

LOUISIANA DEPARTMENT OF EDUCATION



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# Teaching and Learning Monthly Call January 2023

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# Agenda

- I. [Recruitment and Retention Spotlight](#)
- II. [Academic Content](#)
- III. [Diverse Learners](#)
- IV. [Literacy](#)
- V. [Educator Development](#)
- VI. [School Improvement](#)

Suggested participants for this call:

- Early Childhood Supervisors
- Chief Academic Officers/Curriculum Supervisors
- Literacy Coordinators
- Special Education Supervisors
- English Learner Supervisors
- Content and Mentor Leader Coordinators
- Talent Supervisors
- EdTech Directors and Coaches



# **Recruitment and Retention: Workforce Snapshot and Recruitment and Retention Strategy Update**



# Workforce Reports Background

- Workforce Reports began as a published annual report in 2016.
  - These annual reports were static and focused on data from the October 1 count date.
  - The reports were developed to inform school system-level leaders' and school-level leaders' educator workforce decisions by providing a rich field of data.
  - The reports contained data relative to educator recruitment, promotion, compensation, and placement.
- Since summer 2022, Workforce Reporting is now a living dashboard, offering real-time data to system and school leaders.
- The annual state and regional Workforce Snapshots will still be released publicly and now use End-of-Year (EOY) data.

# State Workforce Snapshot

The [State Workforce Snapshot](#) is an annually published, public-facing report that highlights key workforce data from the previous school year.

The snapshot provides high level information about the educator workforce in these areas:

- Demographics
- Certification
- Recruiting and Hiring
- Evaluating Results
- Compensation
- Retention

**LOUISIANA STATE PROFILE**
**2021-2022 EDUCATOR WORKFORCE SNAPSHOT**

**OVERVIEW**

The Educator Workforce Snapshot provides an overview of workforce data for the 1994 traditional public schools in Louisiana from the 2021-2022 school year based on data of Year 1 (Y1) data. The purpose of this snapshot is to communicate annual workforce data and trends to stakeholders and to support decision making for statewide improvements regarding recruitment and retention. In this snapshot, "teacher" is defined as any teacher of certified courses, and "school leaders" are educators serving as principals or assistant principals in traditional public schools in Louisiana.

\*Previous annual workforce snapshots used October 1 reporting data.

**DEMOGRAPHICS AT A GLANCE**

Below is an overview of data that gives insight into how Louisiana's student and teacher populations are represented.

Teachers	Teachers of Color	Students	Students of Color	Students who are Economically Disadvantaged*	Students with Disabilities**	Students who are English Learners***
93,218	39%	660,437	54%	41%	19%	5%

\*Students who are awaiting foster care, migrant, incarcerated, or a grantee for Supplemental Nutrition Assistance Program, Temporary Assistance for Needy Families, or Medicaid. Includes only students attending Y1 schools.

\*\*This term specifically refers to those diverse learners who have been identified as children (all ages) or students (underage 21) with disabilities as defined by Individuals with Disabilities Education Act (IDEA) and Americans with Disabilities Act (ADA).

\*\*\*As individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English (see see federal Title I grant language 2014).

**EDUCATOR WORKFORCE OVERVIEW**

These data provide information relative to teacher and student demographics and to teacher certification status by school letter grade and subject area.

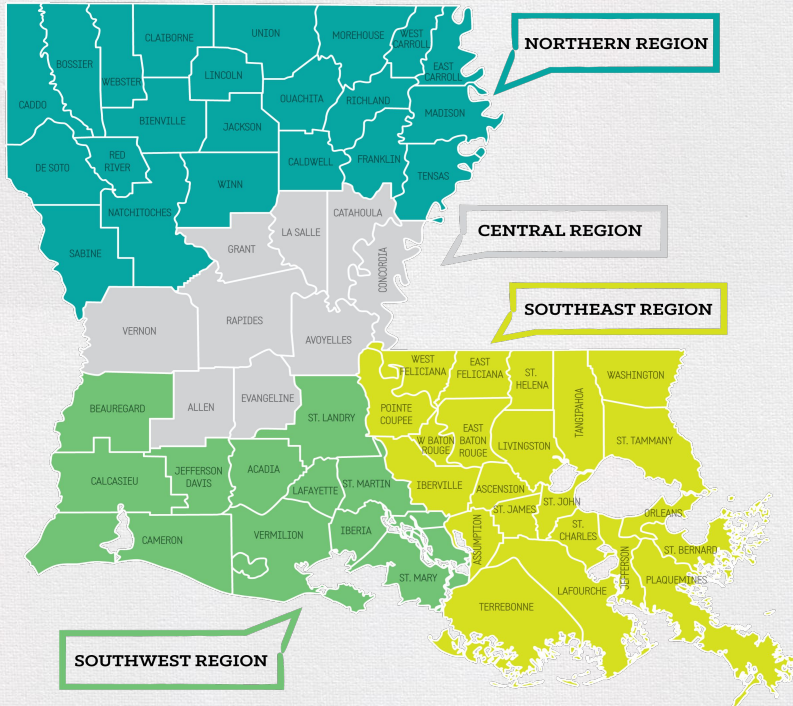
**DEMOGRAPHICS**

Demographic data, such as race/ethnicity and gender, includes data as it is reported by school systems. Teachers and students may choose not to disclose demographic information in which case they are removed from the data calculations below.

DEMOGRAPHICS OF TEACHERS AND STUDENTS BY RACE/ETHNICITY														
	American Indian	Asian	Black	Hispanic	Multiple Races	Pacific Islander	White							
All Teachers	307	1%	49%	1%	12,545	23%	956	2%	56	0%	23	0%	36,764	2%
All Students	4,052	1%	30,673	2%	285,931	47%	56,237	13%	233,323	2%	562	0%	321,497	44%

DEMOGRAPHICS OF TEACHERS AND STUDENTS BY GENDER				
	Male		Female	
All Teachers	3,466	18%	40,757	81%
All Students	354,273	51%	335,934	49%

# Regional Workforce Snapshot Reports



The Regional Workforce Snapshots communicate annual workforce data and trends for each region and display a state-to-regional comparison.

Regional Workforce Snapshot reports are available on the Louisiana Believes website on the [Workforce Attributes](#) page.

# 2021-2022 State Snapshot: Demographics

The percentage of teachers of color increased by two percentage points from the previous year.

Teachers	Teachers of Color	Students	Students of Color	Students who are Economically Disadvantaged*	Students with Disabilities**	Students who are English Learners***
50,218	29%	690,437	56%	68%	19%	5%

\*Students who are awaiting foster care, migrant, incarcerated, or eligible for Supplemental Nutrition Assistance Program, Temporary Assistance for Needy Families, or Medicaid. Includes only students attending Title I schools.

