

Region Profile: 644 Schools • 24,603 Teachers • 357,882 Students • 73% Economically Disadvantaged Students • 12% Students with Disabilities • 60% Minority

EDUCATOR WORKFORCE OVERVIEW

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

TEACHER CERTIFICATION BY SCHOOL LETTER GRADE

SCHOOL LETTER GRADE	GEOGRAPHIC AREA	TEACHER CERTIFICATION STATUS			
		OUT-OF-FIELD*		UNCERTIFIED	
	State	6,030	15%	2,195	6%
	REGION	2,632	15%	1,135	6%
A	State	1,536	14%	375	3%
	REGION	648	11%	154	3%
B	State	1,811	16%	507	4%
	REGION	652	14%	258	5%
C	State	1,549	16%	687	7%
	REGION	838	17%	440	9%
D	State	829	16%	462	9%
	REGION	369	19%	215	11%
F	State	268	18%	152	10%
	REGION	122	21%	63	11%
No Letter Grade	State	126	24%	30	6%
	REGION	34	25%	9	7%

*An out-of-field teacher holds a valid teaching certificate, but is not certified for their teaching assignment in at least one class.

CLASSES TAUGHT BY OUT-OF-FIELD OR UNCERTIFIED TEACHERS BY SUBJECT

CLASSES	GEOGRAPHIC AREA	TOTAL NUMBER OF CLASSES	CLASSES TAUGHT BY OUT-OF-FIELD TEACHERS		CLASSES TAUGHT BY UNCERTIFIED TEACHERS	
			Count	Percentage	Count	Percentage
Elementary	State	79,012	2,902	4%	3,616	5%
	REGION	36,659	1,734	5%	1,953	5%
English	State	18,983	1,459	8%	1,131	6%
	REGION	8,626	422	5%	566	7%
Math	State	18,751	1,953	10%	1,444	8%
	REGION	8,795	614	7%	757	9%
Science	State	14,896	1,876	13%	1,051	7%
	REGION	6,958	632	9%	485	7%
Social Studies	State	15,669	1,460	9%	899	6%
	REGION	7,375	408	6%	463	6%
Special Education*	State	20,940	4,368	21%	1,050	5%
	REGION	9,391	2,253	24%	501	5%

*Out of field teachers were identified based on the certification area(s) for the courses being taught according to the Curriculum Database (CUR) cross-referenced with the certification area(s) held by the teacher according to TCMS.

EQUITABLE ACCESS TO EXCELLENT EDUCATORS

EDUCATORS	STUDENTS							
	ECONOMICALLY DISADVANTAGED*		NON-ECONOMICALLY DISADVANTAGED**		MINORITY*		NON-MINORITY**	
OUT-OF-FIELD* OR UNCERTIFIED								
State	136,235	41%	33,742	34%	113,281	44%	49,968	35%
REGION	69,702	45%	14,762	32%	63,182	50%	22,520	34%
INEXPERIENCED								
State	82,586	23%	18,227	18%	72,184	25%	25,720	18%
REGION	43,237	25%	9,474	19%	40,888	27%	12,906	19%
INEFFECTIVE								
State	112,968	31%	38,530	37%	89,987	32%	53,773	37%
REGION	53,637	31%	19,143	38%	46,734	31%	26,500	38%

*Includes only students attending Title I schools. **Includes only students NOT attending Title I schools.

RECRUITING AND HIRING

These data will assist in making decisions related to recruiting and hiring teachers, including strengthening partnerships with teacher preparation providers.

NEWLY HIRED TEACHERS*									
	GEOGRAPHIC AREA	TEACHERS HIRED IN 2014-2015		TEACHERS HIRED IN 2015-2016		TEACHERS HIRED IN 2016-2017		TEACHERS HIRED IN HIGH-NEED SCHOOLS	
ALL NEWLY HIRED TEACHERS	State	5,083	100%	4,823	100%	4,372	100%	9,142	64%
	REGION	3,103	100%	2,923	100%	2,628	100%	6,215	72%
Newly Hired Teachers on a Practitioner's License	State	1,074	21%	956	20%	568	13%	1,902	73%
	REGION	625	20%	547	19%	369	14%	1,266	82%
Newly Hired Teacher Preparation Program Completers**	State	705	14%	729	15%	726	17%	1,172	54%
	REGION	348	11%	418	14%	355	14%	652	58%

*Includes teachers who were hired in 2014-2015, 2015-2016, and 2016-2017. A teacher who was hired in 2014-2015, left the district, and was rehired in 2016-2017 is counted twice. **Only includes teachers who were hired after completing a teacher preparation program.

