

## Recruitment and Retention Fellowship 2026-2027

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### Purpose

Louisiana's ability to improve student outcomes depends on stable access to high-quality educators and leaders in every classroom and school. Recruiting, supporting, and retaining effective teachers and leaders is a core priority of the Louisiana Department of Education (LDOE) and a critical driver of instructional improvement, system coherence, and long-term sustainability.

The LDOE recognizes that human resources professionals are essential strategic partners in advancing these priorities. Strong Human Resources systems ensure that talent decisions, such as recruitment, hiring, placement, support, and retention, are aligned to instructional goals, leadership development, and continuous improvement.

Since 2020, the Recruitment and Retention Fellowship has supported HR leaders in Louisiana school systems in strengthening human capital practices. The 2026–2027 cohort continues this work by focusing on data-informed decision-making and sustainable workforce strategies that directly support schools and students.

### Fellowship Overview

The Recruitment and Retention Fellowship is a year-long professional learning experience for Human Resources professionals designed to strengthen system-level talent practices aligned to LDOE priorities. The fellowship intentionally builds a statewide network of HR leaders committed to enhancing educator pipelines and improving long-term workforce stability across Louisiana.

### Fellowship Goals

The goals of the Recruitment and Retention Fellowship are to:

- Align human capital systems to LDOE priorities by strengthening recruitment, hiring, and retention practices that support effective instruction and leadership;
- Develop HR leaders as strategic partners who use data to inform workforce planning and system improvement;
- Increase system capacity to anticipate staffing needs and respond proactively to educator shortages; and
- Build a statewide network of HR professionals committed to continuous improvement and shared problem-solving.

### Fellowship learning experiences will focus on:

- Strategic recruitment and educator pipeline development aligned to system needs.
- Data-informed workforce planning, vacancy forecasting, and talent deployment.
- Improving hiring practices to ensure high-quality candidates.
- Retention strategies that support teacher effectiveness, satisfaction, and longevity.
- The role of school leaders, especially principals, in teacher recruitment and retention.
- Aligning HR practices to instructional priorities and system improvement efforts.
- Applying continuous improvement cycles to human capital strategies.

### **Structure & Meeting Format**

The 2026–2027 fellowship combines virtual learning, in-person collaboration, and applied practice.

Sessions include:

- One virtual kickoff meeting.
- Four in-person, full-day convenings (including a session aligned to the Teacher Leader Summit).
- Three virtual check-in sessions to support implementation, reflection, and collaboration.

Participants are expected to attend all sessions and actively engage in both learning and applied work throughout the year. Specific dates for the 2026–2027 cohort will be shared with accepted participants.

### **Key application requirements include:**

- Completion of the online application.
- A letter of affirmation from the applicant's supervisor and/or superintendent confirming support for attendance at all fellowship sessions.
- Program Tuition: \$1,000. Travel expenses (mileage, lodging, meals) are the responsibility of the participant's school system.
- Participants may request cancellation before the first meeting. Once the fellowship begins, no refunds will be issued.

### **Contact Information**

For questions or additional information, please contact [louisianaleaders@la.gov](mailto:louisianaleaders@la.gov).