JOINT MEETING

BOARD OF REGENTS AND BOARD OF ELEMENTARY AND SECONDARY EDUCATION

Collis B. Temple III, Chair, Board of Regents, Presiding

AGENDA

Wednesday, December 13, 2023 at 9:00 a.m. **Thomas Jefferson Rooms A&B (1-136), Claiborne Building, 1201 North Third Street** Baton Rouge, Louisiana

- I. Call to Order
- II. Roll Call
- III. Public Comments
- IV. Approval of BESE/BoR Minutes of June 14, 2023

V. 2023 Kevin P. Reilly, Sr. Louisiana Education Quality Trust Fund Report

- John Schroder, State Treasurer, Department of the Treasury
- John Broussard, Chief Investment Officer, Department of the Treasury

VI. For Informational Purposes: Presentation by the Descendants Truth and Reconciliation Foundation

- Fr. Timothy Kesicki, SJ, Past President, Jesuit Conference of the US and Canada
- Monique Trusclair Maddox, Chair and CEO, Descendants Truth and Reconciliation Foundation

VII. Louisiana Prospers Master Plan Year 4 Update

• Dr. Tristan Denley, Deputy Commissioner for Academic Affairs and Innovation, Board of Regents

VIII. Updates Regarding Louisiana Dual Enrollment

- Dr. Tristan Denley, Deputy Commissioner for Academic Affairs and Innovation, Board of Regents
- Mellynn Baker, Assistant Commissioner for Strategic Planning and Student Success, Board of Regents

IX. Consideration of the College and Career Readiness Definition

• Dr. James B. Henderson, President and CEO, University of Louisiana System

X. Closing Remarks

- Dr. Cade Brumley, State Superintendent, Louisiana Department of Education
- Dr. Kim Hunter Reed, Commissioner of Higher Education, Board of Regents
- XI. Other Business

XII. Adjournment

<u>ADA Accessibility Requests:</u> If you have a disability and require a reasonable accommodation to fully participate in this meeting, please contact Karlita Anderson five (5) business days before the meeting date via email at Karlita.Anderson@la.gov or by telephone at (225) 219-7660 to discuss your accessibility needs.

JOINT MEETING BOARD OF ELEMENTARY AND SECONDARY EDUCATION AND BOARD OF REGENTS

June 14, 2023

MINUTES

In accordance with the 1974 Louisiana Constitution, Article VIII, Section 5(D), a joint meeting of the Board of Elementary and Secondary Education (BESE) and the Board of Regents (BOR) was called to order at 9:03 a.m. on Wednesday, June 14, 2023, in the Louisiana Purchase Room, located in the Claiborne Building in Baton Rouge, Louisiana. The meeting was called to order by Dr. Holly Boffy, President of the Board of Elementary and Secondary Education.

The rolls were called with quorums established for the Board of Regents and the Board of Elementary and Secondary Education.

Board of Regents

Present

Mr. Blake David Mr. Randy Ewing Mr. Robert Levy, Secretary Ms. Catarena Lobre Mr. Charles McDonald Mr. Phillip May, Jr. Mr. Darren Mire Ms. Sonia Pérez Mr. Thomas Seale, III Ms. Terrie Sterling Mr. Felix Weill Ms. Judy Williams-Brown

Absent

Ms. Stephanie Finley Mr. Wilbert Pryor Mr. Gary Solomon, Jr., Vice Chair Mr. Collis Temple, III, Chair Board of Elementary and Secondary Education

Present

Dr. Holly Boffy, President Mr. Preston Castille, Vice President Mr. Ronnie Morris, Secretary-Treasurer Dr. Belinda Davis Ms. Ashley Ellis Mr. Jim Garvey Ms. Sandy Holloway Ms. Kira Orange Jones Mr. Tommy Roque Ms. Doris Voitier

<u>Absent</u> Mr. Michael Melerine

Dr. Holly Boffy, President of the Board of Elementary and Secondary Education, welcomed those in attendance.

APPROVAL OF THE MINUTES OF JUNE 15, 2022

On motion of Ms. Voitier, seconded by Mr. Roque, the Boards approved the minutes of the joint meeting held June 15, 2022

Board members in attendance expressed no objections to the motion.