HIGHEST SENDING PREPARATION PROGRAMS*									
GEOGRAPHIC AREA	HIGHEST SENDING PREPARATION PROGRAMS	UNDERGRADUATE		POST BACCALAUREATE		MOST FREQUENT CERTIFICATION AREAS	TEACHERS HIRED IN HIGH-NEED SCHOOLS		
State 1	University of Louisiana at Lafayette	398	85%	68	15%	Grades 1-5 (Elementary), Grades Pk-3, English	316	68%	
State 2	Southeastern Louisiana University	376	91%	39	9%	Grades 1-5 (Elementary), Grades Pk-3, English	207	50%	
State 3	Louisiana State University - Baton Rouge	300	78%	84	22%	Grades 1-5 (Elementary), Grades Pk-3, English	197	51%	
State 4	iTeach Louisiana	0	0%	305	100%	Grades 1-5 (Elementary), English, Grades 4-8 (Mathematics)	203	67%	
State 5	McNeese State University	192	84%	37	16%	Grades 1-5 (Elementary), Grades Pk-3, Health And Physical Education	74	32%	
REGION 1	Southeastern Louisiana University	361	90%	38	10%	Grades 1-5 (Elementary), Grades Pk-3, English	199	50%	
REGION 2	Louisiana State University - Baton Rouge	257	80%	64	20%	Grades 1-5 (Elementary), Grades Pk-3, English	171	53%	
REGION 3	The New Teacher Project	0	0%	224	100%	Grades 1-5 (Elementary), English, Grades Pk-3	218	97%	
REGION 4	iTeach Louisiana	0	0%	178	100%	Grades 1-5 (Elementary), English, Social Studies	122	69%	
REGION 5	University of New Orleans	106	61%	68	39%	Grades 1-5 (Elementary), Grades Pk-3, Social Studies	117	67%	

*Includes teachers who graduated from a teacher preparation program in 2013-2014, 2014-2015, and 2015-2016, and were hired for first time in 2014-2015, 2015-2016, or 2016-2017.

TEACHERS PREPARED THROUGH BELIEVE AND PREPARE (2015-2016)*				
GEOGRAPHIC AREA	HIGHEST SENDING PREPARATION PROGRAMS	TEACHERS PREPARED 2015-2016		MOST FREQUENT CERTIFICATION AREAS
State 1	Louisiana Tech University	34		Elementary (Grades 1-5); Early Childhood PK-3; Health and Physical Education
State 2	St. Bernard	26		English (Grades 6-12); Elementary (Grades 1-5); Mild to Moderate (Grades 1-5, 4-8, and 6-12)
State 3	The New Teacher Project	25		Elementary (Grades 1-5); General Science; General Math
REGION 1	St. Bernard	26		English (Grades 6-12); Elementary (Grades 1-5); Mild to Moderate (Grades 1-5, 4-8, and 6-12)
REGION 2	The New Teacher Project	25		Elementary (Grades 1-5); General Science; General Math
REGION 3	Relay Graduate School of Education	21		Elementary (Grades 1-5); English (Grades 6-12); Early Childhood (Grades PK-3)

*Based on data reported by LEAs and providers.

BELIEVE AND PREPARE MENTOR TEACHERS*						
GEOGRAPHIC AREA	NUMBER OF MENTOR TEACHERS TRAINED (2015-2016)	NUMBER OF MENTOR TEACHERS WITH TSGD	2015-2016 TRANSITIONAL STUDENT GROWTH DATA RESULTS (TSGD)			
			INEFFECTIVE	EFFECTIVE: EMERGING	EFFECTIVE: PROFICIENT	HIGHLY EFFECTIVE
State	244	67	10%	37%	28%	24%
REGION	141	38	11%	37%	24%	29%

*Based on data reported by LEAs and providers.

