



Preparation Provider Monthly Webinar

February 28, 2023

Agenda

Educator Workforce Snapshot and Recruitment and Retention Updates

LDOE Updates/Opportunities

Certification Reminders

Mentor/Content Leader Training Providers

Resources

2021-2022
**Educator Workforce Snapshot and
Recruitment and Retention Updates**



Workforce Reports Background

- Workforce Reports began as a published annual report in 2016.
 - These annual reports were static and focused on data from the October 1 count date.
 - The reports were developed to inform school system-level leaders' and school-level leaders' educator workforce decisions by providing a rich field of data.
 - The reports contained data relative to educator recruitment, promotion, compensation, and placement.
- Since summer 2022, Workforce Reporting is now a living dashboard, offering real-time data to system and school leaders.
- The annual state and regional Workforce Snapshots will still be released publicly and now use End-of-Year (EOY) data.

State Workforce Snapshot

The [State Workforce Snapshot](#) is an annually published, public-facing report that highlights key workforce data from the previous school year.

The snapshot provides high level information about the educator workforce in these areas:

- Demographics
- Certification
- Recruiting and Hiring
- Evaluating Results
- Compensation
- Retention

LOUISIANA STATE PROFILE | 2021-2022 EDUCATOR WORKFORCE SNAPSHOT

OVERVIEW

The Educator Workforce Snapshot provides an overview of workforce data for the 1094 traditional public schools in Louisiana from the 2021-2022 school year based on End-of-Year (EOY) data*. The purpose of this snapshot is to communicate annual trends on data and trends to stakeholders and to support decision making for statewide improvements regarding recruitment and retention. In this snapshot, "teacher" is defined as any teacher of certified courses, and "school leaders" are educators serving as principals or assistant principals in traditional public schools in Louisiana.

*Previous annual workforce snapshots used October 1 reporting data.

DEMOGRAPHICS AT A GLANCE

Below is an overview of data that gives insight into how Louisiana's student and teacher populations are represented:

Teachers	Teachers of Color	Students	Students of Color	Students who are Economically Disadvantaged†	Students with Disabilities**	Students who are English Learners***
92,218	29%	660,432	54%	43%	19%	5%

†Students who are awaiting foster care, migrant, incarcerated, or eligible for Supplemental Nutrition Assistance Program, Temporary Assistance for Needy Families, or Medicaid. Includes only students attending Title I schools.

**This term specifically refers to those diverse learners who have been identified as children (all ages) or students (school-aged) with disabilities as defined by federal law with Disabilities Education Act (IDEA) and Americans with Disabilities Act (ADA).

***Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English are considered English learners (ELs).

EDUCATOR WORKFORCE OVERVIEW

These data provide information relative to teacher and student demographics and to teacher certification status by school level, grade and subject area.

