

Purpose

Louisiana, like the nation, faces challenges in recruitment and retention of effective, certified teachers and leaders. In Louisiana, 37% of teachers leave the profession in the first 5 years of teaching, and 17% of principals leave their role each year. In order for students to have successful outcomes, they need high quality teachers and leaders. LDOE believes that investing in human resources directors is essential in driving school and system improvement.

In 2020, the LDOE launched the first cohort of the recruitment and retention fellowship to support school system human capital leaders in building a strategic plan supported by best practices to attract, support, and retain effective educators. The LDOE has expanded this work and will expand this fellowship for a fourth cohort during the 2023-2024 school year.

Overview

The Recruitment and Retention Fellowship is a partnership with the national non-profit organization [Urban Schools Human Capital Academy](#). It gives Louisiana human resources directors the opportunity to collaborate with human capital professionals from across Louisiana and the country to learn best practices for attracting and retaining effective educators. The fellowship also focuses on how systems can adjust their strategies during emergency events such as natural disasters and pandemics. The goals of the fellowship program are to:

- Transform HR departments into highly-functioning, strategic partners with in their systems to meet the mission of improved student outcomes,
- Build a network of human capital leaders across the state, and
- Change the perception of HR in education to ensure sustainable, long-term success.

The Recruitment and Retention Fellowship allows human resources directors to explore innovative solutions and how those solutions can support improvement when put into practice. Topics include:

- The strategic work of human capital
- The recruitment “funnel” to analyze leaks in the recruitment process
- The Principal Bill of Rights
- Recruitment Processes
- The principal as a Human Capital Manager
- The Cycle of Improvement
- Retention Strategies
- Key data to analyze around human capital

The sessions include:

- a virtual introduction meeting (September 12).
- four, in-person, full-day meetings during the year (October 17, January 16, March 12, and June at TLS).
- three virtual check-in meetings (December 8, February 23, and May 10).

Outcomes

Each participant is expected to study best practices in human capital, and, in particular, how to manage talent strategically during the year-long fellowship. This includes practices in recruitment, retention, data use, and how to support principals. They are also expected to design a project or strategy to implement in their system based on the content learned.

Application Process

This selective fellowship is specifically for human resources directors. All applications must be submitted via this [link](#) by March 10, 2023. Candidates will be notified of acceptance by April 15, 2023.

Please be advised that attendance to all modules is required. Applicants must therefore obtain an affirmation ([sample letter here](#)) from their supervisor and/or superintendent stating support:

- to attend all sessions.
- to reimburse travel inclusive of mileage, hotel, and food.
- to pay tuition in a timely manner (Link for tuition payment will be sent upon acceptance).

The cost for the program is \$1000.00. Additionally, the national workshop and all travel costs (e.g., mileage, food, hotel, airfare, etc.) are the responsibility of the school system.

Questions can be emailed to louisianaleaders@la.gov.