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Louisiana Teacher Recruitment, Recovery, and Retention Task Force

Monday, June 21, 2022
1:00 p.m.-3:30 p.m.

Iowa Room, 1st Floor of the Claiborne Building, Room 1-153
1201 N 3rd St.
Baton Rouge, LA 70802

1. **Call to Order, Roll Call, & Approval of April 11, 2022 Minutes**
2. **Legislative Session Updates and Impact**
 - **Ethan J. Melancon, Director of Government Affairs, Louisiana Department of Education**
 - **Katherine Whitney, Director, Teachers' Retirement System of Louisiana**
3. **Updates on Recommendations to Date**
 - **Dr. Susannah Craig, Deputy Commissioner for Strategic Planning & Student Success, Louisiana Board of Regents**
 - **Dr. Michelle DeMeulenaere, Program Manager for Early Childhood Initiatives, Louisiana Board of Regents**
4. **Determining Future Priorities and Timeline**
5. **Public Comments**
6. **Adjournment**

LOUISIANA TEACHER RECRUITMENT, RECOVERY, AND RETENTION TASK FORCE

JUNE 2022 UPDATE

LOUISIANA DEPARTMENT OF EDUCATION (LDOE)

RECRUITMENT RECOMMENDATIONS	JUNE 2022 UPDATE
1. Expand the pre-educator pathway strategy in high schools.	<ul style="list-style-type: none"> A series of sessions was held during the 2022 Teacher Leader Summit focused on the development and expansion of the Pre-Educator Pathway and Grow Your Own initiatives. The Louisiana Grow Your Own/Pre-Educator Pathway Development and Expansion Guidebook is in process.
2. Implement a strategy to recruit diverse candidates into the educator workforce.	<ul style="list-style-type: none"> LDOE has begun meetings with AIR's Center for Great Teachers and Leaders' National Collaborative to accelerate policy and practice to address the shortage in educator diversity. Internal working groups have begun meeting to complete a landscape analysis and review state data and research to support the creation of goals and strategies to diversify the workforce.
3. In partnership with the Board of Regents, study the impact of Praxis Core and content exams on educator preparation program enrollment.	<ul style="list-style-type: none"> House Bill 546 was passed in both the House and the Senate during the legislative session to remove the requirement of the Praxis Core exam for enrollment into a program and for certification.
4. Create a campaign to elevate the teaching profession.	<ul style="list-style-type: none"> LDOE is pursuing avenues aimed at elevating the teaching profession and creating a positive perception of education as a career to increase Louisiana's teacher applicant pool and retention rates.
5. Invest in and expand the para-to-teacher model.	<ul style="list-style-type: none"> 190 students across about 20 school systems began coursework with Reach University this spring.
6. Develop a strategy to attract mid-career professionals into the teaching profession.	<ul style="list-style-type: none"> Work groups to begin this spring.
7. Study and develop a statewide plan for incentive and compensation models.	<ul style="list-style-type: none"> A contract with SSA Consultants to conduct a comprehensive statewide compensation and incentive study for educators in Louisiana is pending BESE approval. Once approved, the study will begin in July. Pay increases of \$1,500 for teachers and \$750 for support staff were passed in the legislature. A \$2,000 stipend for mentor teachers was passed in the legislature.
8. Develop and implement a statewide career ladder for teachers.	<ul style="list-style-type: none"> Work groups to begin this spring.
9. Study the effectiveness of the current teacher residency model to include mentor teachers and identify areas for improvement.	<ul style="list-style-type: none"> The Regional Education Laboratory is in the process of conducting a study, to conclude by December 2022, on the implementation and outcomes of the Believe and Prepare program.
10. Evaluate current data collection practices to create a plan for more robust data collection.	<ul style="list-style-type: none"> Educator workforce data is now live in EdLink360. Internal working groups have begun.
11. Develop support for aspiring and current principals.	<ul style="list-style-type: none"> 50 applicants have been selected to participate in the 2022-2023 Aspiring Principal Fellowship.
12. Expand the Human Resources Fellowship.	<ul style="list-style-type: none"> 17 applicants have been selected to participate in the 2022-2023 Recruitment and Retention Fellowship.
RECOVERY RECOMMENDATIONS	JUNE 2022 UPDATE
1. Research the reciprocity agreements for certification in other states.	<ul style="list-style-type: none"> There is currently a movement towards states entering into "compacts" and updating agreements. All reciprocity agreements are dependent upon each individual state's laws. Many states are undertaking revisions of these agreements and/or laws in response to teacher shortage issues.
2. Study the mentor teacher and residency program and reinstate the statewide work group related to teacher residency.	<ul style="list-style-type: none"> The Regional Education Laboratory is in the process of conducting a study, to conclude by December 2022, on the implementation and outcomes of the Believe and Prepare program.
3. Provide research and guidance for teacher well-being support and reducing teacher burnout.	<ul style="list-style-type: none"> Listening sessions are being conducted with teachers, support staff, community members, and school system leaders to provide the opportunity for stakeholders to describe their experiences and perceptions as well as offer suggestions on issues related to teacher recruitment, recovery, and retention. A teacher survey has been released, with over 5,000 responses thus far, to garner experiences and perceptions of teacher recruitment and retention.
4. Reinstigate and implement a statewide new teacher induction program and system support.	<ul style="list-style-type: none"> The New Teacher Experience Guidance Document is in draft form and will be finalized after incorporating feedback gathered at the Teacher Leader Summit. The NTE Kick off will be held in late July for 300 first-year teachers. The New Teacher Experience Pilot will begin in the Fall. Applications for systems will open June 7. Selected districts will be notified in July, 2022. An RFP has been released to locate partner organizations to develop and run Affinity Groups for new teachers. An RFP has been released to locate partner organizations to develop Professional Development modules and in-person follow-up training to focus on topics relevant to new teacher success.