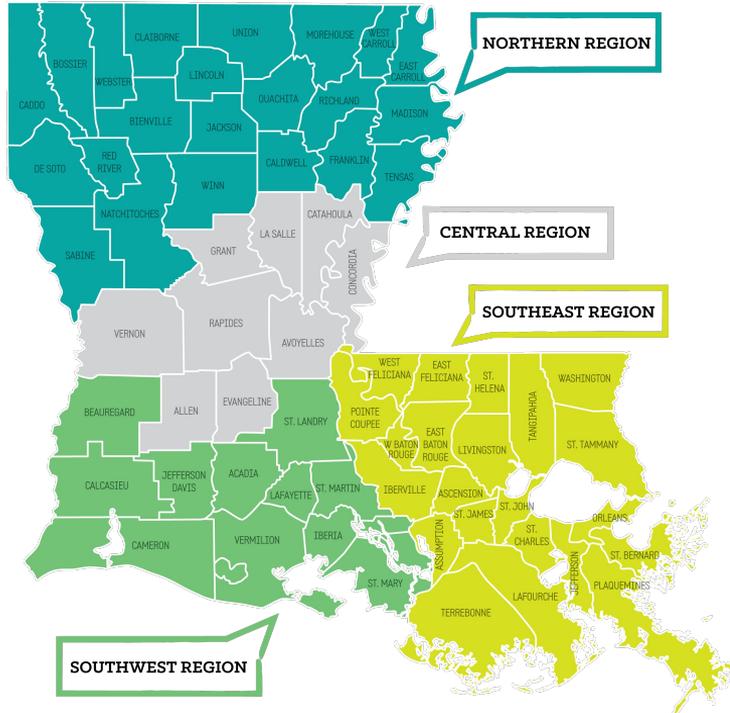
DEMOGRAPHICS

Demographic data, such as race/ethnicity and gender, includes data as it is reported by school systems. Teachers and students may choose not to disclose demographic information in which case they are removed from the data calculations below.

DEMOGRAPHICS OF TEACHERS AND STUDENTS BY RACE/ETHNICITY							
	American Indian	Asian	Black	Hispanic	Multiple Races	Pacific Islander	White
All Teachers	301 (0%)	4%	12,541 (14%)	29%	699 (0%)	1%	36,754 (40%)
All Students	4,052 (1%)	30,873 (5%)	281,831 (43%)	60,237 (9%)	23,523 (4%)	562 (0%)	321,497 (49%)

DEMOGRAPHICS OF TEACHERS AND STUDENTS BY GENDER				
	Male		Female	
All Teachers	24,466 (27%)	7%	40,717 (44%)	81%
All Students	334,273 (51%)	51%	325,554 (49%)	49%

Regional Workforce Snapshot Reports



The Regional Workforce Snapshots communicate annual workforce data and trends for each region and display a state-to-regional comparison.

Regional Workforce Snapshot reports are available on the Louisiana Believes website on the [Workforce Attributes](#) page.

2021-2022 State Snapshot: Demographics

The percentage of teachers of color increased by two percentage points from the previous year.

Teachers	Teachers of Color	Students	Students of Color	Students who are Economically Disadvantaged*	Students with Disabilities**	Students who are English Learners***
50,218	29%	690,437	56%	68%	19%	5%

*Students who are awaiting foster care, migrant, incarcerated, or eligible for Supplemental Nutrition Assistance Program, Temporary Assistance for Needy Families, or Medicaid. Includes only students attending Title I schools.

**This term specifically refers to those diverse learners who have been identified as children (all ages) or students (school-aged) with disabilities as defined by Individuals with Disabilities Education Act (IDEA) and Americans with Disabilities Act (ADA).

***Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English can be considered English Learners (ELs).

2021-2022 State Snapshot: Demographics

The makeup of teachers by gender has remained consistent from the previous school year.

DEMOGRAPHICS OF TEACHERS AND STUDENTS BY RACE/ETHNICITY														
	American Indian		Asian		Black		Hispanic		Multiple Races		Pacific Islander		White	
All Teachers	307	1%	495	1%	12,541	25%	989	2%	158	0%	23	0%	35,754	71%
All Students	4,052	1%	10,693	2%	281,801	41%	68,287	10%	23,553	3%	562	0%	301,489	44%

DEMOGRAPHICS OF TEACHERS AND STUDENTS BY GENDER				
	Male		Female	
All Teachers	9,468		19%	
All Students	354,273		51%	
			40,757	
			81%	
			336,164	
			49%	

2021-2022 State Snapshot: Certification by School Letter Grade

The percent of certified teachers increased by two percentage points from the previous year.

TEACHER CERTIFICATION BY SCHOOL LETTER GRADE							
School Letter Grade	Total Number of Teachers	Teacher Certification Status					
		Certified		Out-of-Field		Uncertified	
All Schools	43,422	30,008	69%	8,065	19%	5,349	12%
A	8,924	6,402	72%	1,705	19%	817	9%
B	14,850	10,663	72%	2,783	19%	1,404	9%
C	11,370	7,518	66%	2,225	20%	1,627	14%
D	3,980	2,499	63%	764	19%	717	18%
F	2,288	1,339	59%	424	19%	525	23%
No Letter Grade	3,334	2,511	75%	430	13%	393	12%
CIR	6,107	3,756	62%	1,140	19%	1,211	20%
Non-CIR	37,566	26,413	70%	6,978	19%	4,175	11%

2021-2022 State Snapshot: Certification by Subject

Math, science, and social studies are the top three content areas in need of certified teachers.

