

Purpose

COVID-19 has increased the recruitment and retention challenges school system leaders face. The Louisiana Department of Education is committed to supporting systems in addressing educator workforce needs. This [document](#) outlines some short- and long-term strategies including those the United States Department of Education is urging school systems across the nation to take.

Short-Term Strategies for Staffing Needs

Below are strategies systems can take this school year to improve recruitment and retention in their schools.

Strategies at No Cost

- Reassure teachers that they should be using lesson plans from their high quality curriculum and not be creating lesson plans from scratch
- Remove burdensome paperwork
- Remove unnecessary faculty meetings or share information through email
- Complete less or only [required observations](#)
- Streamline and simplify tasks like SLTs
- Have substitutes or volunteers do duty or other tasks to give teachers more time to plan or take breaks
- Remove focus on site-specific look fors like agendas on boards, rotating student work displays, etc.
- Spend time meeting student needs, building trust with families, building an inclusive school culture, etc.
- Focus on fostering joy and the love of learning
- Incorporate activities from summer programs that make school fun
- Partner with teacher preparation providers, community, and students, retired people, to assist with tutoring, mentoring students, extra responsibilities, etc.

Strategies that Can Use ESSER Funds

- Fill open positions or new positions
- Hiring and retention stipends
- Permanent salary increases
- Incentives for employees at struggling or underserved schools
- Increase in pay for critical staff shortage areas like bus drivers or nutrition services
- Hiring retired teachers, social workers, psychologists (part or full time)
- Paying for trainings or license fees needed to secure a job or certification
- Build and retain cadre of substitute teachers supporting well-being and working conditions
- Increasing support for students by hiring social, emotional, and mental health professionals

Funding Guidance

School systems can continue to use [ESSER funds](#) for the above strategies. Listed below are links school systems can reference for funding guidance.

- [Achieve Compensation Guidance](#)
- [Achieve Allowable Uses](#)
- [Achieve ESSER II & III Funding Allowability and Cost Guidance Crosswalk](#)
- [Additional Staff](#)

As systems plan for adjustments to their budgets in eGMS, they should consider how to use funds that will be made available in April and any budget amendments to shift resources to these strategies.

All recruitment and retention questions can be sent to em.cooper@la.gov, and all funding questions can be sent to LDOE.GrantsHelpdesk@la.gov.