CONSIDERATION OF AN UPDATE REPORT FROM THE OFFICE OF BROADBAND DEVELOPMENT AND CONNECTIVITY

Mr. Veneeth Iyengar, Executive Director of Broadband Development and Connectivity for the state of Louisiana, highlighted the following in his report to the Boards:

- 77 grant agreements signed in November 2022 to build high speed/fiber optic speed to approximately 70,000 households and small businesses;
- money remaining from US Treasury to be used in parishes without a project from the beginning, mostly the River Parishes;
- prepare the state's five year action plan;
- state's first digital equity plan available for public comment on website;
- completion of initial proposal questions to submit to federal government; and
- the affordable connectivity program.

Discussion followed.

On motion of Ms. Ellis, seconded by Ms. Holloway, the Boards received the update report from the Office of Broadband Development and Connectivity.

Board members in attendance expressed no objections to the motion.

CONSIDERATION OF AN UPDATE REPORT REGARDING DUAL ENROLLMENT

Ms. Mellynn Baker, Assistant Commissioner for Strategic Planning and Student Success, and Dr. Tristan Denley, Deputy Commissioner for Academic Affairs and Innovation, highlighted the following in the report to the Boards:

- pathway to 2030;
- academic year completers and progress towards goals;
- BOR-BESE joint goal for early college credit;
- policy updates;
- revised minimum standards; and
- dual enrollment teacher credential program.

Discussion followed.

On motion of Dr. Davis, seconded by Ms. Ellis, the Boards received the update report regarding Dual Enrollment.

Board members in attendance expressed no objections to the motion.

CONSIDERATION OF AN UPDATE REPORT REGARDING PROMOTION ADMISSIONS OUTREACH

Dr. Tristan Denley, Deputy Commissioner for Academic Affairs and Innovation, shared information regarding the following in his report to the Boards:

• new pilot program in two parishes to highlight opportunities to attend universities and colleges for high school students.

Discussion followed.

On motion of Dr. Davis, seconded by Ms. Ellis, the Boards received the update report regarding promotion admissions outreach.

Board members in attendance expressed no objections to the motion.

CONSIDERATION OF AN UPDATE REPORT REGARDING COURSE EQUIVALENCE ON THE TOPS UNIVERSITY DIPLOMA PATHWAY

Dr. Ernise Singleton, Interim Assistant Superintendent, shared information regarding the following in her report to the Boards:

- eligibility requirements; and
- update required from the Legislative session.

Discussion followed.

On motion of Mr. Melerine, seconded by Mr. Roque, the Boards received the update report regarding course equivalence on the TOPS University diploma pathway.

Board members in attendance expressed no objections to the motion.

CONSIDERATION OF AN UPDATE REPORT REGARDING THE TOPS WEIGHTED GPA GRID

Dr. Ernise Singleton, Interim Assistant Superintendent, shared information regarding the following in her report to the Boards:

• eligibility requirements.

On motion of Mr. Castille, seconded by Ms. Sterling, the Boards received the update report regarding the TOPS Weighted GPA grid.

Board members in attendance expressed no objections to the motion.

CONSIDERATION OF AN UPDATE REPORT REGARDING TEACHER RECRUITMENT, RECOVERY, AND RETENTION

Mr. Ethan Melancon, Director of Government Affairs, and Ms. Em Cooper, Deputy Assistant Superintendent for Educator Development shared information regarding the following in the report to the Boards:

- progress updates regarding recruitment and retention;
- key findings and next steps regarding the education evaluation system;
- pre-educator pathway requirements, goals, and professional learning opportunities;
- the new teacher experience program goals, professional learning modules, and affinity groups;
- new teacher experience summer kick off; and
- Legislative updates.

Discussion followed.

On motion of Ms. Voitier, seconded by Mr. Roque, the Boards received the update report regarding Teacher Recruitment, Recovery, and Retention.

Board members in attendance expressed no objections to the motion.

Public comments were received from Mr. Gordon Ford, Lincoln Preparatory School; and Mr. Rudy Gomez and Ms. Christel Slaughter, SSA Consultants.

ADJOURNMENT

With no further business to come before the Boards, the joint meeting of the Board of Elementary and Secondary Education and the Board of Regents adjourned at 11:49 a.m.

