

LOUISIANA TEACHER RECRUITMENT, RECOVERY, AND RETENTION TASK FORCE

PRELIMINARY RECOMMENDATIONS

Preliminary Recommendations for Recruitment

LDOE	BOR
<ol style="list-style-type: none"> 1. Expand the pre-educator pathway strategy in high schools. 2. Implement a strategy to recruit diversity in the educator workforce. 3. In partnership with Board of Regents, study the impact of Praxis Core and content exams on educator preparation program enrollment. 4. Create a campaign to elevate the teaching profession. 5. Invest and expand the para-to-teacher model. 6. Develop a strategy to attract mid-career professionals into the teaching profession. 7. Study and develop statewide a plan for incentive and compensation model. 8. Develop and implement statewide career ladder for teachers. 9. Study the effectiveness of the current teacher residency model to include mentor teachers and identify areas of improvement. 10. Evaluate current data collection practice to create a plan for more robust data collection. 11. Develop support for aspiring and current principals. 12. Expand the Human Resources Fellowship. 	<ol style="list-style-type: none"> 1. Working with the Department of Education, identify best practices for recruiting potential teachers before entering college. Explore dual enrollment opportunities to expand pre-educator pathways in high school. 2. Work with the Department of Education to develop strategies for creating a pipeline of teachers of color in educator preparation programs, targeting high-need school districts in Louisiana. 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. 4. Encourage expanded partnerships with College of Education programs and local school districts to focus on teacher recruitment. 5. Connect with states that have implemented teacher recruitment programs that have partnered and received funding support from the business, community and educational organizations.



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PRELIMINARY RECOMMENDATIONS

Preliminary Recommendations for Recovery

LDOE	BOR
<ol style="list-style-type: none"> 1. Research the reciprocity agreements for certification in other states. 2. Study the mentor teacher and residency program and reinstate the statewide work group related to teacher residency. 3. Provide research and guidance for teacher well-being support and reducing teacher burnout. 4. Reinstigate and implement a statewide new teacher induction program and system support. 5. Complete a compensation study including return to work guidance for school districts. 6. Study the current educator evaluation system and create a plan to improve the system. 	<ol style="list-style-type: none"> 1. Explore differentiated teaching as a career offering advancement opportunities that encourage teachers to remain in the classroom. 2. Partnering with the Louisiana Department of Education, compile research and develop recommendations related to teacher compensation and benefits.

Preliminary Recommendations for Retention

LDOE	BOR
<ol style="list-style-type: none"> 1. Build strong support strategies for experienced teachers. 2. Expand the teacher pipeline supports for aspiring and current principals. Review school culture and strategies to improve working conditions. 	<ol style="list-style-type: none"> 1. Execute statewide listening sessions with educators to discuss the opportunities and barriers to teacher retention.