



---

**Resident Teacher and Mentor  
Teacher Compensation  
Process**

August 22, 2023

---

# Agenda

- Background
- Eligibility
- Process Overview
- Mentor Waiver



# Background



# Louisiana's Goals and Priorities

## SIX CRITICAL GOALS

Students enter kindergarten ready.

Students will achieve mastery on third-grade assessments and enter fourth grade prepared for grade-level content.

Students will achieve mastery on eighth-grade assessments and enter ninth grade prepared for grade-level content.

Students will graduate on time.

Students will graduate with a college and/or career credential.

Students will graduate eligible for a TOPS award.

## EDUCATIONAL PRIORITIES

Ensure every student is on track to a professional career, college degree, or service.

Remove barriers and create equitable, inclusive learning experiences for all children.

Provide the highest quality teaching and learning environment.

Develop and retain a diverse, highly effective educator workforce.

Cultivate high-impact systems, structures, and partnerships

# Policy Timeline Overview

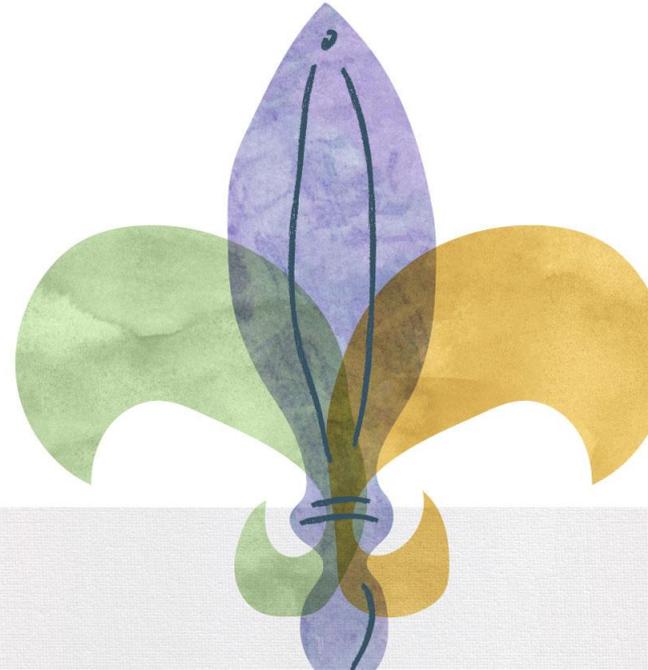
2017-2018	<ul style="list-style-type: none"><li>● LDOE launches a statewide training initiative to develop a cadre of Mentor Teachers and Content Leaders</li><li>● <u>BESE approved regulations to establish mentor teacher and content leader credentials</u> in the form of an ancillary certificate.</li></ul>
2019	<ul style="list-style-type: none"><li>● LDOE begins to <b>issue Content Leader and Mentor Teacher ancillary certificates</b> to individuals who have successfully completed a state-approved Content Leader or Mentor Teacher training program, including state-led training, and have a passing score on the Louisiana Content Leader or Mentor Teacher Assessment Series</li></ul>
2020	<ul style="list-style-type: none"><li>● <b>Mentor Teacher ancillary certificate required</b> for individuals who serve as a mentor of undergraduate or post-baccalaureate teacher residents</li></ul>

# Funding Overview

In the 2023-2024 academic year, the data collection for the mentor compensation will take place using a similar process to what was used in 2022-2023.

- Mentors who support year-long undergraduate residents and post-baccalaureate candidates (first year PLs) will receive **\$2,000**.
- Through the teacher pay increase approved by the Legislature in 2019-20 (\$1000), 2021-22 (\$800), and 2022-23 (\$1,500) the Department will allocate funds for LEAs to pay **\$3,300** to yearlong undergraduate residents who hold a resident certificate and are completing their residency in a public school.
- This funding is allocated to school systems who host residents. School systems should pay Mentors and residents directly.
- Funding will be provided through the **Minimum Foundation Program (MFP)** formula via the certificated pay raise calculation.