Descendants Truth & Reconciliation Foundation Overview

In the 16th, 17th and 18th centuries, the Society of Jesus (Jesuits) and the Catholic Church were among the largest slaveholding institutions in America. During this time, the Jesuits funded some of the most prestigious institutions of higher education in America in part through profits earned on their plantations.

In 1838, to save Georgetown University from financial ruin, the Society of Jesus sold more than 272 enslaved people from their five Maryland plantations. Some of these enslaved individuals—women, men, children and infants—were torn from their families and sold to plantation owners in southern Louisiana and held as collateral by Citizens Bank of New Orleans between 1838 and 1865. Citizens Bank has since been acquired by JPMorgan Chase.

This story was lost to history until 2004 when descendant <u>Patricia Bayonne-Johnson</u> uncovered it while researching her family tree. Since that time, extensive genealogical research by individuals such as Richard Cellini of the <u>Georgetown Memory Project</u> and the Jesuits has identified more than 10,000 descendants of those enslaved by the Society of Jesus and the Catholic Church, and those numbers continue to grow. Many are still alive today and have come together to form the GU272 Descendants Association. The Association's mission is to identify, unite and pursue the greater common good of present and future descendants of Jesuit and Catholic slaveholders in the United States.

On September 20, 2019, the GU272 Descendants Association, the President of the Jesuits Conference in the United States, and U.S. Provincials signed a joint memorandum of understanding to establish a \$1 billion irrevocable trust and a Descendants Truth & Reconciliation Foundation, which will work to address and heal the wounds of that betrayal of human dignity and the millions of others like it that have occurred in America before and since.

The Descendants Truth & Reconciliation Foundation is an established 501(c)(3) nonprofit partnership that works to mitigate the dehumanizing impact of racism on our human family while dismantling the continuing legacy of slavery in America through truth, racial healing and transformation.

The Foundation is the first organization of its kind—a joining of the hearts and hands of the descendants of enslaved ancestors and the present successors of Jesuit enslavers. That's why this future-looking undertaking is uniquely positioned to advance the transformative power of truth and reconciliation in America.

The current board chair and CEO of the Descendants Truth & Reconciliation Foundation, Monique Trusclair Maddox, and Fr. Timothy Kesicki, S.J., immediate past president of the Jesuit Conference of the United States and Canada and board chair of the Descendants Truth & Reconciliation Trust will share a little about this very important piece of Louisiana and U.S. history. Their very remarkable partnership creates an opportunity for Louisianians to learn more about these forgotten Louisiana historical facts.

Fr. Timothy Kesicki, SJ



Fr. Timothy Kesicki, SJ is the past president of the Jesuit Conference of Canada and the United States. He works with the Descendants Truth and Reconciliation Trust & Foundation. He served as provincial of the Chicago and Detroit provinces from 2008 – 2014 and was president of Saint Ignatius High School from 2000 – 2008. He has done graduate work in philosophy, theology, and educational administration at Loyola Chicago, Santa Clara University, Xavier, New Orleans and Columbia Teachers College. He has ministered with Jesuit Refugee Service in Uganda and in secondary schools in the Midwest.

Monique Trusclair Maddox



A native of Maringouin, Louisiana, Monique Trusclair Maddox is the Board Chair and CEO of the Descendants Truth & Reconciliation Foundation. Monique retired from Carlson Wagonlit Travel in 2015 to found Macrame Technologies, an IT consulting firm based in Minnesota. She is active in the angel investment community where she serves as an advisor to many. She holds a Bachelor of Science degree in Electrical Engineering from Prairie View A&M University. She currently serves as a Trustee of the Descendants Truth & Reconciliation Trust, as a Board Member of Catholic Community Foundation of Minnesota, and as an Advisory Board Member to the Institute on Restorative Justice and Healing. She is a regular speaker on racial injustice and historical harms in the Catholic Church. Her family was recently profiled in the book <u>The 272: The Families who were Enslaved and Sold to</u> <u>Build the American Catholic Church</u> by Rachel L. Swarns and is featured in an upcoming PBS documentary called **The Cost of Inheritance**.