\*\*This term specifically refers to those diverse learners who have been identified as children (all ages) or students (school-aged) with disabilities as defined by Individuals with Disabilities Education Act (IDEA) and Americans with Disabilities Act (ADA).

\*\*\*Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English can be considered English Learners (ELs).

# 2021-2022 State Snapshot: Demographics

The makeup of teachers by gender has remained consistent from the previous school year.

DEMOGRAPHICS OF TEACHERS AND STUDENTS BY RACE/ETHNICITY														
	American Indian		Asian		Black		Hispanic		Multiple Races		Pacific Islander		White	
All Teachers	307	1%	495	1%	12,541	25%	989	2%	158	0%	23	0%	35,754	71%
All Students	4,052	1%	10,693	2%	281,801	41%	68,287	10%	23,553	3%	562	0%	301,489	44%

DEMOGRAPHICS OF TEACHERS AND STUDENTS BY GENDER				
	Male		Female	
All Teachers	9,468		19%	
All Students	354,273		51%	
			40,757	
			81%	
			336,164	
			49%	



# 2021-2022 State Snapshot: Certification by School Letter Grade

The percent of certified teachers increased by two percentage points from the previous year.

TEACHER CERTIFICATION BY SCHOOL LETTER GRADE							
School Letter Grade	Total Number of Teachers	Teacher Certification Status					
		Certified		Out-of-Field		Uncertified	
All Schools	43,422	30,008	69%	8,065	19%	5,349	12%
A	8,924	6,402	72%	1,705	19%	817	9%
B	14,850	10,663	72%	2,783	19%	1,404	9%
C	11,370	7,518	66%	2,225	20%	1,627	14%
D	3,980	2,499	63%	764	19%	717	18%
F	2,288	1,339	59%	424	19%	525	23%
No Letter Grade*	3,334	2,511	75%	430	13%	393	12%
CIR	6,107	3,756	62%	1,140	19%	1,211	20%
Non-CIR	37,566	26,413	70%	6,978	19%	4,175	11%

# 2021-2022 State Snapshot: Certification by Subject

Math, science, and social studies are the top three content areas in need of certified teachers.

TEACHER CERTIFICATION BY SUBJECT							
Classes	Total Number of Teachers	Certified		Out-of-Field		Uncertified	
Elementary	20,870	14,924	72%	2,770	13%	3,176	15%
English	5,025	3,377	67%	635	13%	1,013	20%
Math	5,010	3,156	63%	767	15%	1,087	22%
Science	3,731	2,206	59%	711	19%	814	22%
Social Studies	3,896	2,472	63%	581	15%	843	22%
Special Education	3,986	2,594	65%	617	15%	775	19%

# 2021-2022 State Snapshot: Compensation

The average teacher salary increased by \$1,268 during the 2021-2022 school year.

AVERAGE SALARY*	
Teachers**	\$52,174
Assistant Principals	\$71,855
Principals	\$83,635

\*Includes all reported salaries for 2021-2022.

\*\*All teachers are included, not just those tied to certified courses.

# 2021-2022 State Snapshot: Retention

Louisiana is retaining 86% of the educator workforce. The number of departing teachers has decreased by two percentage points from the previous school year. First-year teachers are being retained by five more percentage points.

NUMBER OF DEPARTING TEACHERS				NUMBER OF DEPARTING SCHOOL LEADERS			
7,052		14%		522		17%	

Calculations require two years of data, so the most recent departure and retention data represent the 2020-2021 academic year.

NUMBER OF YEARS OF PUBLIC SCHOOL EXPERIENCE OF DEPARTING TEACHERS											
1 Year or Less		2-5 Years		6-10 Years		11-15 Years		16-20 Years		21+ Years	
1,221	17%	1,398	20%	1,200	17%	806	11%	644	9%	1,819	26%

Calculations require two years of data, so the most recent departure and retention data represent the 2020-2021 academic year.

NUMBER OF YEARS OF PUBLIC SCHOOL LEADERSHIP EXPERIENCE OF DEPARTING SCHOOL LEADERS*											
1 Year or Less		2-5 Years		6-10 Years		11-15 Years		16-20 Years		21+ Years	
11	2%	37	7%	64	12%	70	13%	82	16%	259	50%

Calculations require two years of data, so the most recent departure and retention data represent the 2020-2021 academic year.

\*Experience includes only experience as a school leader.

# 2021-2022 State Snapshot: Retention

The three-year retention rate is higher for educators prepared on an undergraduate teacher preparation program pathway.

TEACHER PREPARATION PATHWAY RETENTION RATES							
Pathway	Total Hired in 2018-2019	Employed in 2019-2020		Employed in 2020-2021		Employed in 2021-2022	
Undergraduate	598	549	92%	511	85%	471	79%
Post-Baccalaureate	954	842	88%	779	82%	677	71%

Retention rates show 2021-2022 continued employment based on hiring from 2018-2019 by teacher preparation pathway.

# Louisiana's Educator Workforce Takeaways

Louisiana's educator workforce is seeing progress in recruitment and retention.

- The educator workforce is increasing in diversity of race/ethnicity from 27% to 29% teachers of color.
- The percentage of certified teachers has increased from 67% to 69%.
- The average teacher salary increased by \$1,268 during the 2021-2022 school year.
- The retention rate for all teachers has increased from 84% to 86%. First year teacher retention increased from 78% to 83%.

# Teacher Recruitment, Recovery, and Retention Task Force Update

HCR 39 in 2021 created the TRRR Task Force to understand and effectively address Louisiana's teacher shortage.

A report providing progress updates from the past year on the 28 recommendations was released in December.



# Recruitment

## Expand the Pre-Educator Pathway

- ✓ The Pre-Educator Pathway is offered in over 90 schools in 46 school systems for the 2022-2023 school year. Over \$1M was allocated to school systems for this expansion.
- ✓ Louisiana Grow Your Own/Pre-Educator Pathway Development and Expansion Guidebook and supports were released.

## Implement a Strategy to Recruit Diverse Candidates into the Educator Workforce

- ✓ LDOE was selected as one of three states to be a part of the National Collaborative of Great Teachers and Leaders (GTL) in June 2022 to engage in a data-driven approach to strengthen and diversify the educator workforce.
- ✓ The Call Me MISTER (Mentors Instructing Students Toward Effective Role Models) national meeting was held at Grambling State University in 2022.



# Recruitment

## Study the Impact of Praxis Core and Content Exams on Educator Preparation Programs

- ✓ Act 707 of the 2022 Regular Legislative Session and BESE removed the core skills assessment (e.g., Praxis Core, ACT/SAT score) requirement for entry into a postsecondary education teacher preparation program and for initial licensure.