EVALUATING RESULTS

These data, which include the 2015-2016 transitional student growth data (TSGD) results of teachers employed in 2016-2017, will assist in making decisions related to teacher placement and support.

2015-2016 TSGD TEACHER RESULTS BY SUBJECT AREA AND SCHOOL DEMOGRAPHICS

GEOGRAPHIC AREA	NUMBER OF TEACHERS WITH TSGD	2015-2016 TRANSITIONAL STUDENT GROWTH DATA RESULTS (TSGD)				
		INEFFECTIVE	EFFECTIVE: EMERGING	EFFECTIVE: PROFICIENT	HIGHLY EFFECTIVE	
State	9,709	10%	37%	32%	21%	
REGION	4,681	9%	37%	31%	23%	
CERTIFICATION STATUS						
Certified	State	8,430	9%	38%	32%	21%
	REGION	3,752	9%	38%	31%	22%
Uncertified	State	397	15%	40%	26%	18%
	REGION	223	13%	39%	28%	21%
SUBJECT AREAS						
Algebra	State	672	11%	40%	28%	21%
	REGION	331	11%	34%	29%	26%
English	State	4,320	12%	34%	31%	23%
	REGION	2,114	10%	33%	33%	24%
Geometry	State	469	11%	39%	28%	22%
	REGION	223	11%	37%	27%	25%
Math	State	3,587	10%	36%	31%	22%
	REGION	1,719	11%	38%	30%	22%
Science	State	3,186	10%	37%	32%	21%
	REGION	1,536	10%	38%	30%	21%

TEACHERS WITH CONSISTENTLY HIGHLY EFFECTIVE OR INEFFECTIVE VAM/TSGD RESULTS

VAM/TSGD RESULTS (2013-2014, 2014-2015, AND 2015-2016)	HIGHLY EFFECTIVE		INEFFECTIVE	
State	302	5%	46	1%
REGION	180	6%	12	0%

COMPENSATION

These data from 2016-2017 will assist in making decisions related to teacher and school leader compensation.

AVERAGE TEACHER COMPENSATION

GEOGRAPHIC AREA	ALL TEACHERS	NEW TEACHERS	TEACHERS IN HIGH-NEEDS SCHOOLS	EFFECTIVE PROFICIENT OR HIGHLY EFFECTIVE TSGD RESULTS	INEFFECTIVE OR EFFECTIVE: EMERGING TSGD RESULTS	COMMON SHORTAGE AREAS: SECONDARY MATH, SECONDARY SCIENCE, AND SPECIAL EDUCATION
State	\$48,441	\$43,345	\$47,793	\$48,240	\$47,809	\$48,348
REGION	\$49,888	\$44,168	\$49,051	\$49,649	\$49,711	\$49,762

AVERAGE SCHOOL LEADER COMPENSATION

GEOGRAPHIC AREA	ALL SCHOOL LEADERS	NEW SCHOOL LEADERS	SCHOOL LEADERS IN HIGH-NEED SCHOOLS	SCHOOL LEADERS OF TOP PERFORMING/TOP GROWTH SCHOOLS	SCHOOL LEADERS OF LOW PERFORMING/LOW GROWTH SCHOOLS
State	\$72,943	\$66,296	\$72,229	\$73,518	\$71,783
REGION	\$75,883	\$68,557	\$74,681	\$77,048	\$73,544

RETAINING, PROMOTING, AND GRANTING TENURE

These data will assist in making decisions related to retaining and promoting teachers and granting tenure.

