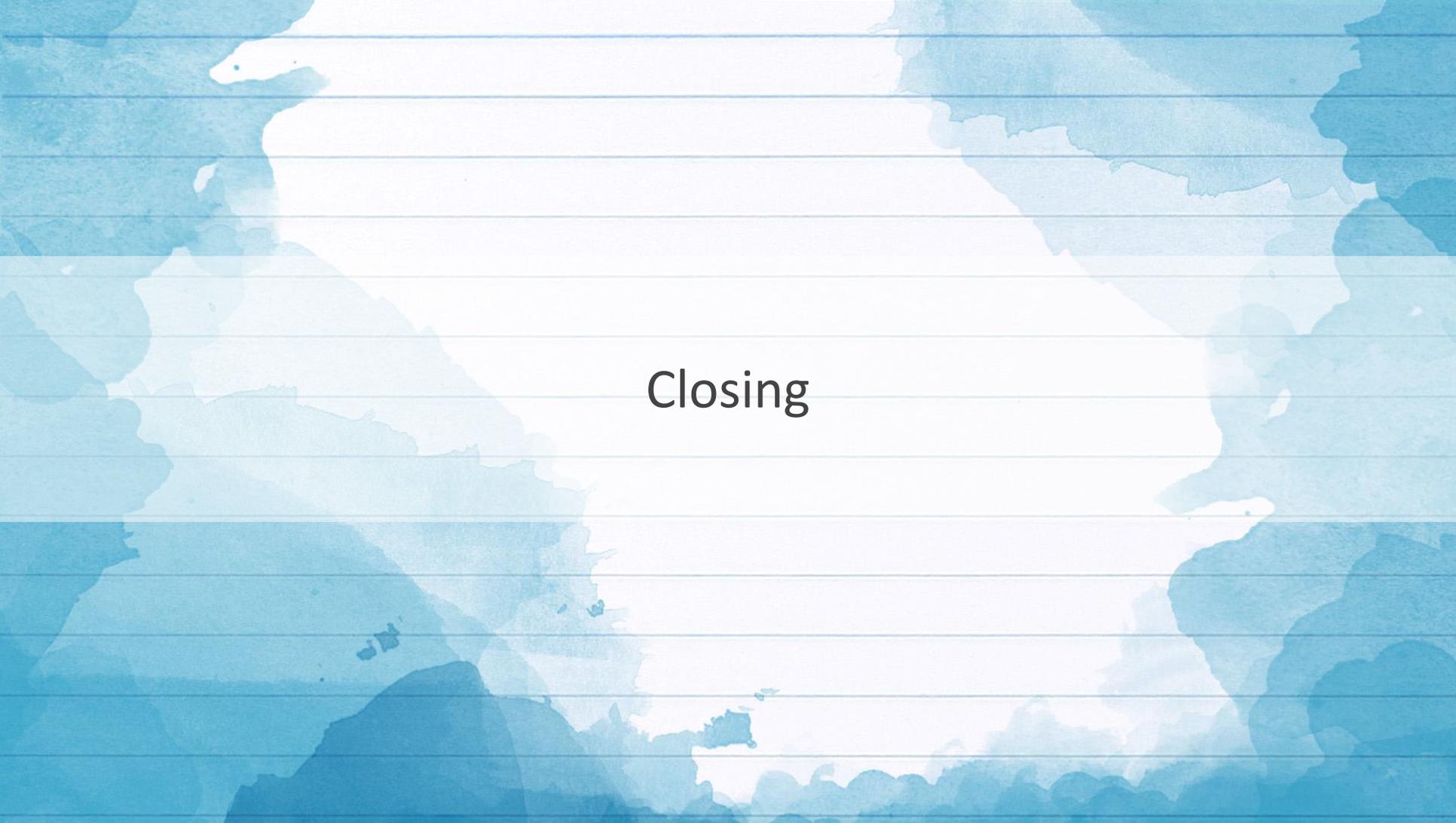
Preparation Providers and School Systems

Preparation providers and school systems will receive a preliminary list of resident teachers and mentor teachers that will receive the stipend and the rationale if they did not. The list will be sent through the FTP.

Upon receiving the list, preparation providers and school systems should review the following:

- All residents serving in the 2020-2021 academic year have been reported
- Rationale for residents and mentors that will not receive the stipend

If any updates need to be made, please email BelieveandPrepare@la.gov and LDOE staff will resolve updates on a case by case basis. Updates must be communicated to the LDOE by **November 20, 2020**.



Closing

Resident Teacher and Mentor Teacher Data Reporting Timelines

Timeline	Window Dates
<p>Teacher Preparation Providers Review Resident Teachers</p> <ul style="list-style-type: none"> ● Excel file submission using sFTP ● Opportunity for programs to confirm all resident certificates have been applied for and update the residency LEA listed on the certificate 	<p>9/7/2020 - 9/25/2020 <i>(3 week window)</i></p>
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<p>Final Report is Released Containing Compensation Decisions</p>	<p>Early December 2020</p>

Closing

A compiled list of [Frequently Asked Questions](#) for the Resident Teacher and Mentor Teacher Compensation can be found in the preparation library on [LouisianaBelieves.com](#).

Questions? Need Assistance? Contact BelieveandPrepare@la.gov.