## Study and Develop a Statewide Plan for an Incentive and Compensation Model

- ✓ The legislature approved a \$1,500 pay increase for teachers, \$750 pay increase for support staff, and the inclusion of a \$2,000 stipend for Mentor Teachers in the MFP.
- ✓ The Geaux Teach Fund was established in the 2022 Regular Legislative Session with an allocation of \$5M for the purpose of awarding scholarships to students in teacher preparation programs.
- ✓ In partnership with Slaughter, Slaughter, and Associates (SSA), school systems completed a compensation and incentives survey in October.

# Recruitment

## Expand Principal and HR Supports

- ✓ The Aspiring Principal Fellowship has more than doubled since 2021 to 50 participants this school year.
- ✓ The Human Resource fellowship has been expanded to a third year, and 18 applicants have been selected to participate in the 2022-2023 fellowship. This brings the total of Recruitment and Retention Fellows to 50 participants from 35 different school systems across the state.

# Recovery

## Research the Reciprocity Agreements for Certification in Other States

- ✓ Act 244 of the 2022 Regular Legislative Session amended out-of-state certification reciprocity requirements to increase mobility.

## Reinstitute and Implement a Statewide New Teacher Induction Program and System Support

- ✓ The New Teacher Experience launched in July. The program includes:
  - o Direct Teacher Supports (professional learning, affinity groups, and mentoring).
  - o School System Supports (guidance and trainings).
  - o The New Teacher of the Year Award Program.
  - o The New Teacher Experience Kick-Off event.

# Recovery

## Study the Current Educator Evaluation System and Create a Plan to Improve the System

- ✓ A survey regarding the current educator evaluation system has received several thousand responses. The Region 14 Comprehensive Center will provide a report this winter.

# Retention

## Statewide Listening Sessions and Survey

- ✓ In Fall 2022, 11 initial listening sessions and a second round of sessions was conducted with teachers, support staff, community members, and school system leaders.
- ✓ In addition to listening sessions, a statewide online survey was administered and completed by 5,896 teachers. The survey opened in October to provide another opportunity for educators to share their perspectives.

# Task Force Next Steps

The task force endorsed three legislative actions.

- Continuation of the Task Force.
- Explore options for increasing teacher pay and compensation.
- Support the Interstate Teacher Mobility Compact.





# Academic Content



# Instructional Materials Review Updates

## Recently Published Tier I Materials

The Department conducts ongoing reviews of curricular materials to support school systems in adopting curricula in all core subjects. Newly rated Tier 1 curricula is listed below. All reviewed curricula can be found on the [Tiered Reviews](#) webpage.

Publisher	Title and Grade Levels	Core Subject	Tier
Houghton Mifflin Harcourt	HMH Into Math, Grades 3-5	Math	Tier 1
Savvas Learning Company	Three Cheers for Pre-K, Ages 4-5	ECE	Tier 1
AppleTree Institute for Education Innovation	Every Child Ready, Pre-K Ages 3-4	ECE	Tier 1
The College Board	Springboard ELA, English I-II	ELA	Tier 1

State Reviews Reports: [Weekly Report](#) & [Comprehensive Tiered Report](#)





IN THE FUTURE

# IMR - Recently Archived Tier 1 State Reviews

The [Archive Dates for all Tier 1 & 2 Reviews](#) is located on the Tiered Reviews webpage and indicates whether the publisher has submitted updated materials for review.

The [Archived Tiered State Reviews](#) includes all archived reviews.

Tier	Publisher	Title and Grade Levels	Core Subject	Archive Date
Tier 1	Great Minds PBC	Eureka Math, Algebra I*, Geometry, Algebra II	Math	12/31/22
Tier 1	The Gilder Lehrman Institute of American History	Teaching with Documents, The Twentieth Century, 1946-2001, U.S History	Social Studies	12/31/22

\*Updated materials have been submitted, reviewed, and posted as Tier 1.



# IMR - Recently Archived Tier 1 State Reviews

Tier	Publisher	Title and Grade Levels	Core Subject	Archive Date
Tier 1	Frog Street	DIG Develop. Inspire. Grow. Ages 3-4	ECE	12/31/22
Tier 1	Frog Street	Frog Street Pre-K, Ages 3-4*	ECE	12/31/22
Tier 1	Kaplan Early Learning Company	Learn Everyday, The Program for Infants, Toddlers, and Twos, Ages 0-3*	ECE	12/31/22
Tier 1	Pearson Education	Opening the World of Learning OWL, Ages 3-4	ECE	12/31/22
Tier 1	Voyager Sopris Learning, Inc.	We Can Early Learning Curriculum, Ages 3-4	ECE	12/31/22

\*Updated materials have been submitted, reviewed, and posted as Tier 1. Please contact [louisianacurriculumreview@la.gov](mailto:louisianacurriculumreview@la.gov) with questions.



IN THE FUTURE

## ELA Guidebooks 3-5 (2022)

Beginning March 2023, there will be a revised version of the anchor text, *Stories Julian Tells* by Ann Cameron, for the 2018 and 2022 3rd grade ELA Guidebooks Unit, *Stories Julian Tells*.

### Next Steps:

- School systems should ensure that all class sets include the same version of *Stories Julian Tells*.
- An aligned version of the unit's first section will be available through a new unit icon on the [Louisiana Curriculum Hub](#) in Fall 2023.

Please contact [elaguidebooks@la.gov](mailto:elaguidebooks@la.gov) with questions.



DO NOW

## K-2 ELA/Literacy Instructional Materials

The LDOE is continuing to examine instructional materials for changes in alignment resulting from [Act 517](#). As materials are being re-reviewed for compliance with [Act 517](#), systems should do the following:

- Review the [Act 517 Guidance](#) and assist their teachers and leaders in adhering to the policy.
- Engage in a local review process of their curriculum materials to ensure that they are utilizing materials that comply with [Act 517](#).
- Select new instructional materials and professional learning during the current Super App cycle for implementation during the 2023-2024 school year.

Please contact [elaguidebooks@la.gov](mailto:elaguidebooks@la.gov) with questions.



DO NOW

# Seats still available for Zearn Training for Leaders

The Department has partnered with Zearn to provide [Zearn School Accounts](#) to all public schools serving grades K-8. This opportunity will support systems' efforts to accelerate math learning and will include the following:

- **high-quality, evidence-based resources**
- **aligned professional learning**

## Key actions

- Licenses are now active. Ensure your system has completed the necessary rostering steps for full access.
- [Register](#) to attend a leader training in January or February.
- Ensure students engage in at least **three** Zearn lessons a week.

Please contact [STEM@la.gov](mailto:STEM@la.gov) with questions.



DO NOW

# Math Refresh Funding Update

Optional [Math Refresh Funding](#) is available to support high-quality pilots within the school system planning process.