NUMBER OF DEPARTING TEACHERS (2013-2016)							TSGD RESULTS OF DEPARTING TEACHERS (2013-2016)			
GEOGRAPHIC AREA	2013-2014		2014-2015		2015-2016		GEOGRAPHIC AREA	PERCENTAGE OF DEPARTING TEACHERS WITH HIGHLY EFFECTIVE OR EFFECTIVE: PROFICIENT TSGD RESULTS		
State	7,204	14%	6,825	14%	6,622	13%	State	1,584		48%
REGION	3,758	16%	3,842	15%	3,820	15%	REGION	968		54%

NUMBER OF YEARS OF PUBLIC SCHOOL EXPERIENCE OF DEPARTING TEACHERS (2013-2016)												
GEOGRAPHIC REGION	1 year or less		2-5 years		6-10 years		11-15 years		16-20 years		21+ years	
State	2,883	14%	5,164	25%	3,689	18%	2,566	12%	2,757	13%	3,592	17%
REGION	1,738	15%	3,310	29%	2,071	18%	1,322	12%	1,370	12%	1,609	14%

TEACHERS PROMOTED TO SCHOOL AND DISTRICT LEADERSHIP POSITIONS					TENURE				
POSITION	GEOGRAPHIC REGION	NUMBER PROMOTED	NUMBER PROMOTED WITH TSGD RESULTS	PERCENTAGE OF PROMOTED TEACHERS WITH HIGHLY EFFECTIVE OR EFFECTIVE PROFICIENT TSGD RESULTS	GEOGRAPHIC REGION	NUMBER OF TEACHERS WITH TENURE		NUMBER OF TEACHERS ON TRACK TO EARN TENURE	
School Leadership Role	State	164	26	77%	State	20,850	42%	3,172	6%
	REGION	87	12	75%					
District Leadership Role	State	32	4	50%	REGION	9,732	45%	1,081	5%
	REGION	23	3	67%					

RETENTION RATES OF 2013-2015 TEACHER PREPARATION PROGRAM COMPLETERS*								
GEOGRAPHIC REGION	HIGHEST SENDING PREPARATION PROGRAMS		2014-2015 PROGRAM COMPLETERS RETAINED 1 YEAR		2013-2014 PROGRAM COMPLETERS RETAINED 2 YEARS		2012-2013 PROGRAM COMPLETERS RETAINED 3 YEARS	
State 1	University of Louisiana at Lafayette		152	91%**	176	85%**	148	74%**
State 2	Southeastern Louisiana University		141	93%**	135	85%**	167	83%**
State 3	The New Teacher Project		75	61%**	72	32%**	29	29%**
REGION 1	Southeastern Louisiana University		136	93%**	128	84%**	158	82%**
REGION 2	The New Teacher Project		72	62%**	67	33%**	25	28%**
REGION 3	Louisiana State University - Baton Rouge		113	90%**	85	81%**	86	68%**

*Program completers from 2012-2013, 2013-2014, and 2014-2015 who were hired in 2013-2014, 2014-2015, and 2015-2016 and are working in the region/state in 2016-2017.

**Percentage of total number of 2012-2013, 2013-2014, or 2014-2015 program completers who worked in the region/state in the first year after graduation and also worked in the region/state each subsequent year.

NUMBER OF DEPARTING SCHOOL LEADERS (2014-2016)							SCHOOL PERFORMANCE OF SCHOOL LEADERS WHO DEPARTED IN 2015-2016		
GEOGRAPHIC AREA	2013-2014		2014-2015		2015-2016		GEOGRAPHIC AREA	SCHOOL LEADERS OF TOP PERFORMING/TOP GROWTH SCHOOLS	SCHOOL LEADERS OF LOW PERFORMING/LOW GROWTH SCHOOLS
State	372	13%	419	14%	411	14%	State	147	88
REGION	127	11%	155	13%	155	13%	REGION	59	26

*Based on 2015-2016 school performance/growth designations.

EDUCATOR WORKFORCE REPORT METHODOLOGY

The Educator Workforce Report provides LEA leaders with a field of data to help inform decisions regarding the educators and education leaders in their LEAs.

All charter schools were excluded from data in tables with reference to certification status. All other tables include data for all schools in the state where information was applicable. Therefore, some numbers in the region roll-up may vary from those previously reported on district or school workforce reports.

WHO IS INCLUDED IN THIS REPORT?