TEACHER CERTIFICATION BY SUBJECT							
Classes	Total Number of Teachers	Certified		Out-of-Field		Uncertified	
Elementary	20,870	14,924	72%	2,770	13%	3,176	15%
English	5,025	3,377	67%	635	13%	1,013	20%
Math	5,010	3,156	63%	767	15%	1,087	22%
Science	3,731	2,206	59%	711	19%	814	22%
Social Studies	3,896	2,472	63%	581	15%	843	22%
Special Education	3,986	2,594	65%	617	15%	775	19%

2021-2022 State Snapshot: Compensation

The average teacher salary increased by \$1,268 during the 2021-2022 school year.

AVERAGE SALARY*	
Teachers**	\$52,174
Assistant Principals	\$71,855
Principals	\$83,635

*Includes all reported salaries for 2021-2022.

**All teachers are included, not just those tied to certified courses.

2021-2022 State Snapshot: Retention

Louisiana is retaining 86% of the educator workforce. The number of departing teachers has decreased by two percentage points from the previous school year. First-year teachers are being retained by five more percentage points.

NUMBER OF DEPARTING TEACHERS		NUMBER OF DEPARTING SCHOOL LEADERS	
7,052	14%	522	17%

Calculations require two years of data, so the most recent departure and retention data represent the 2020-2021 academic year.

NUMBER OF YEARS OF PUBLIC SCHOOL EXPERIENCE OF DEPARTING TEACHERS											
1 Year or Less		2-5 Years		6-10 Years		11-15 Years		16-20 Years		21+ Years	
1,221	17%	1,398	20%	1,200	17%	806	11%	644	9%	1,819	26%

Calculations require two years of data, so the most recent departure and retention data represent the 2020-2021 academic year.

NUMBER OF YEARS OF PUBLIC SCHOOL LEADERSHIP EXPERIENCE OF DEPARTING SCHOOL LEADERS*											
1 Year or Less		2-5 Years		6-10 Years		11-15 Years		16-20 Years		21+ Years	
11	2%	37	7%	64	12%	70	13%	82	16%	259	50%

Calculations require two years of data, so the most recent departure and retention data represent the 2020-2021 academic year.

*Experience includes only experience as a school leader.

2021-2022 State Snapshot: Retention

The three-year retention rate is higher for educators prepared on an undergraduate teacher preparation program pathway.

TEACHER PREPARATION PATHWAY RETENTION RATES							
Pathway	Total Hired in 2018-2019	Employed in 2019-2020		Employed in 2020-2021		Employed in 2021-2022	
Undergraduate	598	549	92%	511	85%	471	79%
Post-Baccalaureate	954	842	88%	779	82%	677	71%

Retention rates show 2021-2022 continued employment based on hiring from 2018-2019 by teacher preparation pathway.

Louisiana's Educator Workforce Takeaways

Louisiana's educator workforce is seeing progress in recruitment and retention.

- The educator workforce is increasing in diversity of race/ethnicity from 27% to 29% teachers of color.
- The percentage of certified teachers has increased from 67% to 69%.
- The average teacher salary increased by \$1,268 during the 2021-2022 school year.
- The retention rate for all teachers has increased from 84% to 86%. First year teacher retention increased from 78% to 83%.

Teacher Recruitment, Recovery, and Retention Task Force Update

HCR 39 in 2021 created the TRRR Task Force to understand and effectively address Louisiana's teacher shortage.

A report providing progress updates from the past year on the 28 recommendations was released in December.