Super App item P3.4.4 provides for school systems to request competitive funding for		
	at CIR/UIR-Academics schools	at any site, regardless of label
<a href="#">Math Refresh materials</a>	✓	✓
<a href="#">all other high-quality materials</a>	✓*	✗

*\*eligible if a high-quality curriculum is not already in place*



DO NOW

# Math Refresh Options

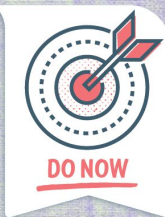
Math Refresh Curriculum	Key Information
<a href="#">Zearn Math</a> (available K-8)	<ul style="list-style-type: none"><li>● strong <a href="#">evidence</a> for improving</li><li>● state licenses provided beginning January 2023</li><li>● print materials and related professional learning</li></ul>
Eureka Math <sup>2</sup> (available K-8 and Alg I)	<ul style="list-style-type: none"><li>● pilot at one or more schools</li><li>● instructional materials and related professional learning</li></ul>

## Next Steps

- Review the [Math Refresh Funding Guidance](#).
- Indicate your plans and funding needs within completed [Super App](#) by **January 27**.

Please contact [STEM@la.gov](mailto:STEM@la.gov) with questions.

# OpenSciEd Informational Webinar



The Department will host an informational webinar on **February 1 at 9 a.m.** to share about the expansion of the OpenSciEd high-quality science pilot to grades K-5. School leaders will learn

- details on Louisiana’s vital role in the development of these curricular materials;
- anticipated timelines for current and future pilot courses to be completed; and
- how to participate in the upcoming K-5 pilot.

Interested participants should complete this short [form](#) or contact [STEM@la.gov](mailto:STEM@la.gov) with questions.







IN THE FUTURE

# Social Studies Curriculum Development

The Department is excited to announce that we have partnered with [Core Knowledge](#)<sup>®</sup> to create Bayou Bridges: A K-8 Louisiana Social Studies Curriculum.

- The first phase of development began in December 2022 and materials for grades 4-5 will be available by Spring 2023 for piloting in Fall 2023.
- The complete K-8 Louisiana Social Studies Curriculum will be available for implementation by June 30, 2024.
- More details about this partnership and future release dates will be announced via this call and future newsletter communications.

Please contact [classroomsupporttoolbox@la.gov](mailto:classroomsupporttoolbox@la.gov) with questions.

# Academic Content Contacts

For questions about...	Contact...
ELA Guidebooks	<a href="mailto:elaguidebooks@la.gov">elaguidebooks@la.gov</a>
math, science, and STEM	<a href="mailto:STEM@la.gov">STEM@la.gov</a>
environmental education	<a href="mailto:environmentaleducation@la.gov">environmentaleducation@la.gov</a>
All other curriculum and instruction	<a href="mailto:classroomsupporttoolbox@la.gov">classroomsupporttoolbox@la.gov</a>
Textbooks and instructional materials review, tiered reviews, vendors, and PD vendor guide	<a href="mailto:louisianacurriculumreview@la.gov">louisianacurriculumreview@la.gov</a>
Teacher Leader Advisors	<a href="mailto:classroomsupporttoolbox@la.gov">classroomsupporttoolbox@la.gov</a>
World language/immersion	<a href="mailto:language.acquisition@la.gov">language.acquisition@la.gov</a>
Educational Technology/Digital Learning	<a href="mailto:digitallearning@la.gov">digitallearning@la.gov</a>



# Diverse Learners Supports



# 2023 Parent Guides for ELPT Connect and LEAP Connect

The following 2023 ELPT Connect and LEAP Connect Guides are now available in the [Assessment Library](#):

→ PARENT GUIDE TO THE LEAP CONNECT ASSESSMENTS ←

→ PARENT GUIDE TO ELPT CONNECT ←



2022-2023 Assessment Guide for  
LEAP Connect Grades 3-5



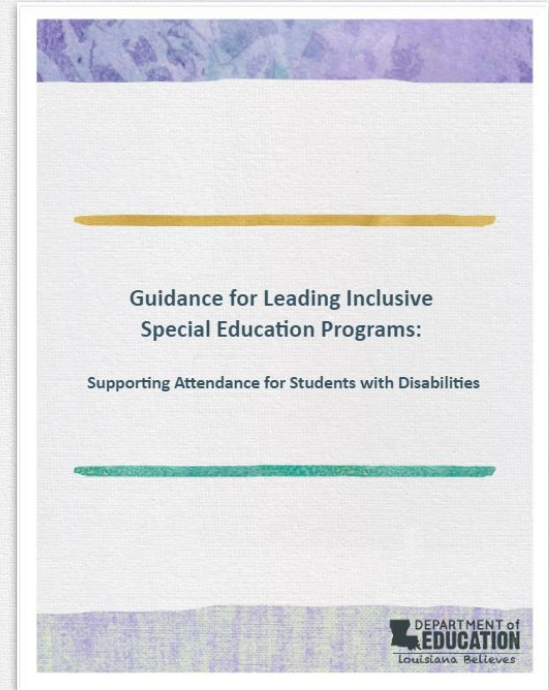
2022-2023 Assessment Guide for LEAP Connect High School



# Leading Inclusive Special Education Programs Guidance

The [Guidance for Leading Inclusive Special Education Programs: Supporting Attendance for Students with Disabilities](#) document has been released.

Previous releases can be found on the [Students with Disabilities](#) landing page.



Please contact [diverselearnersupport@la.gov](mailto:diverselearnersupport@la.gov) with questions.

# April Dunn Act Trainings

This spring, the Department will host a series of virtual trainings on effective April Dunn Act implementation. All trainings will be held at 4:30 p.m.

Creating Local Procedures	Self-Assessment Guide: Section One	Self-Assessment Guide: Section Two
<a href="#">January 30</a> and <a href="#">February 1</a>	<a href="#">February 13</a> and <a href="#">February 15</a>	<a href="#">February 27</a> and <a href="#">March 1</a>
<a href="#">March 6</a> and <a href="#">March 8</a>	<a href="#">March 20</a> and <a href="#">March 22</a>	<a href="#">March 27</a> and <a href="#">March 29</a>
<a href="#">April 3</a> and <a href="#">April 5</a>	<a href="#">April 17</a> and <a href="#">April 19</a>	<a href="#">April 24</a> and <a href="#">April 26</a>



DO NOW

# High Cost Services

The submission deadline for the High Cost Services Round 1 application was extended to Friday, **January 27**. More information on High Cost Services is available in the 2022-2023 High Cost Services [State Plan](#) and [Overview](#) webinar.

Please contact [specialeducation@la.gov](mailto:specialeducation@la.gov) with questions.



