



Teacher Advisory Council 2023 Report

January 2024

Background

Senate Concurrent Resolution 33 of the 2022 Regular Legislative Session encouraged the creation of the Teachers Advisory Council (TAC). The resolution provides guidance regarding the structure of the Council, stating that the Council should be composed of at least the following teachers:

1. Each teacher who was selected as state teacher of the year and each teacher who was selected as a "Milken Educator." Each teacher selected shall not be required to serve but shall be given the opportunity to serve on the Council.
2. A traditional public school teacher representing each Board of Elementary and Secondary Education (BESE) district.
3. Three teachers chosen to represent traditional public schools, one of whom teaches in an elementary school, one of whom teaches in a middle school, and one of whom teaches in a high school.
4. Three teachers chosen to represent high-performing traditional public schools, one of whom teaches in an urban school, one of whom teaches in a rural school, and one of whom teaches in a school that has a majority of its student body that is economically disadvantaged.
5. Three teachers chosen to represent traditional public schools that are performing below the state average, one of whom teaches in an urban school, one who teaches in a rural school, and one who teaches in a school that has a majority of its student body that is economically disadvantaged.
6. Six teachers chosen to represent public charter schools, one of whom teaches in an elementary school, one of whom teaches in a middle school, one of whom teaches in a high school, one of whom teaches in a virtual school, one of whom teaches in a high performing school, and one of whom teaches in a school performing below the state average.

The resolution further required that each member shall be selected from among a pool of teachers who applied for membership to the Council and that the term for each member shall be for four years. However, the terms of the initial members shall be staggered in a manner to provide for continuity in the membership with no more than twenty-five percent rotating off the Council each year.

Twenty-two (22) selected council members have met the above qualifications along with representation from each BESE region across the state.

We know that those that work closest to students should be involved in the decision-making process of identifying what is best for them. Teachers are given a front row seat to see the direct consequences and effects of policies and procedures that are passed from governing authorities. Oftentimes, they feel helpless in creating change in areas by which they are impacted, and this council was birthed by those ideas.

Having teachers at the table to engage in organic conversations and provide feedback can improve working environments and increase learning outcomes for students.

All Louisiana K-12 teachers were eligible to apply during the application period that ran from August 10-25, 2022. The Louisiana Department of Education (LDOE) received nearly 900 applications. On September 8, 2022,

the LDOE named the members of its Teacher Advisory Council. The former state teacher of the year and Milken winners were replaced with the current winners for the 2023-2024 school year. This cohort of educators will meet with Dr. Brumley quarterly to share feedback on current education initiatives and offer insight on how Louisiana can continue to improve student outcomes.

The members of the 2023-2024 Louisiana Teacher Advisory Council are:

- Kylie Altier | McKinley Elementary | East Baton Rouge Parish
- Cammie Canik | South Cameron | Cameron Parish
- Corrie Campbell | Green T. Lindon Elementary | Lafayette Parish
- Gwynne Clavijo | Shreve Island Elementary | Caddo Parish
- Bernita Dunbar | Delta Charter | Concordia Parish
- Dereka Duncan | Cohn Elementary | West Baton Rouge Parish
- Elise Frederic | Lakeside Primary | Avoyelles Parish
- Megan Girlinghouse | Catholic of Pointe Coupee | Pointe Coupee Parish
- Lauren Gros | E.S. Richardson Elementary | Webster Parish Schools
- Tristen Guillory | St Amant High School | Ascension
- Amanda Jones | University View Academy | East Baton Rouge Parish
- Regena Landry | Copper Mill Elementary | Zachary Community Schools
- John Lary | C. E. Byrd | Caddo
- Allison McLellan | Belle Chasse High School | Plaquemines Parish
- Erika Musgrove | Broadmoor Elementary | East Baton Rouge Parish
- Tiffany Starks | Legion Park Elementary | Terrebonne Parish
- Cassidy Tackett | Union Central Elementary | Caldwell Parish
- Amber Thomas | Advantage Charter Academy | National Heritage Academies
- Taylor Wallace | Woodvale Elementary | Lafayette Parish
- Karrie Ward | Kehoe-France | Jefferson Parish
- Erik Willie | French Settlement High School | Livingston Parish
- Antonio Wilson | Ruston High School | Lincoln Parish

Issues

The Teachers' Advisory Council has conducted four meetings since December 2022: February 15, 2023, May 12, 2023, September 15, 2023, and November 15, 2023.