Recruitment

Expand the Pre-Educator Pathway

- ✓ The Pre-Educator Pathway is offered in over 90 schools in 46 school systems for the 2022-2023 school year. Over \$1M was allocated to school systems for this expansion.
- ✓ Louisiana Grow Your Own/Pre-Educator Pathway Development and Expansion Guidebook and supports were released.

Implement a Strategy to Recruit Diverse Candidates into the Educator Workforce

- ✓ LDOE was selected as one of three states to be a part of the National Collaborative of Great Teachers and Leaders (GTL) in June 2022 to engage in a data-driven approach to strengthen and diversify the educator workforce.
- ✓ The Call Me MISTER (Mentors Instructing Students Toward Effective Role Models) national meeting was held at Grambling State University in 2022.

Recruitment

Study the Impact of Praxis Core and Content Exams on Educator Preparation Programs

- ✓ Act 707 of the 2022 Regular Legislative Session and BESE removed the core skills assessment (e.g., Praxis Core, ACT/SAT score) requirement for entry into a postsecondary education teacher preparation program and for initial licensure.

Study and Develop a Statewide Plan for an Incentive and Compensation Model

- ✓ The legislature approved a \$1,500 pay increase for teachers, \$750 pay increase for support staff, and the inclusion of a \$2,000 stipend for Mentor Teachers in the MFP.
- ✓ The Geaux Teach Fund was established in the 2022 Regular Legislative Session with an allocation of \$5M for the purpose of awarding scholarships to students in teacher preparation programs.
- ✓ In partnership with Slaughter, Slaughter, and Associates (SSA), school systems completed a compensation and incentives survey in October.

Recruitment

Expand Principal and HR Supports

- ✓ The Aspiring Principal Fellowship has more than doubled since 2021 to 50 participants this school year.
- ✓ The Human Resource fellowship has been expanded to a third year, and 18 applicants have been selected to participate in the 2022-2023 fellowship. This brings the total of Recruitment and Retention Fellows to 50 participants from 35 different school systems across the state.

Recovery

Research the Reciprocity Agreements for Certification in Other States

- ✓ Act 244 of the 2022 Regular Legislative Session amended out-of-state certification reciprocity requirements to increase mobility.

Reinstitute and Implement a Statewide New Teacher Induction Program and System Support

- ✓ The New Teacher Experience launched in July. The program includes:
 - o Direct Teacher Supports (professional learning, affinity groups, and mentoring).
 - o School System Supports (guidance and trainings).
 - o The New Teacher of the Year Award Program.
 - o The New Teacher Experience Kick-Off event.

Recovery

Study the Current Educator Evaluation System and Create a Plan to Improve the System

- ✓ A survey regarding the current educator evaluation system has received several thousand responses. The Region 14 Comprehensive Center will provide a report this winter.

Retention

Statewide Listening Sessions and Survey

- ✓ In Fall 2022, 11 initial listening sessions and a second round of sessions was conducted with teachers, support staff, community members, and school system leaders.
- ✓ In addition to listening sessions, a statewide online survey was administered and completed by 5,896 teachers. The survey opened in October to provide another opportunity for educators to share their perspectives.

Task Force Next Steps

The task force endorsed three legislative actions.

- Continuation of the Task Force.
- Explore options for increasing teacher pay and compensation.
- Support the Interstate Teacher Mobility Compact.



LDOE Updates/Opportunities



Teacher Leader Summit Registration

[Teacher Leader Summit registration](#) opened February 3 and is available on a first come, first served basis. Early Bird Registration closes March 9.

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.



Teacher Leader Summit Presenters

We are looking for teachers and teacher leaders representing all content areas, librarians, counselors, teacher preparation faculty, and school and system leaders to serve as presenters.

If you are interested in sharing your knowledge with Louisiana educators, please complete an [application](#) to present at Teacher Leader Summit by **March 3**. We strongly encourage you to share this opportunity with your faculty. Presenter applications are available and are due **March 3**.