# Strong Foundational Literacy Skills in Grades 4-8

- Approximately 580 interventions, general, special, and EL educators are registered for the [free literacy pd modules](#) aligned to the science of reading.
- *Module 1: Understanding the Science of Reading* is now available and registrants received an email with access instructions.
- An additional 4 modules will be released monthly through the spring.
- Access to all modules will be available through January 2024.
- [Registration](#) is still open.

Please contact [diverselearnersupport@la.gov](mailto:diverselearnersupport@la.gov) with questions.





# eSER Update

LDOE is working alongside OTS, the vendor, a workgroup and several school systems who are providing regular feedback/input on system and report performance.

Last weekend resources were applied to eSER which have improved report completion speed and accuracy.

October 1 Count has been extended through January 30.

Please contact [systemsupport@la.gov](mailto:systemsupport@la.gov) with questions.

# Diverse Learner Contacts

For questions about...	Contact...
<b>English Learners</b>	
English Learner instructional support and content	<a href="mailto:diverselearnersupport@la.gov">diverselearnersupport@la.gov</a>
English Learner compliance, federal funding, programming	<a href="mailto:alice.garcia@la.gov">alice.garcia@la.gov</a>
<b>Students with Disabilities</b>	
Special Education policy, data, reporting	<a href="mailto:specialeducation@la.gov">specialeducation@la.gov</a>
Special Education instructional support and programming	<a href="mailto:diverselearnersupport@la.gov">diverselearnersupport@la.gov</a>

# Literacy



# Foundational Skills Lessons for Grades 3-5

The third units of Foundational Instruction for Reading Excellence (FIRE) lessons for grades 3-5 have been posted in the [Literacy Library](#). FIRE is an instructional resource designed to support teachers in providing students advanced reading foundational skills in grades 3-5. Each unit consists of 40 quick lessons and brief student activities focused on either spelling, grammar, or morphology - skills that are essential for proficient reading and writing. Lessons can be taught concurrently with any other ELA knowledge-building curriculum as part of whole-group core instruction.

[Grade 3 Unit 3 - Teacher's Guide](#)

[Grade 3 Unit 3 - Student Activity Book](#)

[Grade 4 Unit 3 - Teacher's Guide](#)

[Grade 4 Unit 3 - Student Activity Book](#)

[Grade 5 Unit 3 - Teacher's Guide](#)

[Grade 5 Unit 3 - Student Activity Book](#)

# Phonemic Awareness Training Opportunity

- **What:** Heggerty - daily phonemic awareness lessons in 12 minutes or less.
- **When:** School systems can choose their training dates through August 15
- **Who:** PreK-1st grade teachers
- **Cost:** FREE to schools

If interested, contact [louisianaliteracy@la.gov](mailto:louisianaliteracy@la.gov).

# Steve Carter Literacy Tutoring

- The Steve Carter Literacy Tutoring Program is live!
- Advertising for the Steve Carter Literacy Tutoring Program will begin soon through social media, television, and radio.
- For more information on this program, access the [Steve Carter Information Overview Flyer](#).

Please contact [louisianaliteracy@la.gov](mailto:louisianaliteracy@la.gov) with questions.



IN THE FUTURE

# School Literacy Plans

- Schools should begin planning for the development of site-based literacy plans as required by [Bulletin 741](#), Section 2307, which states that, beginning June 1, 2023, and triennially thereafter, each school shall develop and submit a foundational literacy skills plan for students in kindergarten through third grade.
- Planning resources including webinars, guidance, and a literacy plan template are available in the [Literacy Goals Library](#).
- Schools should plan to have literacy plans, along with current literacy data, posted on their school websites this summer.
- Members of the Literacy Division are available to provide individualized support at the request of schools.

Please contact [louisianaliteracy@la.gov](mailto:louisianaliteracy@la.gov) with questions.



# **Educator Development**





# Teacher Leader Lagniappe

LDOE's podcast, [Teacher Leader Lagniappe](#) provides *a little something extra* for educators to stay inspired, motivated, and connected in the work with students.

**Season 2, Episode 10: Louisiana is on the Rise with Superintendent Brumley.**

Educators can [submit pictures and stories](#) of the great work happening in their system to be highlighted on the podcast. Subscribe through [Apple](#) Podcasts, Google Play, [Spotify](#), or other apps.

Please contact [em.cooper@la.gov](mailto:em.cooper@la.gov) with questions.



# Apprenticeship Overview

In November 2021, the U.S. Department of Labor approved the “K-12 teacher” occupation as eligible for a registered apprenticeship. The Department is currently working with the National Center for Grow Your Own to apply for a competency based registered apprenticeship in teaching for Louisiana.

The registered apprenticeship will allow for access to potential funding sources to help make Grow Your Own programs expand and be financially sustainable.

Please contact [louisianaleaders@la.gov](mailto:louisianaleaders@la.gov) with questions.

# Aspiring Principal Fellowship

In an effort to support the development of school leaders across the state, the Department will be launching the third cohort for aspiring principals. The Aspiring Principal Fellowship will prepare individuals who already possess their EDL1 certification with the critical knowledge and skills needed to serve in the principal role. This selective statewide fellowship is rooted in Louisiana's five priorities:

1. Ensure every student is on track to a professional career, college degree, or service.
2. Remove barriers and create equitable, inclusive learning experiences for all children.
3. Provide the highest quality teaching and learning environment.
4. Develop and retain a diverse, highly effective educator workforce.
5. Cultivate high-impact systems, structures, and partnerships.



IN THE FUTURE

## Aspiring Principal Fellowship

APF cohort participants will meet throughout the year and explore best practices with regional experts, school visits, and reflection. Participants will exit this fellowship with a robust leadership portfolio, the guidance of Louisiana's most successful principals, and a strong network of lifelong colleagues.

Applicants must hold a current EDL1 certification in Louisiana. School systems need to cover the cost of the \$1,000 tuition for presenters and materials, as well as travel costs. Interested candidates should complete the [Aspiring Principal Fellowship Application](#) no later than **March 10**.

Additional information about the Aspiring Principal Fellowship can be found on the [APF overview document](#).

Please contact [louisianaleaders@la.gov](mailto:louisianaleaders@la.gov) with questions.



# Recruitment & Retention Fellowship

Human resources professionals have the opportunity to participate in the third cohort of the recruitment and retention fellowship through a partnership with the national non-profit organization, [Urban Schools Human Capital Academy](#). The fellowship gives Louisiana human resources professionals the opportunity to collaborate with human capital professionals from across Louisiana and the country to learn best practices for attracting and retaining effective educators. The fellowship also focuses on how systems can adjust their strategies during emergency events such as natural disasters and pandemics. The goals of the fellowship program are to:

- Transform HR departments into highly-functioning, strategic partners with in their systems to meet the mission of improved student outcomes,
- Build a network of human capital leaders across the state, and
- Change the perception of HR in education to ensure sustainable, long-term success.