This report includes data on teachers and leaders who are employed in the 2016-2017 school year.

- Includes all Louisiana public schools who had teachers reported in PEP and who had a school report card produced in 2016. "Teachers" include any employee with object code 112 in the Profile of Educational Personnel (PEP).

WHAT DATA ARE USED IN THIS REPORT?

Data for the Educator Workforce Report is pulled from the following sources:

- Profile of Educational Personnel (PEP)
- Teacher Certificate Management System (TCMS)
- Curriculum Database (CUR)
- Classification of Instruction Programs (CIP)
- Compass Information System (CIS)
- October 2016 Enrollment (Multistats) file
- 2016 Course list

DEFINITIONS

<i>Count of Teachers</i>	Each teacher (object code 112) is counted once, regardless if he/she works at more than one site. Site level data is reported in appendix 2 and 4, and teachers may be reported more than once as applicable. Teachers reported as Post-Secondary, Contractual, or Third Party were excluded from this report.
<i>Out-of-field Teachers</i>	Teachers who hold one of the following valid certificates: Professional Level 1, 2, 3; Type C, B, or A; Out-of-State; Foreign Language Elementary Special Certificate; Practitioner 1, 2, or 3 license; World Language Certificate; Extended Endorsement License; or a standard certificate for teachers in nonpublic schools, but who do not hold the certification area for their teaching assignment in at least one class (e.g., a teacher certified in Elementary who is teaching secondary Science).
<i>Uncertified teachers</i>	Teachers who do not hold a certificate as described above, including those who hold a Temporary Authority to Teach (TA, T1, T2, or T3), a Temporary Employment Permit (TEP, TEP2, TEP3), or teachers who do not hold any certificate.
<i>Inexperienced</i>	Any teacher in his/her first year of teaching in the classroom.
<i>Ineffective</i>	A teacher with Ineffective or Effective: Emerging Transitional Student Growth Data results.
<i>High-Need Schools</i>	Schools with 75% minority and/or 75% Economically Disadvantaged Students in 2016-2017
<i>Students Economically Disadvantaged</i>	Students eligible for Supplemental Nutrition Assistance Program, Temporary Assistance for Needy Families, Medicaid, awaiting foster care, migrant, and incarcerated children. Includes only students attending Title I schools.
<i>Students Non-Economically Disadvantaged</i>	Students NOT eligible for Supplemental Nutrition Assistance Program, Temporary Assistance for Needy Families, Medicaid, awaiting foster care, migrant, and incarcerated children. Includes only students NOT attending Title I schools.
<i>Students Minority</i>	Student who is a member of a minority race or ethnicity (American Indian or Alaskan, Asian, Black or African American, Hispanic/Latino). Includes only students attending Title I schools.
<i>Students Non-Minority</i>	Student who is NOT a member of a minority race or ethnicity. Includes only students NOT attending Title I schools.

