

Recruitment and Retention Fellowship 2025-2026

Purpose

Like the rest of the nation, Louisiana faces challenges in recruiting and retaining effective, certified teachers and leaders. Students require high-quality educators and leaders to achieve successful outcomes. The Louisiana Department of Education (LDOE) believes that investing in the development of human resources leaders is essential for driving improvements in schools and districts.

In 2020, the LDOE launched the first cohort of a recruitment and retention fellowship aimed at supporting school system human resources (HR) leaders in creating strategic plans based on best practices to attract, support, and retain effective educators. This fellowship has successfully strengthened HR leaders for the past five years. The LDOE is continuing this important initiative by offering this fellowship for a sixth cohort during the 2025-2026 school year.

Overview

The Recruitment and Retention Fellowship allows Louisiana HR professionals to collaborate with peers across the state. Participants will learn and share best practices and innovative solutions for attracting and retaining effective educators. They will also engage with national consultants from the Urban Schools Human Capital Academy, who will share insights and strategies from across the country on recruiting and retaining talented educators. This fellowship establishes a statewide network of HR leaders collaborating to hire and retain quality educators and leaders effectively.

The goals of the fellowship program are to:

- Transform HR departments into effective, strategic partners that align with the state and system's mission to improve student outcomes.
- Build a long-term network of HR leaders throughout the state
- Provide HR leaders with the opportunity to explore innovative solutions collaboratively.

Topics include:

- Recruitment marketing strategies
- Using data to analyze and anticipate vacancies to create a projected hiring plan
- Analyzing and improving the current hiring and application process
- Innovative retention strategies
- The principal's role in teacher retention
- The strategic work of the HR professional
- The cycle of system improvement

The sessions include a virtual introduction meeting (September 9, 2025), four in-person full-day meetings (October 7, 2025; January 13, 2026; March 17, 2026, and June at Teacher Leader Summit), and three virtual check-in meetings (December 5, 2025; February 27, 2026; and May 8, 2026).

Outcomes

During the year-long fellowship, each participant is expected to study best practices in human capital, particularly how to manage talent strategically. This includes practices in recruitment, retention, data use, and supporting principals. They are also expected to design a project or strategy to implement in their school system.

Application Process

This selective fellowship is specifically for human resources professionals. All applications must be submitted via the [Jotform application](#) by June 27, 2025. Candidates will be notified of acceptance by July 11, 2025. Please be advised that attendance at all meetings is required. The program costs \$1,000.00, and tuition is due by October 31, 2025.

Applicants must obtain a letter of affirmation from their supervisor and/or superintendent indicating their support for the following: attendance at all sessions, reimbursement for travel expenses (including mileage, hotel, and food), and timely tuition payment. A sample letter can be found [here](#). A link for tuition payment will be provided upon acceptance.

Questions can be emailed to louisianaleaders@la.gov.