IN THE FUTURE

# Recruitment & Retention Fellowship

If you are interested in applying to be a participant in the Recruitment and Retention Fellowship for 2023-2024, please complete the short application below to indicate your interest and key recruitment challenges your school system.

School systems need to cover the cost of the \$1000 tuition for presenters and materials, as well as all travel costs. Interested candidates should complete the [Recruitment and Retention Fellowship Application](#) no later than **March 10**.

Additional information can be found in this [overview](#) of the Recruitment and Retention Fellowship.

Please contact [louisianaleaders@la.gov](mailto:louisianaleaders@la.gov) with questions.



DO NOW

# Principal Advisory Group

In order to prepare new principals for success in their first year, the Louisiana Department of Education is in the process of developing a Principal Mentor Program.

The Department is currently looking for outstanding practicing principals to serve on the Principal Advisory group to assist with the development of the program.

School system leaders, human resources directors, and/or principal supervisors should submit [nominations](#) by **January 31**.

Please contact [louisianaleaders@la.gov](mailto:louisianaleaders@la.gov) with questions.



# Summer Learning Checklist

During the next few months, school systems can utilize the checklist located in the [Summer Learning Program Guidance](#) to continue planning for their 2023 program.

Some of the checklist items include:

- Developing a projected budget.
- Creating applications for staff hiring.
- Creating a registration process and timeline for students including the collection of accommodations and medical plans.
- Determining school site locations.
- Creating a communication plan for parents and families.
- Preparing for food and nutrition needs for meals.

Please contact [louisianaleaders@la.gov](mailto:louisianaleaders@la.gov) with questions.





DO NOW

# Compass Information System Reminders

Please use the [CIS 2022-2023 Timeline](#) to [monitor](#) data entry into the [Compass Information System \(CIS\)](#). The following tasks should be complete at this time.

- School site rosters should be [updated](#).
- Evaluators should be [assigned](#).
- Teachers and leaders should have at least two [Student Learning Targets \(SLTs\)](#) entered and accepted. (Bulletin 130 requires a meeting between evaluators and evaluatee to discuss SLTs)
- [Observations](#) should be entered as competed. (For the 2022-2023 school year, teachers and leaders who score “Highly Effective” or “Effective: Proficient” on the first observation do not require a second observation.)

Please contact [compass@la.gov](mailto:compass@la.gov) with questions.

## K-2 Learning Year: Phase II

In the 2023-2024 school year, current K-2 Learning Year participants will have the option to continue to Phase II of the pilot. If you wish to continue, the following will apply.

- Participants will continue to use CLASS or NIET Teaching and Learning Standards rubrics for teacher observation in the fall and spring.
- Scores will continue to be collected in the K-2 Portal.
- Third-Party observations will continue.
- Monthly Office Hours will be held.

Please contact [lori.pennison@la.gov](mailto:lori.pennison@la.gov) with questions.

# Mentor and Resident Funding

- In the 2022-2023 academic year, Mentors who support year-long undergraduate residents and post-baccalaureate candidates (first year PLs) and meet eligibility requirements receive **\$2,000**.
- Through the teacher pay increase approved by the Legislature in 2019-2020 (\$1000), 2021-2022 (\$800), and 2022-2023 (\$1,500) the Department allocates funds for LEAs to pay **\$3,300** to yearlong undergraduate residents who meet eligibility requirements.
- Funding is provided through the **Minimum Foundation Program (MFP)**. Mentor funding will be released by the department to school systems on January 27. Payments will be available in school system bank accounts 1 to 3 days within release depending on the banking institution utilized. School systems have already been receiving Resident funding as part of the certificated pay raise paid monthly.
- A list of Mentors and residents that funding was received for will be sent to the Mentor contact on January 27. This list should be shared with the system Business Manager.



# School Improvement





## SSI Session #3: Cohort Dates and Locations

Dates	Cohort Locations
January 31	<i>Monroe Cohort:</i> The Hanger at ULM, 700 University Avenue, Monroe, LA 71209
February 1	<i>Shreveport Cohort:</i> Shreveport Convention Center, 400 Caddo Street Shreveport, LA
February 2	<i>Lafayette Cohort:</i> University of Louisiana at Lafayette Student Union 620 McKinley Street, Lafayette, LA
February 3	<i>New Orleans Cohort:</i> Ernest N. Morial Convention Center, 900 Convention Center Blvd, New Orleans, LA

Please see the [SSI logistics page](#) for detailed venue, parking and pre-work information. Contact [nadia.stewart@tnp.org](mailto:nadia.stewart@tnp.org) if any changes need to be made to registrations/cohort locations.



# Call Summary



# Key Deadlines & Action Steps

January	<ul style="list-style-type: none"><li>● <b>January 25:</b> Final Zearn Professional Learning (virtual) for teachers and tutors (<a href="#">pre-registration required</a>)</li><li>● <b>January 26:</b> Pre- Educator Pathway site visit, Monroe City Schools</li><li>● <b>January 27:</b> Math Refresh plans and funding needs must be completed in <a href="#">Super App</a></li><li>● <b>January 27:</b> New deadline for High Cost Services Round 1 applications</li><li>● <b>January 30:</b> Final day to <a href="#">nominate</a> teachers or cohort of teachers for the K-5 OpenSciEd pilot</li><li>● <b>January 31:</b> Deadline to submit <a href="#">nominations</a> for the Principal Advisory Group</li><li>● <b>January:</b> <a href="#">Computer Science Education Listening Sessions</a></li></ul>
February	<ul style="list-style-type: none"><li>● <b>February 6:</b> Deadline to <a href="#">nominate</a> grade 7-12 STEM teachers for the <a href="#">Presidential Award for Excellence in Mathematics and Science Teaching</a></li></ul>
March	<ul style="list-style-type: none"><li>● <b>March 10:</b> Deadline for <a href="#">Aspiring Principal Fellowship Application</a></li><li>● <b>March 10:</b> Deadline for <a href="#">Recruitment and Retention Fellowship Application</a></li></ul>