# Eligibility



# Resident Eligibility

## Who is eligible for the resident teacher pay raise compensation?

- The resident must hold a resident certificate with a valid from date on or before **October 1, 2023**. *(It is strongly suggested that providers apply for resident certificates by **September 1** to ensure they are processed in time for the stipend.)*
- The resident must serve in a MFP funded entity.
- The resident must serve with a mentor teacher in the same MFP funded entity as the resident teacher.
- The resident must serve with a mentor teacher that is reported in ED Link 360 Staffing with an object code of 112 (teacher) and a function code within the 1000s excluding 1530 (Pre-K) and 1531 (Head Start).
- The resident must serve with a mentor teacher holding one of the following on **October 1, 2023**: Mentor Teacher Certificate, Provisional Mentor Teacher Ancillary Certificate, or 2023-2024 Mentor Waiver Credential.

# Resident Eligibility for Post Baccalaureate Candidates

What does the post baccalaureate candidate need in order for their Mentor to be eligible?

- The candidate must hold a Practitioner License with a valid from **October 2, 2022 through October 1, 2023**.
- The candidate must serve in a MFP funded entity.
- The candidate must serve with a mentor teacher in the same MFP funded entity as the candidate.
- The candidate must serve with a mentor teacher that is reported in EdLink360 Staffing with an object code of 112 (teacher) and a function code within the 1000s excluding 1530 (Pre-K) and 1531 (Head Start).
- The candidate must serve with a mentor teacher holding one of the following on **October 1, 2023**: Mentor Teacher Ancillary Certificate, Provisional Mentor Teacher Ancillary Certificate, or 2023-2024 Mentor Waiver Credential.

# Mentor Eligibility

## Who is eligible for the mentor teacher funding?

- Mentors of certificated **undergraduate** residents in yearlong residencies and Mentors of **post- baccalaureate** candidates who are on their first year of a practitioner's license are eligible for \$2,000. The resident they support must have a Practitioner's license or Resident license.
- The mentor teacher must hold one of the following on **October 1, 2023**:
  - Mentor Teacher Certificate
  - Provisional Mentor Teacher Ancillary Certificate
  - 2023-2024 Mentor Waiver Credential

# Resident and Mentor Teacher Data Collection



# Spring Data Collection Timeline

May	Funding data collection process communicated to School Systems and Preparation Providers. Webinar held (May 18)
June-July	School Systems report Resident teacher and Mentor teacher data in EdLink360 Staffing for spring 2023 starts. Note for post bacs this should be anyone who started after October 1, 2022 who was not reported in last year's reporting. For undergraduates this should be all of your January 2023 starts.
August 1	Make sure all Mentor and Resident spring data is reported.
August 2-9	Correct any errors or add any missing spring data for residents/mentors
August 11	Snapshot is taken on this date of data
Winter	Preparation Providers and School Systems receive final funding list with rationale Resident and Mentor teacher information is reported for MFP allocation BESE receives allocation counts for funding for PreK residents and Mentors

# Fall Collection Timeline

August	Funding data collection process communicated to School Systems and Preparation Providers. Webinar held August 22.
September	LDOE sends teacher prep list of resident and PLs issued so far to assist with ensuring all licenses are issued by October 1, 2023 deadline. Preparation programs review data and follow up on missing licenses.
October 5	LDOE sends school systems list of resident and PLs issued to assist with reporting.
October 5- October 18	School Systems report Resident teacher and Mentor teacher data in EdLink360 Staffing for fall 2023 starts.
October 19-20	School systems make sure all Mentor and resident data is reported, check Mentor dashboard. Correct any errors or add any missing data for residents/Mentors.
October 23	Snapshot is taken on this date of data.

# Fall Collection Timeline

November	LDOE verifies Mentor and resident eligibility for funding.
Winter	Preparation Providers and School Systems receive final funding list. Resident and Mentor teacher information is reported for MFP allocation. BESE receives allocation counts for funding for PreK residents and Mentors.

# Mentor and Resident Teacher Updates

The collection of Mentor and Resident teacher data was required for the 2022-2023 school year in EdLink. For 2023-2024, this data will again be collected in EdLink.

New fields RESIDENT\_TEACHER\_PREP\_PROGRAM\_TYPE and PLACEMENT\_PERCENTAGE will be added to collect resident teacher data.

