



Supporting Students with Unfinished Learning and Diverse Needs

Staffing – Question & Answer Session

June 16th, 2021



District Management Group | Helping Schools and Students Thrive

Agenda

Welcome & Overview

Top 6 Staffing Questions

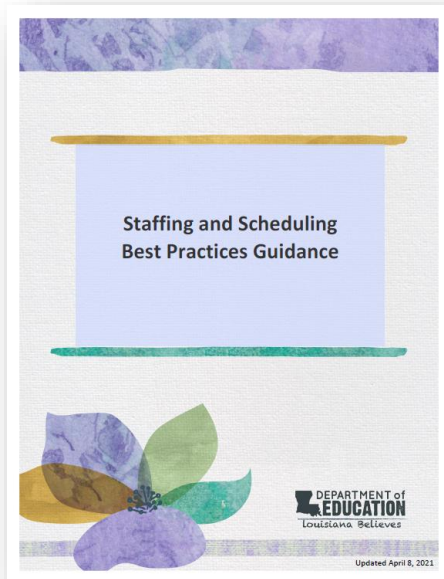
Open Q&A Forum

Closing



The Louisiana Department of Education has partnered with District Management Group, a Boston-based public education consulting firm.

LDOE Partnership with District Management Group (DMGroup)



Comprehensive Guidance Document

- Details best practices for addressing unfinished learning and meeting the needs of diverse learners
- [Document Link](#)



Supports for LEAs in Implementing Best Practices (*Spring – Fall 2021*)

- Live webinars, resource sharing sessions, and question & answer sessions
- Opt-in intensive regional technical support and district specific coaching



Q&A sessions are in direct response to the request of school and district leaders across Louisiana for a forum to ask specific questions.

Rationale Behind Q&A Sessions

- **LDOE and DMGroup interviewed districts and networks across Louisiana:**
 - Resounding feedback that there was a desire for a forum to ask specific questions related to staffing and scheduling best guidance



- **LDOE and DMGroup are responding to your needs:**
 - 2 Q&A Sessions in 3 rounds of sessions over the next few months on the following topics:
 - Staffing Guidance
 - Scheduling Guidance
 - Topics for discussion are and will continue to be based on the input and voices of participants
 - We will incorporate your feedback and continue to improve the structure and focus of sessions



Q&A sessions create a forum for individuals from across the state to ask targeted questions related to their challenges.

Overview of Q&A Session



1. **Top Questions** – DMGroup will share relevant guidance and best practices in response to the top questions raised by educators and leaders throughout Louisiana.



2. **Open Question Forum** – Session participants can submit questions by either raising their hand or by entering their questions directly into the chat feature of Zoom.



3. **Breakout Sessions** – Participants will also join breakout sessions at various points to have small group discussions with their peers.

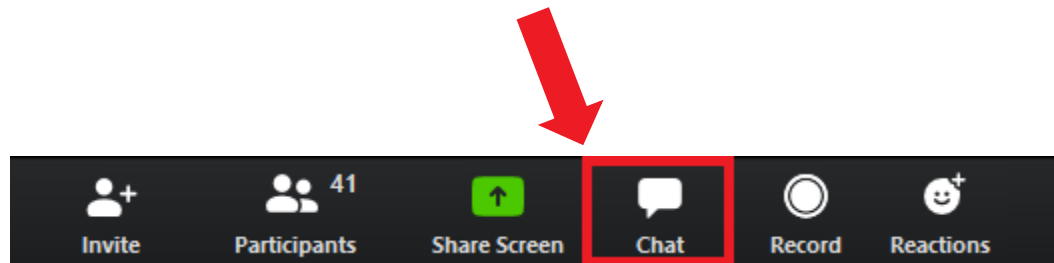


At any point throughout today's session, you can use the chat feature in Zoom to submit questions.

 Use the Chat to Submit Questions

What questions do you have about staffing to address students' unfinished learning?

- Submit questions by clicking on the 'Chat' function in your Zoom window.



- You can submit your questions at any point throughout the session using the chat.