Teacher Leader Summit Education Expo

The Education Expo is designed to connect Louisiana educators with high-quality professional learning partners and non-profit organizations outside of scheduled sessions for Q&A opportunities, relationship building, and the sharing of best practices.

To participate in the Education Expo, all Exhibitors must apply. With limited booth spaces available, it is important to submit the [application](#) for review by **March 3**.

Please contact events@emergentmethod.com with any questions.

Louisiana Educators Rising State Conference “The Future is Golden”

The University of Louisiana Lafayette will host hundreds of aspiring educators from across the state on **Friday, March 17** for the Louisiana Educators Rising State Conference.

All middle, high school, and college-level clubs and courses (students and faculty advisors) related to the LA Pre-Educator Pathway, Educators Rising, or other organizations focused on preparing the next generation of teachers are invited to attend this high energy day filled with keynote speakers, presentations on a variety of topics from Louisiana educators and aspiring educators, optional competitions, fun swag, optional campus tours, free food, and door prizes! [Conference Registration](#) will remain open until **March 3**.

Upcoming Meetings

The next monthly call will be on **Wednesday, March 29 from 10-11 a.m.**

Please contact nicole.bono@l.gov with any questions.

Teacher Leader Lagniappe

LDOE's podcast, [Teacher Leader Lagniappe](#) provides *a little something extra* for educators to stay inspired, motivated, and connected in the work with students.

Educators can [submit pictures and stories](#) of the great work happening in their system to be highlighted on the podcast. Subscribe through [Apple](#) Podcasts, Google Play, [Spotify](#), or other apps.

Please contact em.cooper@la.gov with questions.



Apprenticeship Overview

In November 2021, the U.S. Department of Labor approved the “K-12 teacher” occupation as eligible for a registered apprenticeship. The Department is currently working with the National Center for Grow Your Own to apply for a competency based registered apprenticeship in teaching for Louisiana.

The registered apprenticeship will allow for access to potential funding sources to help make Grow Your Own programs expand and be financially sustainable.

Please contact louisianaleaders@la.gov with questions.

Mentor and Resident Funding

- In the 2022-2023 academic year, Mentors who support year-long undergraduate residents and post-baccalaureate candidates (first year PLs) and meet eligibility requirements receive **\$2,000**.
- Through the teacher pay increase approved by the Legislature in 2019-2020 (\$1000), 2021-2022 (\$800), and 2022-2023 (\$1,500) the Department allocates funds for LEAs to pay **\$3,300** to yearlong undergraduate residents who meet eligibility requirements.
- Funding is provided through the **Minimum Foundation Program (MFP)**. Mentor funding will be released by the department to school systems on January 27. Payments will be available in school system bank accounts 1 to 3 days within release depending on the banking institution utilized. School systems have already been receiving Resident funding as part of the certificated pay raise paid monthly.
- A list of Mentors and residents that funding was received for will be sent to the Mentor contact on January 27. This list should be shared with the system Business Manager.

Pre-Educator Pathway Site-Visits

Pre-Educator Pathway School System and Teacher Preparation leads are invited to attend a Learning Visit for a day of on-site learning and community building. During Learning Visits, leads will observe Grow Your Own work that is being done in a school system and strategize to improve Grow Your Own efforts in their community.

Spring 2023 visit

- March 9: Calcasieu Parish Schools

A limited number of spots are available for each visit. [Register](#) to attend.

Email questions to toriano.hayward@la.gov.

Pre-Educator Pathway Guidance Released

A [compilation of guidance and resources](#) for developing access to the Louisiana Pre-Educator Pathway and other Grow Your Own strategies has been added to the [Pre-Educator Pathway Resource Library](#).

Guidance includes information and resources related to the following topics:

- Building Access to the Louisiana Pre-Educator Pathway
- Coursework, Curriculum, and Instruction Guidance
- Pathway Recruitment Strategies
- Teacher Leader Resources

Contact believeandprepare@la.gov with questions.