Che New York Eimes

"All the News That's Fit to Print"

TUESDAY, MARCH 16, 2021

Reprinted With Permission

National

Jesuits Vow to Raise \$100 Million to Atone for Role in Slavery

By RACHEL L. SWARNS

I n one of the largest efforts by an institution to atone for slavery, a prominent order of Catholic priests has vowed to raise \$100 million to benefit the descendants of the enslaved people it once owned and to promote racial reconciliation initiatives across the United States.

The move by the leaders of the Jesuit conference of priests represents the largest effort by the Roman Catholic Church to make amends for the buying, selling and enslavement of Black people, church officials and historians said.

The pledge comes at a time when calls for reparations are ringing through Congress, college campuses, church basements and town halls, as leaders grapple with the painful legacies of segregation and the nation's system of involuntary servitude.

"This is an opportunity for Jesuits to begin a very serious process of truth and reconciliation," said the Rev. Timothy P. Kesicki, president of the Jesuit Conference of Canada and the United States. "Our shameful history of Jesuit slaveholding in the United States has been taken off the dusty shelf, and it can never be put back."

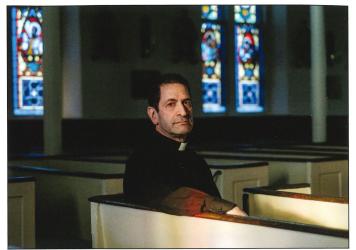
The money raised by the Jesuits will flow into a new foundation established in partnership with a group of descendants, who pressed for negotiations with the Jesuits after learning from a series of articles in The New York Times that their ancestors had been sold in 1838. The order relied on slave labor and slave sales for more than a century to sustain the clergy and to help finance the construction and the day-to-day operations of churches and schools, including the nation's first Catholic institution of higher learning, the college now known as Georgetown University.

Father Kesicki said his order had already deposited \$15 million into a trust established to support the foundation, whose governing board will include representatives from other institutions with roots in



SAUL MARTINEZ FOR THE NEW YORK TIMES

Joseph Stewart, president of the Descendants Truth & Reconciliation Foundation, holding a cross with cotton that he picked as a child in Louisiana.



MICHAEL A. MCCOY FOR THE NEW YORK TIMES

"This is an opportunity for Jesuits to begin a very serious process of truth and reconciliation," said the Rev. Timothy P. Kesicki, president of the Jesuit Conference of Canada and the United States.

slavery. The Jesuits have also hired a national fund-raising firm with a goal of raising the rest within the next three to five years, he said.

The pledge falls short of the \$1 billion that descendant leaders had called on the Jesuits to raise. Father Kesicki and Joseph M. Stewart, the acting president of the newly created foundation, the Descendants Truth & Reconciliation Foundation, said that remained a long-term goal as the organization moves to support institutions and initiatives focused on racial healing.

"We now have a pathway forward that has not been traveled before," said Mr. Stewart, a retired corporate executive whose ancestors were sold in 1838 to help save Georgetown from financial ruin.

"They did not come running to us, but because we went to them with open arms and open hearts, they responded," Mr. Stewart said of the Jesuits. "They have embraced our vision."

Roughly half of the foundation's annual budget will be distributed as grants to organizations engaging in racial reconciliation projects, Jesuit and descendant leaders said. About a quarter of the budget will support educational opportunities for descendants in the form of scholarships and grants. A smaller portion will address the emergency needs of descendants who are old or infirm.

Bishop Shelton J. Fabre, the chairman of the U.S. Conference of Catholic Bishops' Ad Hoc Committee Against Racism, described the plan as the church's "largest financial commitment" to "heal the wounds" caused by its participation in slavery.

About 5,000 living descendants of the people enslaved by the Jesuits have been identified by genealogists at the Georgetown Memory Project, a nonprofit group.

Craig Steven Wilder, a historian at M.I.T. who has written about universities, the Catholic Church and slaveholding, described the move as an important initial step. "It will put tremendous pressure on other institutions in the United States — universities and churches — that share this history," Dr. Wilder said.

Faith institutions have been at the forefront of the growing reparations movement. In 2018, the Catholic sisters of the Religious of the Sacred Heart created a reparations fund to finance scholarships for African-Americans in Grand Coteau, La., where the nuns had owned about 150 Black people.