Updates were made to the extract layout and samples, EdLink 360 FAQ, Staff User Guide and other documentation are posted on the [EdLink360 support page](#) under the STAFF section.

# 2023-2024

## Mentor Teacher and Resident Teacher Collection

### [Mentor Teacher and Resident Teacher FAQ](#)

- Staff extract Layouts (see staff.tsv, staff\_ext.tsv, and mentor\_teacher\_link layout): [23-24 Staff Layout](#)
- staff\_ext.tsv extract SAMPLE: [23-24 Staff SAMPLE](#)
- mentor\_teacher\_link SAMPLE: [23-24 Mentor Teacher SAMPLE](#)
- Student TBL Tables: [23-24 Student TBL Tables](#)

# 2023-2024 Mentor Credential Waiver



# Mentor Teacher Credential

Beginning in September 2020, every teacher who serves as the Mentor of an undergraduate or post-baccalaureate candidate must hold the Mentor Ancillary Certificate or the Provisional Mentor Ancillary Certificate.

BESE has allowed a waiver of the Mentor credential for the 2020-2021, 2021-2022, and 2022-2023 school years.

In April 2023 BESE approved a full waiver of the Mentor credential for the 2023-2024 school year.

# Mentor Waiver

Mentor teacher waivers will be granted on a case-by-case basis through the application process established by the LDE and at no fee to the applicant, school system, or teacher preparation provider. The waiver will be issued by the LDE for educators highly recommended by the mentor's principal and who possess one or more of the following qualifications:

1. Two years of Highly Effective Compass ratings;
2. National Board Certification;
3. Statewide or national distinction for excellence in teaching;
4. Experience as a TAP mentor, master teacher, executive master teacher, or certified TAP evaluator;
5. Content leader experience, as evidenced by participation in Content Leader training or redelivery of professional development; or
6. Master's or doctorate in education and exemplary experience hosting student teachers.

# Waiver Application Process

For the 2022-2023 school year, the application process for the Mentor waiver was completed entirely online through SurveyMonkey Apply. School system staff began the process by submitting the Mentor's name and email address and the principal's name and email address. The Mentor and principal were then sent an email notifying them that they needed to complete the application.

The Mentor completed the section of the application that asks for details about their certification and information about their mentee. The principal completed the portion of the application that asks which qualification the Mentor holds that qualifies them to serve in the role. This is a drop down list that contains the requirements listed above for the waiver. Both electronically sign the application.

It is estimated that it should take each person, the Mentor, principal, and school system staff no more than five minutes to complete and submit the waiver application.

# Mentor Waiver

In April 2023 BESE approved a full waiver of the mentor credential for the 2023-2024 school year. Just like previous years the mentor waiver will be granted on a case-by-case basis through the application process established by the LDOE and at no cost to the applicant, school system, or teacher preparation provider.

The [2023-2024 Mentor Credential Waiver Application](#) opened in July. Refer to the [Mentor Waiver Application Guide](#) for details on completing this year's application.

The 2023-2024 Mentor waiver application portal will remain open until **June 8, 2024**.

Contact [believeandpepare@la.gov](mailto:believeandpepare@la.gov) with any questions.

# Provisional License

A Provisional License is available to anyone who wishes to serve in the role of a Mentor, but does not yet hold the credential. To qualify for the provisional license an educator must be enrolled in an approved Mentor training program.

The provisional license can be held for one year while an educator completes a mentor training program and assessment series. The provisional license cannot be renewed.

# Mentor Policy Updates

At the April 2021 BESE meeting the board approved changes to Bulletin 746 regarding mentor credential requirements. These updates include:

1. Honoring Previous Training and Experience
  - a. EDL or previous administrative certifications
  - b. NIET trained evaluators
  - c. CLASS trained evaluators
  - d. Supervision of Student Teachers
2. Removing the Content- Specific Assessments
3. Creating an Add-On Mentor Endorsement

This policy went into effect **September 20, 2021.**

# Closing

Questions? Need Assistance? Contact [BelieveandPrepare@la.gov](mailto:BelieveandPrepare@la.gov).

For questions about EdLink 360 please contact [systemsupport@la.gov](mailto:systemsupport@la.gov).