Certification Updates / Reminders



Literacy Updates Reminder

In alignment with 2021 legislation, last year, literacy policy updates were approved regarding the science of reading competencies. Policy updates include:

- Science of Reading competencies included for literacy coursework
- Teacher Preparation Programs must align literacy coursework
 - Beginning with the 2024-2025 school year, program completers are required to have the updated literacy foundations/science of reading-aligned coursework
- Policy for literacy add-ons became effective in January
 - All Special Education areas now require **9 semester hours** of literacy coursework
 - Traditionally prepared requires **semester** hours
 - Alternately prepared has alternative methods to meet requirements

Mentor/Content Leader Training Providers



Enrolling & Certifying Training Participants

- **Enrolling New Participants:** Cohort enrollment should be emailed to teacherleadertraining@la.gov and support@bloomboard.com.
- **Certifying Participants:** Share the steps for [Applying for Mentor/Content Leader Certification](#) with your participants.
- **New Training Provider Onboarding:** All providers are invited to attend the webinar to review training provider roles and responsibilities.
 - Date: April 27, 2023; 10:00AM-11:00AM
 - Link: <https://ldoe.zoom.us/j/3455048179>

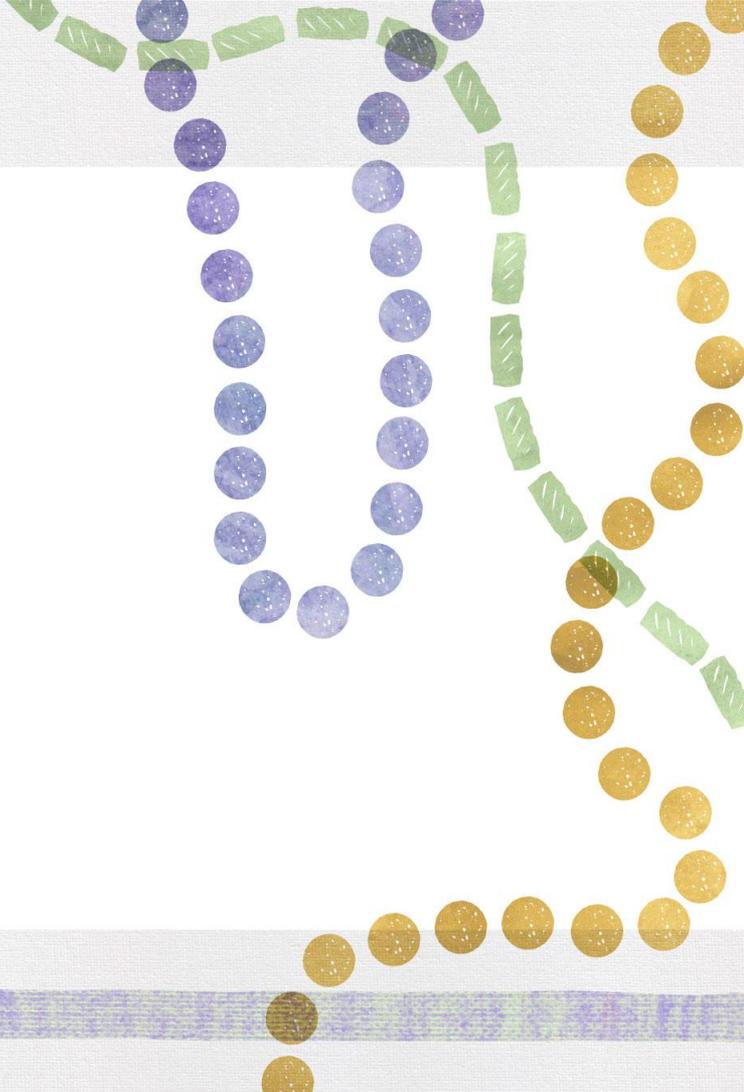
Training Provider Data Verification

Thank you for verifying your participant data for the 2022 training provider data reporting process. The report that will be made available in the [Mentor library](#) this Spring.