CLASSES TAUGHT BY OUT OF FIELD OR UNCERTIFIED TEACHERS

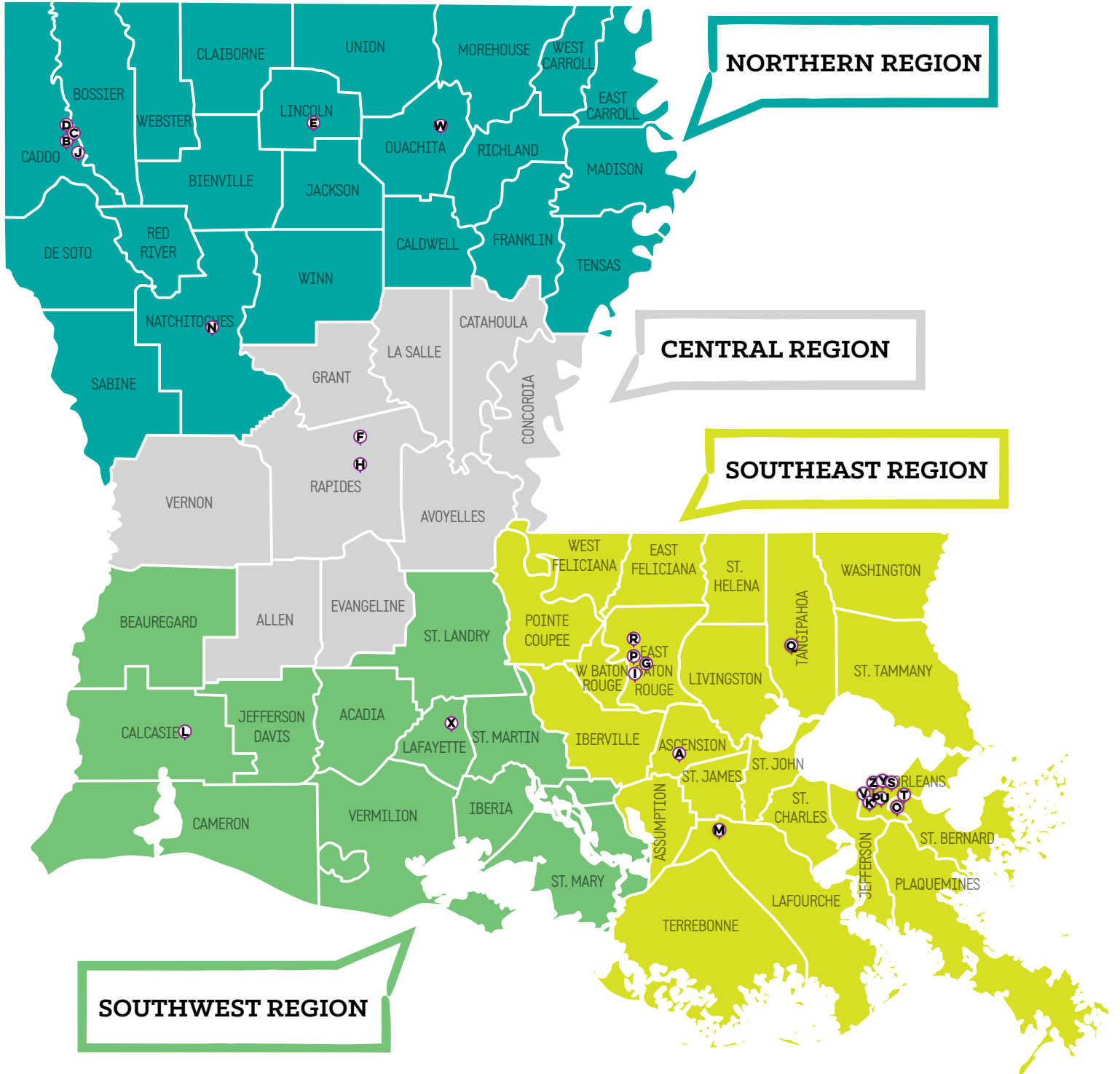
<i>Elementary</i>	Course codes 120300, 120310, 120315, 121000, 121019, 030367, 030368, 030369, 030370, 030500, 030667, 030767, 120300, 121100, 121400, 122500, 122519, 123000, 123105, 123111, 150800, 160300, 190178, 220000, 700000
<i>Math</i>	Course code category MATH, ALGE, or GEOM, except for the elementary course 160300
<i>English</i>	Course code category ENGL, except for elementary courses 120300, 120310, 120315
<i>Science</i>	Course category code SCIE, CHEM, BIOL, PHYS, except for the elementary course 150800
<i>Social Studies</i>	Course category code SOCS, except for the elementary course 220000
<i>Special Education</i>	Classes with at least 51% of special education students. If course requires special education certification, instructions must be provided by a teacher holding the special education certification for the course being taught. If course requires a content specific certification, instruction must be provided by a teacher holding the content area certification for the course being taught. Required certification areas are listed for each course in the Curriculum Database (CUR) and courses being taught by teachers.

RECRUITING AND HIRING

Louisiana Parishes and Teacher Preparation Providers by Geographic Region.