The following year, Virginia Theological Seminary, which relied on enslaved laborers, created a \$1.7 million reparations fund, and Princeton Theological Seminary announced it would spend \$27 mil-



MICHAEL A. MCCOY FOR THE NEW YORK TIMES

A document inside St. Ignatius Church in Port Tobacco, Md., lists the names of the enslaved people sold by the Jesuits in 1838 to help keep Georgetown University afloat.

lion on scholarships and other initiatives to make amends for its ties to slavery.

Several Episcopal dioceses with ties to slavery — including ones in Maryland, New York and Texas — have also created reparations funds.

Georgetown, which was founded by the Jesuits, has promised to raise about \$400,000 a year to benefit the descendants of people enslaved by the order. The university, which holds a seat on the board of the newly created foundation and contributed \$1 million to get it off the ground, plans to distribute the first grants this year.

This is not the first time the Jesuits have reckoned with their history. In the 1960s, the Maryland Jesuits established the Carroll Fund for Black students in need with the proceeds from the sale of property that had been part of one of their plantations. The fund provided between \$15 million and \$25 million in scholarships to Black students at Jesuit schools, Jesuit officials said. But money from the fund also went to unrelated purposes.

Some descendants fear that the new plan — which was hammered out over three years during a series of private meetings that included representatives from the Jesuits, Georgetown and three descendant leaders, Mr. Stewart, Cheryllyn Branche and Earl Williams Sr. — will also fall short, noting that the foundation was developed without input from the wider descendant community.

Sandra Green Thomas, the founding president of the GU272 Descendants Association, called the \$100 million pledge from the Jesuits "more than I ever thought we would see."

"But my concern is whether or not this foundation is going to benefit descendants or those who are in control of the foundation," she said, expressing concern over administrative costs, such as salaries and fund-raising. "If the money is not earmarked for the descendants, then it really isn't reparative. We need more details."

Richard J. Cellini, the founder of the Georgetown Memory Project, worried that descendant leaders had agreed to a deal prematurely, without "a full accounting from the Maryland Jesuits of the proceeds generated by nearly 150 years of Jesuit slaveholding."

"We need to be looking at balance sheets, current and historical," Mr. Cellini said. "Until we know the size of the wealth taken from these families, we can't judge the appropriateness of the remedy presented to them."

Enslaved people have been largely left out of the origin story traditionally told about the Catholic Church in the United States.



A photograph of Frank Campbell, one of the enslaved people sold by the Jesuits, was found in a scrapbook at Nicholls State University in Louisiana. The children with Mr. Campbell are unidentified.

But in the early decades of the American republic, the church established its foothold in the South, relying on plantations and enslaved laborers for its survival and expansion, according to historians and archival documents.

The Jesuits believed that the enslaved had souls, but they also viewed Black people as assets to be bought and sold. At the time, the Catholic Church did not view slaveholding as immoral, according to the Rev. Thomas R. Murphy, a historian at Seattle University.

So priests baptized the children of the enslaved, blessed their marriages and required the people they owned to attend Mass, Jesuit records show. But the records also document whippings, harsh plantation conditions, families torn apart by slave sales, and hardships experienced by people shipped far from home as the church expanded.

Still, the decision to sell virtually all of the enslaved people owned by the Maryland Jesuits in the 1830s to raise money to save Georgetown and to support the financially strapped order left some priests deeply troubled. Life on plantations in the Deep South was notoriously brutal.

"To sell our slaves," some Jesuits argued, "was the same thing as to sell their souls."

But Jesuit leaders prevailed, signing an agreement in 1838 to sell 272 men, women and children in one of the largest recorded slave sales at the time.

Their story largely faded from public memory until 2015, when



ANNIE FLANAGAN FOR THE NEW YORK TIMES

John J. DeGioia, president of Georgetown, met in 2016 with Audrey Johnson and other descendants of the slaves who were sold by the Jesuits in 1838.

Georgetown's president, John J. DeGioia, announced the creation of a working group on slavery and called for a campuswide discussion after reopening a building named for one of the early presidents involved in the slave sale.

After student protesters demanded that the names of the presidents be removed from campus buildings, Mr. Cellini established the Georgetown Memory Project and hired a team of genealogists to identify and locate the descendants of the people who had been sold.

Mr. Stewart, a devout Catholic, was one of them. "I had to process that this was done by the Catholic Church to my ancestors," he said.