The 2022 report will included information that clarifies how mentor policy updates may impact program completion rates.

Contact teacherleadertraining@la.gov with any questions.

Resources



Social Studies Curriculum Development

[Bayou Bridges: A K-8 Louisiana Social Studies Curriculum](#) will contain

- unit plans and daily lessons,
- student and teacher-facing materials,
- engaging primary sources,
- formative and summative assessments, and
- 100% alignment to the 2022 K-8 Louisiana Student Standards for Social Studies as well as the criteria on the 2022-2023 IMR Rubric.



Please contact classroomsupporttoolbox@la.gov with questions.

Instructional Materials Review Updates

Recently Published Tier I Materials

The Department conducts ongoing reviews of curricular materials to support school systems in adopting curricula in all core subjects. Newly rated Tier 1 curricula is listed below. All reviewed curricula can be found on the [Tiered Reviews](#) webpage.

Publisher	Title and Grade Levels	Core Subject	Tier
AppleTree Institute for Education Innovation	Every Child Ready, Pre-K Ages 3-4	ECE	Tier 1
The College Board	Springboard ELA, English I-II	ELA	Tier 1

State Reviews Reports:

- [Weekly Report](#)
- [Comprehensive Tiered Report](#)

IMR: Act 517 Compliance Reviews

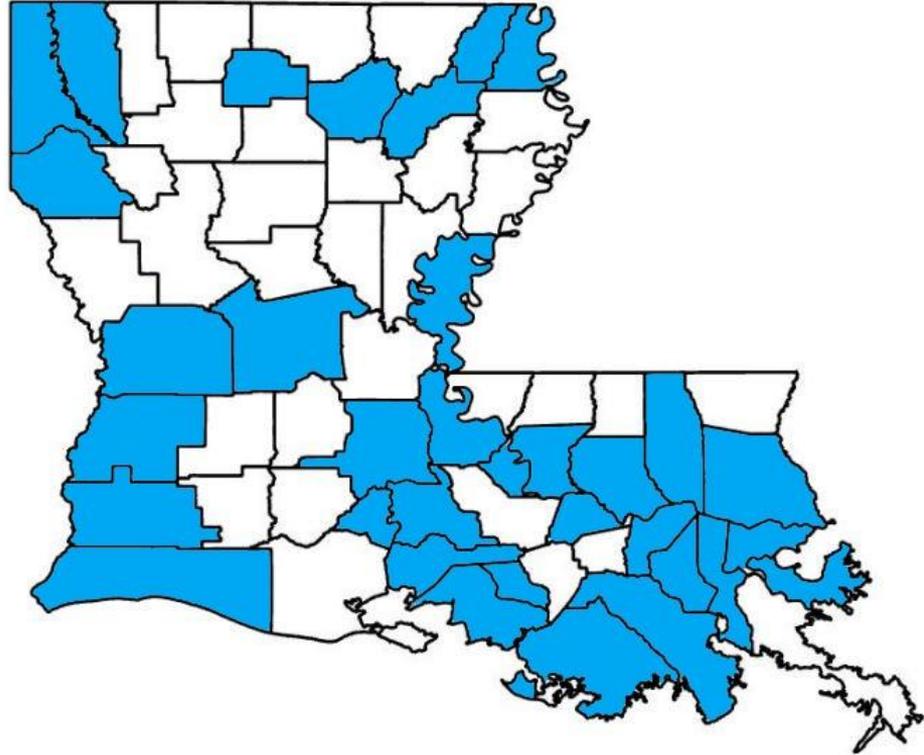
The Department is reviewing currently posted Tier 1 and 2 ELA curricula that includes foundational skills for [Act 517](#) compliance. Upon completion, a cover page is added to the posted review noting the impact of the review for compliance. The materials listed below have been reviewed for compliance and posted to the [Tiered Reviews](#) webpage.