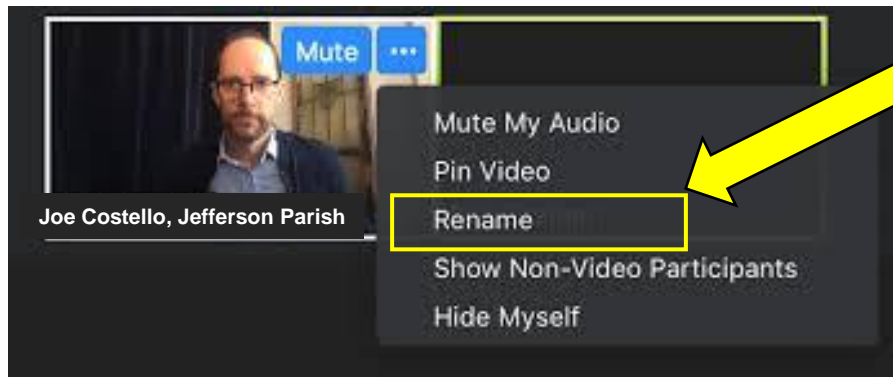
Please change your 'name' on zoom so that our team can organize breakout rooms more effectively.



Directions for Breakout Rooms

- Change your name on Zoom to the following:
 - Name, District/Charter Network
 - Ex.

Joe Costello, Jefferson Parish



To rename on Zoom:

- Click on your picture in the Zoom window
- Click on the three dots (...), then select 'Rename'
- Rename yourself according to your district/network name to help ensure mixed breakout rooms



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There are established best practices to help address unfinished learning.

Overview of Best Practices

High-Quality Core
and Literacy
Instruction

- 1 High-quality core instruction is the foundation.
- 2 Effective literacy instruction is central to student success.

Extra Instructional
Time from Content
Strong Staff

- 3 Students with unfinished learning and diverse learners need extra instructional time to catch up.
- 4 Both core instruction and acceleration must be provided by content strong staff.

Social & Emotional
Needs and Equity
Matter Greatly

- 5 Meeting the social, emotional, and behavioral needs of students supports academic achievement.
- 6 Equity should be at the forefront of all these strategies.



Top Questions – Staffing

- 1 Strategies to address staffing shortages? Where to find the staff with the needed skills?
- 2 What are creative strategies to address staffing shortages in small, rural districts?
- 3 How do I work with universities to source teachers and/or college students to tutor?
- 4 How to retain teachers, especially special education teachers, in struggling schools?
- 5 What is the ideal role of instructional coaches and what are effective coaching practices?
- 6 How can general education/content strong staff be leveraged for acceleration?



What are strategies to address staffing shortages, and where can leaders find the staff with the needed skills?

Question 1 – Addressing Staffing Shortages

Four additional options for hiring can include:

1

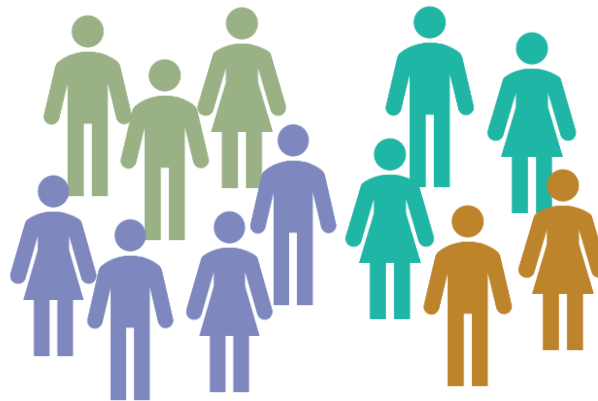
Retired Teachers

After consulting with TRSL and district policies

2

Teachers Who Left

to care for children or parents



3

Recent College Graduates

with math, science, and writing related majors

4

Current College Students

with math, science, and writing related majors

for high-dose tutoring



What are creative strategies to address staffing shortages in small, rural districts?

Question 2 – Addressing Staffing Shortages in Small Districts

Four strategies for addressing staffing shortages in any districts



- 1 **Consider remote** tutoring and small group acceleration
- 2 **Prioritize general education certified staff** for students with mild to moderate disabilities.
- 3 **Expand the reach of existing staff** through larger groups across multiple grades (ex. Bigger phonics reading groups in grades 1 & 2).
- 4 Meet SEL counseling needs through **remote counseling**.



Opportunity to Learn from Peers

In breakout rooms, discuss with your colleagues the following question:

Which strategies are you considering in your district or network to address a shortage of teachers with the required skills?



~ Group discussions will last for approximately 5 minutes ~



How do I work with universities to source teachers and/or college students to tutor?