Then, Mr. Stewart said, he started focusing on the Jesuits, "looking for a way to hold them accountable."

In May 2017, Mr. Stewart wrote to the Jesuit leadership in Rome on behalf of the GU272 Descendants Association, calling for formal negotiations.

A month later, the Rev. Arturo Sosa, the superior general of the order, responded, describing Jesuit slaveholding as "a sin against God and a betrayal of the human dignity of your ancestors."

Father Sosa called for a "dialogue" process between Jesuits in the United States and descendants.

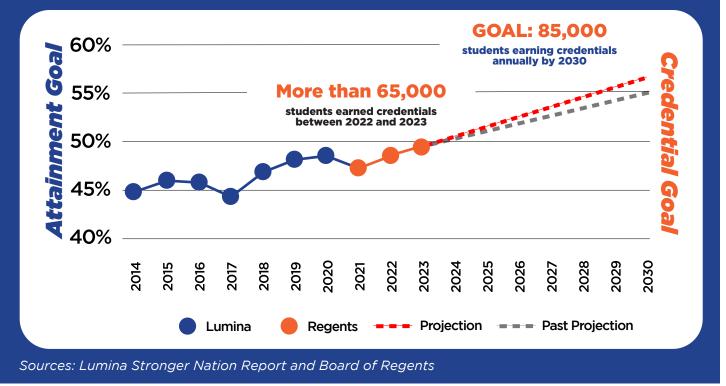
In August of that year, Father Kesicki flew to Michigan to meet with Mr. Stewart and his wife, Clara. He blessed their home. Then the two men sat down for a conversation that would lay the groundwork for their negotiations.





Progress to 2030 Goal

60% of Louisiana's Working-Age Adults with a Postsecondary Credential by 2030



#LAPROSPERS

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Increase College-Going



DUAL ENROLLMENT



PROMOTING COLLEGE ADMISSIONS



M.J. FOSTER PROMISE (ADULT FINANCIAL AID)

Improve Student Success



WORK-BASED LEARNING

IN STUDENTS TAKING DUAL ENROLLMENT SINCE 2021-2022

ICE 2021-2022



SCALING UP MATH / ENGLISH REFORM



MEAUXMENTUM SUMMIT

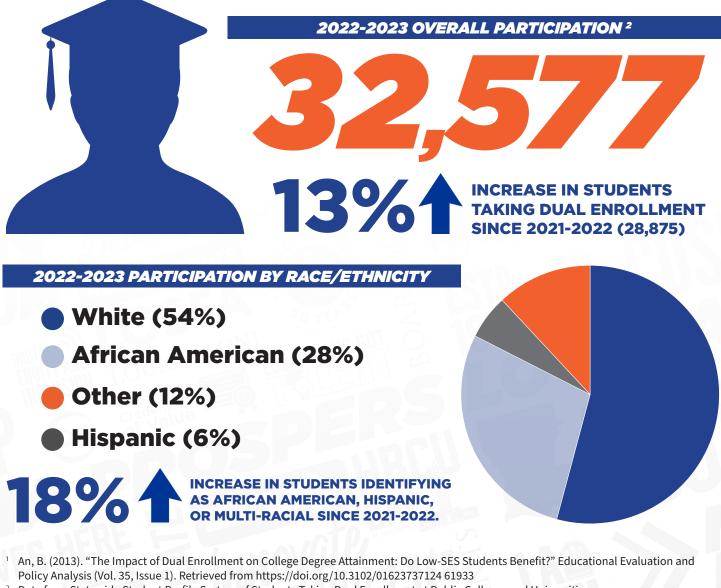


Counting All Credentials Louisiana is now including credentials of value produced at public, private, and proprietary schools, along with industry-based certifications (IBC).



Dual enrollment is a key student success strategy in Louisiana. Studies show that students who participate in dual enrollment are more likely to enroll in college, persist and complete¹.

In 2019, the Louisiana Legislature created the Dual Enrollment Task Force. This group, staffed by the Board of Regents, is charged with creating a pathway to universal access to dual enrollment and leading innovative efforts to redesign the high school experience for our state's students.