LOUISIANA TEACHER RECRUITMENT, RECOVERY, AND RETENTION TASK FORCE

JUNE 2022 UPDATE

5. Complete a compensation study including return to work guidance for school districts.	<ul style="list-style-type: none"> Multiple bills were filed to incentivize retirees to return to work.
6. Study the current educator evaluation system and create a plan to improve the system.	<ul style="list-style-type: none"> Focus groups began at the Teacher Leader Summit and will continue through July. Surveys will be released to educators in August. The RFP to help support improvements in the evaluation system will go to OSP in June.
RETENTION RECOMMENDATIONS	JUNE 2022 UPDATE
1. Build strong support strategies for experienced teachers.	<ul style="list-style-type: none"> Work groups will begin this spring.
2. Expand the teacher pipeline supports for aspiring and current principals.	<ul style="list-style-type: none"> 50 applicants have been selected to participate in the 2022-2023 Aspiring Principal Fellowship.
3. Review school culture and strategies to improve working conditions.	<ul style="list-style-type: none"> Work groups will begin this spring.

LOUISIANA BOARD OF REGENTS (BOR)

RECRUITMENT RECOMMENDATIONS	JUNE 2022 UPDATE
1. Working with the Department of Education, identify best practices for recruiting potential teachers before the enter college. Explore dual enrollment opportunities to expand pre-educator pathways in high school.	<ul style="list-style-type: none"> Additional, Fast Forward pathways specific to pre-educators will be presented for approval at the June BESE meeting. The Louisiana Grow Your Own/Pre-Educator Pathway Development and Expansion Guidebook is in process and will be available to systems Fall 2022.
2. Work with the Department of Education to develop strategies for creating a pipeline for teachers of color in educator preparation programs, targeting high-need school districts in Louisiana.	<ul style="list-style-type: none"> LDOE has begun meetings with AIR's Center for Great Teachers and Leaders' National Collaborative to accelerate policy development and practice to address the shortage of educator diversity. Internal working groups have begun meeting to complete a landscape analysis and review state data and research to support the creation of goals and strategies to diversify the workforce. Call Me MiSTER national meeting at Grambling University.
3. Research the feasibility of teacher loan forgiveness programs and/or additional incentives for teachers in statewide content shortage areas, as well as those at the local level.	<ul style="list-style-type: none"> The Board of Regents will communicate a recently introduced federal early childhood loan forgiveness program.
4. Encourage expanded partnerships with College of Education programs and local school districts to focus on teacher recruitment.	<ul style="list-style-type: none"> The Louisiana Grow Your Own/Pre-Educator Pathway Development and Expansion Guidebook is in process and will be available to systems Fall 2022.
5. Connect with states that have implemented teacher recruitment programs which have partnered and received funding support from the business, community and educational organizations.	<ul style="list-style-type: none"> Reported results of the survey at the TRRR meeting. Although some have local support, this needs to be expanded.

RECOVERY RECOMMENDATIONS	JUNE 2022 UPDATE
1. Explore differentiated teaching as a career offering advancement opportunity that encourages teachers to remain in the classroom.	<ul style="list-style-type: none"> Listening sessions are being conducted with teachers, support staff, community members, and school system leaders to provide the opportunity for stakeholders to describe their experiences and perceptions as well as offer suggestions on issues related to teacher recruitment, recovery, and retention. A teacher survey has been released, with over 5,000 responses thus far, to garner experiences and perceptions of teacher recruitment and retention.
2. Partnering with the Louisiana Department of Education, compile research and develop recommendations related to teacher compensation and benefits.	<ul style="list-style-type: none"> Pay increases of \$1,500 for teachers and \$750 for support staff, including a \$2,000 stipend for mentors, was passed in the legislature.

RETENTION RECOMMENDATIONS	JUNE 2022 UPDATE
1. Execute statewide listening sessions with educators to discuss the opportunities for and barriers to teacher retention.	<ul style="list-style-type: none"> Listening sessions are being conducted with teachers, support staff, community members, and school system leaders to provide the opportunity for stakeholders to describe their experiences and perceptions as well as offer suggestions on issues related to teacher recruitment, recovery, and retention. A teacher survey has been released, with over 4,600 responses thus far, to garner experiences and perceptions of teacher recruitment and retention.