Publisher	Title and Grade Levels	Core Subject	Impact
Amplify	Core Knowledge Language Arts (CKLA) 2nd Edition (©2017)	ELA	Remains Tier 1

Please contact louisianacurriculumreview@la.gov with questions.

Computer Science (CS) Engagement

- The Computer Science Education Commission is seeking stakeholder feedback on the Louisiana CS Framework, teacher certification options, CS courses, and CS IBC offerings.
- Please use [this survey link](#) to provide feedback.



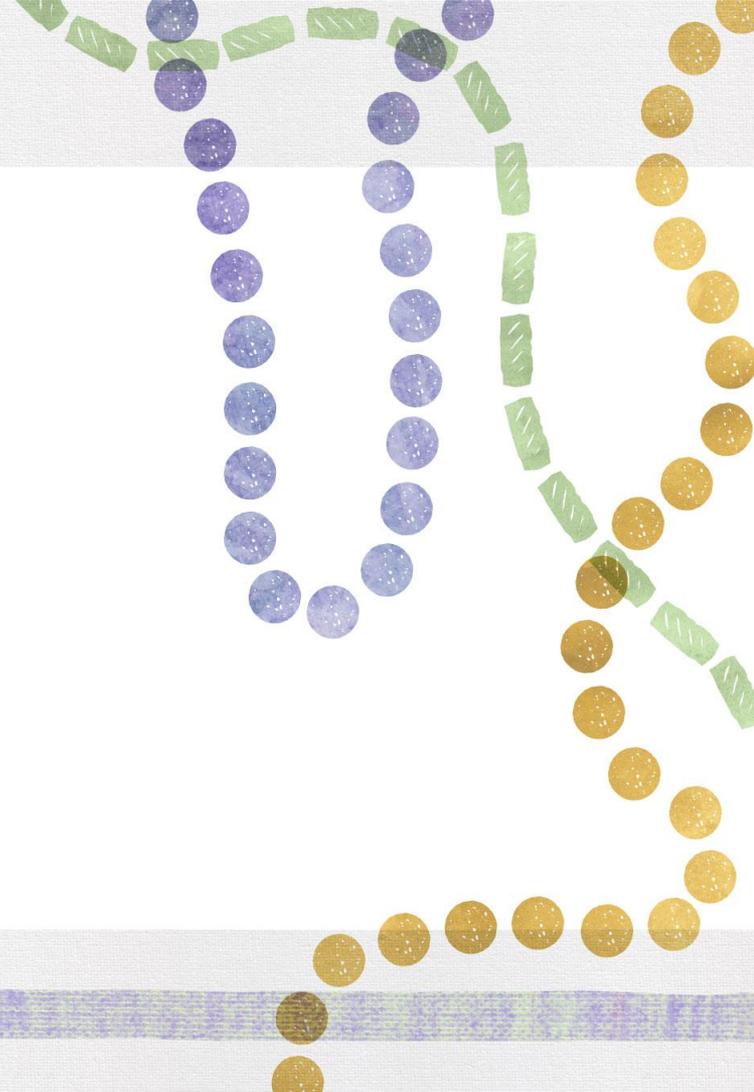
Please contact STEM@la.gov with questions.

Family Literacy Engagement

- The Steve Carter Literacy Tutoring Program is live! For more information on this program, access the [Steve Carter Information Overview Flyer](#).
- The READ program provides home delivery of grade-appropriate books and literacy resources to elementary students reading behind grade level.
- Early Childhood [Grab and Go literacy activities](#) to send home to families.

Please contact louisianaliteracy@la.gov with questions.

Closing



Next Steps

- Register for summit before **March 9** to get early bird special
- Apply to lead a session at Summit by **March 3**.
- Apply to take part in the Education Expo at Summit by **March 3**.
- Look for the Believe and Prepare email blast on **March 14**.
- Join next month's prep provider call on **March 29**.
- Register to attend the final aspiring educator site visit happening in Lake Charles on **March 9**.