Items discussed during first meeting (February 15, 2023):

- Consideration of a Math Refresh Update
- Consideration of an Attendance Update
- Consideration of a discussion regarding High Quality Learning Environments
- Consideration of a discussion regarding TAC Spotlight Sessions

Items discussed during second meeting (May 12, 2023):

- Consideration of a report of Spotlight Sessions
- Consideration of updates in Special Education
- Consideration of discussion regarding Teacher Recruitment and Retention
- Consideration of discussion regarding Legislative Updates

Items discussed during second meeting (September 15, 2023):

- Consideration of an update report regarding Louisiana's Vision for Success
- Consideration of an update report regarding legislation enacted by the 2023 Regular Legislative Session
- Consideration of a discussion regarding Social Studies
- Consideration of a discussion regarding Math

Items discussed during second meeting (November 15, 2023):

- Consideration of an update report regarding Louisiana's School Accountability System
- Consideration of a discussion regarding Math
- Consideration of a discussion regarding Literacy
- Consideration of a discussion regarding Professional Learning

Findings

The Teachers Advisory Council is composed of a diverse group of award-winning teacher leaders who have strong ideas about areas that need improvement. Below is a synopsis of the findings of the meetings that have occurred.

Collective findings from meetings:

- Council members agreed with the educator evaluation research findings and supported an improved system to shift from a compliance-based system to one of professional learning for educators. Members stressed the importance of having their supervisors in their classrooms more often to provide feedback on their instructional practices.
- The Professional Learning Roadmap is a great resource for school system-level leaders. Most of the TAC members are a part of their school's instructional leadership team and have found that strong implementation yields results in classrooms.
- Council members felt value in being provided an update on attendance policy and related concerns.
- Awareness of attendance policy is needed by all stakeholders, teachers, administrators, child welfare and attendance staff, and families.
- Council members provided ideas to adjust the proposed language and use of the FLAME (Foundational Lessons for Accelerating Math Education) parent report and the math leader toolkit self-assessment.
- Council members provided ideas to adjust the proposed language and use of the Bayou Bridges Letter to Family.
- Literacy resources (FIRE and LIFT kits) are high-quality and an excellent addition to Louisiana teachers' tool belts. The Council will work to make more teachers aware of these resources and support implementation.
- Math resources (Accelerate and Refresh) are also high-quality and an excellent addition to Louisiana teachers' tool belts. The Council will work to make more teachers aware of these resources and support implementation as well.
- Council members are proud of our state's NAEP results and are excited to continue to focus on the work of our 4th and 8th-grade students and provide support for those respective English Language Arts (ELA) and math teachers.
- Council members provided ideas to adjust the proposed language in the Digital Device Guidelines document and endorsed with noted changes.
- Louisiana's teachers are observed twice each school year following the Compass Rubric Guidelines. Observation scores comprise fifty percent of educators' evaluation ratings. In response to Covid-19, evaluations for highly effective teachers were reduced to one per year during the 2020-2021 and 2021-2022 school years. Council members recommended that the state continue to allow for highly

effective teachers to continue to be formally observed once rather than twice per year. They noted that this provides administration more time to focus on struggling teachers on staff at the school.

- Council members shared ideas on elevating teacher voices. The following are a few that were commonly suggested:
 - Allow teacher leaders on site to help lead professional development sessions and workshops as opposed to hiring a consultant to come in.
 - Encouraging the creation of district-level Teacher Advisory Councils.
 - If we are going to change the way people talk about schools, we have to change the way we talk to students, eliminating language such as “do not be a teacher.”
- Providing guidance at their school sites of research-proven effective strategies to improve instructional practices. Many of the council members are starting to use their social media outlets to share these strategies as well.

The Teachers Advisory Council will be meeting in 2024 on the following dates:

- Friday, February 2, 2024
- Wednesday, May 15, 2024

All meetings will be held in the Thomas Jefferson Room of the Claiborne Building.

Conclusion

“Other than the parent, nothing is more critical to student success than a high-quality teacher,” said State Superintendent of Education Dr. Cade Brumley. “Giving these educators a seat at the table and listening to their experiences is one of the ways we value teaching professionals in Louisiana.”

The (22) twenty-two council members have been actively engaged in quarterly meetings and have been responsive to questions and discussions around pertinent topics regarding the current educational landscape.

They are eager to be included in the conversation and have made it a priority to be present at the table when the Teachers Advisory Council convenes.

In 2023, the LDOE implemented additional pathways to share the work of the Teacher Leader Advisory Council. These Teacher Advisory Council extensions are scheduled by the TAC member and provide a redelivery of key agenda items to the local communities that they serve. LDOE staff, Teachers Advisory Council Chairs, and respective members lead these local meetings to expand on the work that is being done and help provide direct communication, awareness, and support to the field.