# Upcoming Webinars & Calls

Month	Date, Time, Title and Zoom Link
January	<ul style="list-style-type: none"> <li>January 30, 4:30 p.m.: <a href="#">April Dunn Act Training- Creating Local Procedures</a></li> </ul>
February	<ul style="list-style-type: none"> <li>February 1, 9 a.m. - 10 a.m.: <a href="#">OpenSciEd Informational Webinar</a></li> <li>February 1, 4:30 p.m.: <a href="#">April Dunn Act Training- Creating Local Procedures</a></li> <li>February 13 and 15, 4:30 p.m.: <a href="#">April Dunn Act Training- Self-Assessment Guide: Section One</a></li> <li>February 16, 9 a.m.-12 p.m.: <a href="#">Literacy Coaching Community of Practice</a></li> <li>February 27, 4:30 p.m.: <a href="#">April Dunn Act Training- Self-Assessment Guide: Section Two</a></li> </ul>
March	<ul style="list-style-type: none"> <li>March 1, 4:30 p.m.: <a href="#">April Dunn Act Training- Self-Assessment Guide: Section Two</a></li> <li>March 6 and 8, 4:30pm: <a href="#">April Dunn Act Training- Creating Local Procedures</a></li> <li>March 16, 9 a.m.-12 p.m.: <a href="#">Literacy Coaching Community of Practice</a></li> <li>March 20 and 22, 4:30 p.m.: <a href="#">April Dunn Act Training- Self-Assessment Guide: Section One</a></li> <li>March 27 and 29, 4:30 p.m.: <a href="#">April Dunn Act Training- Self-Assessment Guide: Section Two</a></li> </ul>
April	<ul style="list-style-type: none"> <li>April 3 and 5, 4:30pm: <a href="#">April Dunn Act Training- Creating Local Procedures</a></li> <li>April 17 and 19, 4:30 p.m.: <a href="#">April Dunn Act Training- Self-Assessment Guide: Section One</a></li> <li>April 20, 9 a.m.-12 p.m.: <a href="#">Literacy Coaching Community of Practice</a></li> <li>April 24 and 26, 4:30 p.m.: <a href="#">April Dunn Act Training- Self-Assessment Guide: Section Two</a></li> </ul>
May	<ul style="list-style-type: none"> <li>May 18, 9 a.m.-12 p.m.: <a href="#">Literacy Coaching Community of Practice</a></li> </ul>



# Support & Resources

- [School System Support Calendar](#)
- [ELA Guidebooks 3-5 \(2022\) Pilot Feedback Report](#)
- [Google Sheets Updates to Save Time](#) includes information on three Sheets features, along with additional tutorials
- [IMR Weekly Report](#)
- [Comprehensive Tiered Report](#)
- [Archived Tiered State Reviews](#)
- [Archive Dates for Tier 1 & 2 Reviews](#)



# Reminders & Repeats





# Reminders and Repeats: Academic Content





DO NOW

## K-2 ELA/Literacy Instructional Materials

The LDOE is continuing to examine instructional materials for changes in alignment resulting from [Act 517](#). Publishers were asked to submit their materials for re-review. The following titles were not submitted by publishers for re-review:

- [ARC Core, Grades K-2](#)
- [IRLA Foundational Skills Toolkit, Grades K-2 \(FS Only\)](#)
- [Language Arts 1 A/B, Gr 1](#)

School systems should engage in a [local review](#) process of their curriculum materials to ensure that they are utilizing materials that comply with [Act 517](#). Selection of new instructional materials and professional learning should be purchased during the current Super App cycle for implementation during the 2023-2024 school year.

Please contact [elaguidebooks@la.gov](mailto:elaguidebooks@la.gov) with questions.



# OpenSciEd Elementary Science Pilot

The Department is seeking elementary educators to pilot [OpenSciEd](#) science materials for grades K-5. Participating teachers will

- have the opportunity to represent Louisiana during the development phase; and
- participate in professional learning and communities of practice prior to and during field testing.

Teacher nominations may be submitted via this [form](#).

Please contact [STEM@la.gov](mailto:STEM@la.gov) with questions.





# Reminders and Repeats: Diverse Learners Supports



# New K-2 Alternate Assessment Eligibility Criteria

Eligibility criteria for participation in the alternate assessment are found in Bulletin 1530, *Louisiana IEP Handbook for Students with Exceptionalities*. BESE recently approved [new K-2 eligibility criteria for participation in alternate assessments](#). **This year, the new criteria should only be considered for English Learners with significant cognitive disabilities who will take ELPT Connect in grades K-2.**

The IEP Team Decision-Making Tool for K-2 will be released in the [Significant Cognitive Disabilities library](#).

IEPs for students participating in the alternate assessment must be submitted to SER **30 days prior to the [testing window](#)**.

# Tactile Communication Workshop

Louisiana Accessible Education Materials (AEM) will be hosting a workshop on the use of tactile symbols to support communication with students who are non-verbal. The session will cover designing and implementing tactile symbols in everyday curriculum and in all educational settings.

Registration information:

Date: February 10, 2023

Time: 9 a.m. - 3 p.m.

Location: Louisiana Center for the Blind  
101 S Trenton St., Ruston, LA

[Ruston Workshop Registration](#)

Please contact [nabiha.mujaheed@la.gov](mailto:nabiha.mujaheed@la.gov) with questions.



# Diverse Learners Office Hours

The Diverse Learners Division will begin hosting office hours to discuss topics relating to support of diverse learners.

- **Webinar Date and Time:** January 24 at 3 p.m.
- **Webinar Link:** <https://ldoe.zoom.us/j/99463888239>
- **Phone Number:** 312-626-6799
- **Meeting ID #:** 994 6388 8239
- **Passcode:** 311142

Please contact [diverselearnersupport@la.gov](mailto:diverselearnersupport@la.gov) with questions.





# Reminders and Repeats: Literacy



# Foundational Skills and Content Literacy Support for Grades 3-12

- Live webinars providing foundational skills instructional support and content literacy support for 3-12 grade teachers are underway and past sessions are available in the [Literacy Library](#).
  - [Schedule of Sessions](#)
  - Sessions on foundational skills support in grades 3-12 explore how to determine a starting point using data, conducting fluency and skills probes, and how to provide instructional support to struggling readers based on individual needs.
  - Content literacy support sessions guide teachers through the use of resources to support comprehension across all content areas.



# Reminders and Repeats: Educator Development



# Student Learning Target (SLT) Planning Resources

There are resources available in the [Compass Library](#) to assist in developing meaningful student learning targets.

- The [Student Learning Target Assessment Identification Guide](#) outlines approved assessments for gathering baseline information and progress monitoring.
- The [Student Learning Target Reflection Tool](#) provides an outline to guide the SLT process.
- The [Teacher SLT Guidance and Sample Templates](#) outlines the types of targets and process for setting targets and provides sample templates.
- The [Student Learning Target FAQ](#) document provides answers to common questions pertaining to student learning targets.

Please contact [compass@la.gov](mailto:compass@la.gov) with questions.