Question 3 – Partnerships with Colleges & Universities

Strategies to improve partnerships with colleges and universities:

- 1 Have a dedicated resource in the district or system to manage partnerships with colleges and universities.
- 2 Target colleges and universities that are aligned to your district or system.
 - The Louisiana Department of Education helps to facilitate dozens of teacher preparation programs across the state.
 - Follow the link below to learn more:

<https://louisianateacherprep.com/>

- 3 Provide direct supervision and support to college and university student tutors.



How to retain teachers, especially special education teachers, in struggling schools?

Question 5 – Teacher Retention

Strategies to Retain Teachers and Staff...

- 1 Don't ask for the impossible.
 - Provide general education teachers time for acceleration in the schedule.
 - Allow special education teachers to play to their strengths.
- 2 Ask teachers what they need in the way of professional development.
- 3 Provide effective coaching support to teachers.
- 4 Provide effective supports for problematic student behaviors.



What is the ideal role of instructional coaches and what are effective coaching practices?

Question 5 – Effective Coaching Systems

Attributes of an effective coaching system:

- 1 Use the right coaches (high EQ, good at working with adults)
- 2 Focus on the middle 80% of teachers
- 3 Manage schedules of coaches (75% of day with teachers)
- 4 Use a combination of individualized and group coaching to maximize reach
- 5 Staff roughly 1 coach to 20 teachers



Opportunity to Learn from Peers

In breakout rooms, discuss with your colleagues the following question:

What has worked well with coaching in your experience?

How can coaching be made more impactful in your district/network?



~ Group discussions will last for approximately 5 minutes ~

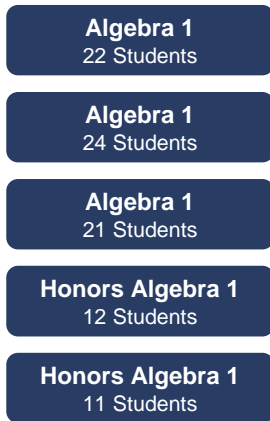


How can general education and content strong staff be leveraged for acceleration?

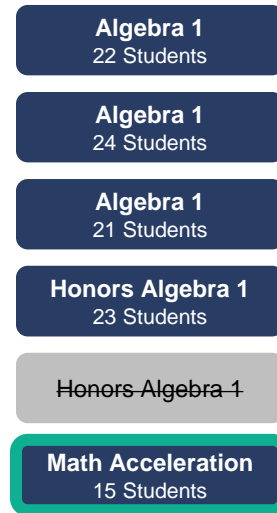
Question 6 – Leveraging General Education Staff

Teachers

Current Schedule



Repurposed Schedule



Replace a reduced section of an existing course with an acceleration section

Students

Adjust the IEPs of students with mild-to-moderate disabilities to allow for general education interventions



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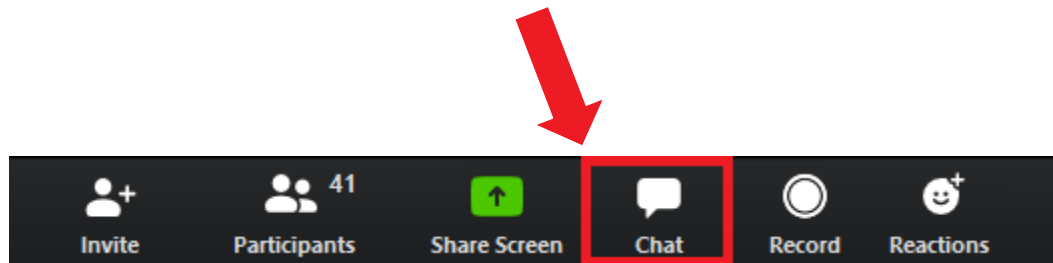


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The next round of Q&A sessions, incorporating updated guidance and feedback, will take place in mid August.

Upcoming Support Activities

Participants must register in order to attend these sessions. Registration links will be forthcoming.

Date and Time
Scheduling - June 30 th at 1 pm CST
Staffing - August 11 th at 1 pm CST
Scheduling - August 25 th at 1 pm CST



Tell us what you liked about today's session and how you would like to see this session improved in the future!

Opportunity to Provide Feedback

Link to Provide
Feedback





District Management Group

Helping Schools and
Students Thrive

If you have any comments or questions about the contents of this document, please contact District Management Group:

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