Data from Statewide Student Profile System of Students Taking Dual Enrollment at Public Colleges and Universities, Louisiana Board of Regents, December 2023

www.laregents.edu



www.laregents.ed

Teacher Credential Program

Three higher education institutions were selected to create graduate-level Dual Enrollment Teacher Credential programs. The selected campuses include LSU A&M, LSU Shreveport, and Southern University at New Orleans. Each program will provide tailored graduate certificate programs aimed at increasing the number of credentialed high school dual enrollment instructors in Louisiana. Enrollment is anticipated to begin in Summer 2024.

LaDualEnrollment.com

LaDualEnrollment.com continues to be the source to learn more about dual enrollment, find answers to frequently asked questions and discover dual enrollment courses offered in Louisiana.

In February 2020, the Dual Enrollment Task Force charged Regents to consider the feasibility and utility of a common dual enrollment application. Presently one institution is piloting a common application, with additional institutions set to adopt in Fall 2024.

Continued Focus on Rigor

In October 2023, the Board of Regents convened all postsecondary dual enrollment coordinators. Building on the summer of 2022 workshop series hosted with the National Alliance for Concurrent Enrollment Partnership (NACEP), Regents will continue to facilitate statewide conversations around quality assurances and sharing of best practices. Each convening emphasizes the expectation of institutions of higher education that the academic integrity of their dual enrollment courses align with their SACSCOC accreditation as well as Board of Regents policy (Academic Affairs Policy 2.22).

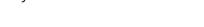
their high school core coursework can pursue college admission at their institution of choice by successfully completing the required number of early college academic credits with a qualifying GPA. (Early college credit

Revised Minimum Admission Standards: To further increase college-going, the Board of Regents recently approved revised college admission standards, adding a new college admission pathway. Under the new admission guidelines, students who complete

Revised Academic Affairs Policy 2.22 (Minimum Requirements for Dual Enrollment): In January 2023, the Board of Regents made permanent the interim dual enrollment policy (adopted in 2020) and provided additional expanded pathways for eligibility. In June 2023, the Board of Regents approved a policy allowing for a new Choice Credit modality. Higher education institutions that choose to offer this modality permit students to decide whether to include a dual enrollment course and grade on their college transcript.

can be earned through dual enrollment, AP, IB, or CLEP scores.)

Key Initiatives Key initiatives to date include:



Policy Updates



POLICY UPDATE

SCAN CODE TO VIEW



Claiborne Building | 1201 North Third Street | Suite 7-300 | Baton Rouge, LA 70802 P 225.342.6950 | F 225.342.6473 www.ULSystem.edu

June 8, 2023

Members,

The College and Career Readiness Commission has been working for the past year toward a definition of "college and career readiness." The purpose of the definition is to provide a context for our work in education and talent development at all levels in Louisiana. The definition answers the question "to what end?" During the development process, we have reviewed the definitions from other states, received input from commission members and other stakeholders, and engaged in robust conversation to arrive at this definition:

College and Career Readiness Definition

College and career ready means that individuals graduate from high school prepared for university, community college, or technical college programming without need for remediation or corequisite support and/or graduate prepared for employment with the foundational skills required for entry into career pathways, possessing both rigorous content knowledge and the ability to apply that knowledge.

Graduates possess a baseline of the core competencies tied to life and career success in the 21st century—effective communication and collaboration, critical and creative problem solving, adaptable resilience, cultural competence, and self-reflective awareness—and are poised for further development based on individual plans and goals through higher education or career training.

This definition is aspirational. It is incumbent upon the components of Louisiana's education enterprise in policy and practice to meet students where they are and facilitate the development of individuals to their fullest potential.

While a vague understanding of the principles of college and career readiness has undergirded our work in education for some time, it has been the goal of the College and Career Readiness Commission to reach a clear definition to guide Louisiana's efforts. The commission settled upon this final definition as worthy of our next generation of students as well as our state's economic potential. Your consideration is welcome. Your engagement in the development and implementation of associated metrics is essential.

Sincerely,

Dr. Jim Henderson UL System President and CEO College and Career Readiness Commission Chair

Grambling State University • Louisiana Tech University • McNeese State University Nicholls State University • Northwestern State University • Southeastern Louisiana University University of Louisiana Lafayette • University of Louisiana Monroe • University of New Orleans