# Student Learning Target Legislation/Policy Update

[Bulletin 130](#) requires a meeting between evaluator and evaluatee to discuss student learning targets. If no meeting takes place, the student learning targets shall not be used in evaluation. The following steps have been taken to assist in communicating the policy and ensuring the meeting takes place:

- Announcements have been made about the policy change in newsletters and on system calls.
- The policy information was added to the [CIS Timeline](#).
- [Sample SLT templates](#) have a space for evaluator and evaluatee signature.
- The [Student Learning Targets Frequently Asked Questions](#) document outlines the policy.
- The Compass Information System (CIS) will have a reminder on the submission screen.

Please contact [compass@la.gov](mailto:compass@la.gov) with questions.

# Praxis Core Updates

Last fall, the Teacher Recruitment, Recovery, and Retention Task Force studied the barrier of Praxis Core on recruiting teachers into the profession. As a result of the study, the Task Force unanimously endorsed a proposal to remove the requirement of a core academic skills assessment (e.g. Praxis Core, ACT, SAT) from entry into a teacher preparation program and for initial licensure.

Acts [707](#) and [244](#) of the 2022 Regular Legislative Session were passed removing the requirement of a core academic skills assessment (e.g. Praxis Core, ACT, SAT) as a requirement for entering the profession and for teacher licensure.

BESE recently approved the removal of the requirement of a core academic skills assessment (e.g. Praxis Core) for both entrance into a Teacher Preparation Program and for licensure at today's meeting. All other requirements (Praxis II, GPA, etc.) remain the same.

Please contact [em.cooper@la.gov](mailto:em.cooper@la.gov) with questions.

# Teacher Leader Summit 2023

Save the Date! The 2023 Teacher Leader Summit will be held **May 30 - June 1, 2023** at the Ernest N. Memorial Convention Center in New Orleans, LA.

The 2023 Teacher Leader Summit is an annual professional development conference which brings together Louisiana birth to grade 12 educators and content experts who inspire, innovate, and impact meaningful growth for every student. Educators participating in the event will share their knowledge, learn new skills, and prepare for the 2023-2024 school year.

Additional details regarding registration and session topics will be available this winter.







The [Louisiana Pre-Educator Pathway](#) is a Grow Your Own initiative focused on high quality early career development for the next generation of Louisiana's educators. In the 2022-2023 school year, a series of supports will be offered to support Louisiana school systems in the development, implementation, and expansion of the Louisiana Pre-Educator Pathway.

- [Pre-Educator Pathway Resource Library](#)
- [System Lead Professional Learning Community](#)
- [Grow Your Own Program Best Practices Office Hours](#)
- Grow Your Own Learning Visits
- Curriculum Training

Details and reminders about all supports will be shared through the [Pre-Educator Pathway Contact List](#).

Please contact [believeandprepare@la.gov](mailto:believeandprepare@la.gov) with questions.

# Continuous Learning

Continuous learning should be provided to limit unfinished learning while maintaining access to instructional programming during modified operations. In accordance with BESE policy, school systems shall have a continuous learning plan for extended school closures reviewed by stakeholders and posted to the LEA website no later than June 30, 2023, and annually updated by June 30 of each year.

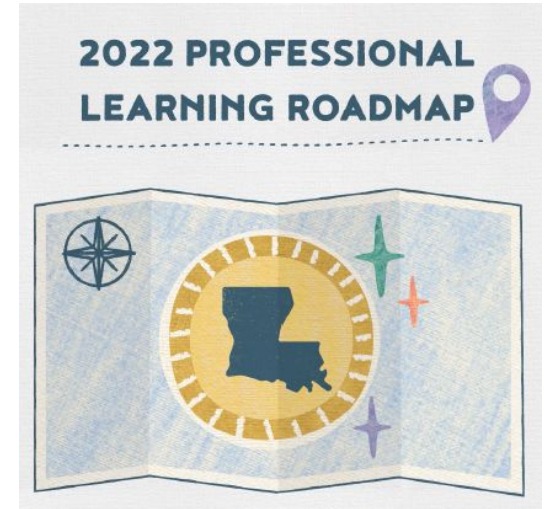
To prepare for this school year, the Department has released a [Continuous Learning Toolkit](#) to support system leaders in developing a continuous learning plan for when school closures may occur that require modified operations on a short-, medium-, or long-term basis. School systems should keep continuous learning plans at the system level and update annually.

Please contact [keisha.thomas2@la.gov](mailto:keisha.thomas2@la.gov) with questions.

# Professional Learning Roadmap

A key component of overall school system strategic planning is the implementation of a comprehensive professional learning plan.

The [Professional Learning Roadmap](#) intends to guide and support school system and school leaders in their implementation of essential professional learning structures: school system instructional leadership team, school instructional leadership team, and teacher collaboration.



# Retention and Recruitment

School systems can continue to use [ESSER funds](#) for strategies to address staffing shortages.

Listed below are links school systems can reference for guidance on spending.

- [Achieve Compensation Guidance](#)
- [Achieve Allowable Uses](#)
- [Achieve ESSER II & III Funding Allowability and Cost Guidance Crosswalk](#)
- [Additional Staff](#)

All recruitment and retention questions can be sent to [louisianaleaders@la.gov](mailto:louisianaleaders@la.gov) and all funding questions can be sent to [LDOE.GrantsHelpdesk@la.gov](mailto:LDOE.GrantsHelpdesk@la.gov).

# Pre- Educator Pathway Guidance Document

The Department is excited to announce the release of a compilation of the Louisiana Pre-Educator Pathway Guidance document. The [Louisiana Pre-Educator Pathway Guidance](#) document is an accumulation of resources intended to guide and assist Louisiana school systems in the development and expansion of their Grow Your Own strategies through the Louisiana Pre-Educator Pathway.

The guide aims to serve as a centralized hub for effective strategies and resources for developing Pre-Educator coursework and experiences in your K-12 school or system. The Guidance along with other previously released resources can be found in the [Pre-Educator Pathway Resource Library](#).

Please contact [believeandprepare@la.gov](mailto:believeandprepare@la.gov) with questions.

# Content Leaders

Content Leaders provide content expertise and training in ELA, math, K-2 Literacy, and science to support teachers as they prepare to deliver high-quality lessons. During the 2022-2023 school year, CIR schools must have:

- One trained **K-2 Literacy** Content Leader (For CIR schools serving grades K-2)
- One **ELA** and one **math** Content Leader who will receive, or have previously received training

School systems should contact an approved provider of Content Leader training to learn more information about training timelines and costs. Approved vendors for Content Leader training can be located in the [approved provider list](#).

Please contact [believeandprepare@la.gov](mailto:believeandprepare@la.gov) with questions.



# Reminders and Repeats: School Improvement





## SSI Session #3: Cohort Dates and Locations

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Please see the [SSI logistics page](#) for detailed venue, parking and pre-work information. Contact [nadia.stewart@tnp.org](mailto:nadia.stewart@tnp.org) if any changes need to be made to registrations/cohort locations.