TEACHER PREPARATION PROVIDERS IN LOUISIANA

A	Teach Ascension	J	Louisiana State University - Shreveport	S	Southern University at New Orleans
B	Caddo Teaching Academy	K	Loyola University New Orleans	T	St. Bernard Parish
C	Centenary College	L	McNeese State University	U	The New Teacher Project
D	Grambling State University	M	Nicholls State University	V	Tulane University
E	Louisiana Tech University	N	Northwestern State University	W	University of Louisiana Monroe
F	Louisiana College	O	Holy Cross College	X	University of Louisiana at Lafayette
G	Louisiana Resource Center for Educators	P	Relay Graduate School of Education	Y	University of New Orleans
H	Louisiana State University - Alexandria	Q	Southeastern Louisiana University	Z	Xavier University of Louisiana
I	Louisiana State University A&M College	R	Southern University and A&M College	*	iTeach (Online only)



REGION	DISTRICT CODE	DISTRICT NAME
<i>Northern</i>	007, 008, 009, 011, 065, 014, 016, 018, 021, 025, 031, 033, 034, 035, 037, 041, 042, 043, 054, 056, 059, 060, 062, 064	Caddo, Bossier, Webster, Claiborne, DeSoto, Red River, Bienville, Sabine, Natchitoches, Winn, Lincoln, Union, Morehouse, West Carroll, East Carroll, Jackson, Ouachita, Richland, Madison, Caldwell, Franklin, Tensas,
<i>Central</i>	002, 005, 013, 015, 020, 022, 030, 040, 058	Allen, Avoyelles, Catahoula, Concordia, Evangeline, Grant, LaSalle, Rapides, Vernon
<i>Southwest</i>	001, 006, 010, 012, 023, 027, 028, 049, 050, 051, 057	Acadia, Beauregard, Calcasieu, Cameron, Iberia, Jefferson Davis, Lafayette, St. Landry, St. Martin, St. Mary, Vermilion
<i>Southeast</i>	003, 004, 069, 068, 066, 017, 019, 024, 026, 029, 032, 036, 038, 039, 044, 045, 046, 047, 048, 052, 053, 055, 061, 063, 067	Ascension, Assumption, Central, City of Baker, City of Bogalusa, East Baton Rouge, East Feliciana, Iberville, Jefferson, Lafourche, Livingston, Orleans, Plaquemines, Pointe Coupee, St. Bernard, St. Charles, St. Helena, St. James, St. John, St. Tammany, Tangipahoa, Terrebonne, West Baton Rouge, West Feliciana, Zachary

TEACHERS HIRED

<i>Newly Hired Teachers</i>	All teachers who were hired in 2014-2015, 2015-2016, or 2016-2017 and who are new to the region and state at the time of hire.
<i>Teachers hired on a practitioner's license</i>	Teachers who were hired in the region and state in 2014-2015, 2015-2016, or 2016-2017 and who held a practitioners license (PL1, PL2, or PL3) at the time of hire.
<i>Teacher hired from a preparation program</i>	Teachers who graduated from a teacher preparation program in 2013-2014, 2014-2015, or 2015-2016 and were hired after program completion in the region and state in 2014-2015, 2015-2016, or 2016-2017.
<i>Undergraduate</i>	Teachers who were hired in the region and state who completed a teacher preparation program at the undergraduate level.
<i>Post-Baccalaureate</i>	Teachers who were hired in the region and state who completed a teacher preparation program at a post-baccalaureate level.
<i>Highest sending teacher preparation programs</i>	The five providers that send the highest number of program completers. In cases where there are ties, the preparation program is displayed in alphabetical order.
<i>Most frequent certification areas</i>	The certification areas in which the highest number of candidates were prepared. In cases where there are ties, the certification area is displayed in alphabetical order.

TEACHERS PREPARED THROUGH BELIEVE AND PREPARE

This table includes teachers who were prepared through a Believe and Prepare partnership in 2015-2016 and were eligible to receive initial certification. See [list of all districts and teacher preparation programs participating in Believe and Prepare](#).

EVALUATING RESULTS

Teachers and school leaders who received value-added model (VAM)/transitional student growth (TSGD) results for more than one subject area are counted for each subject area for which they received VAM/TSGD results.

COMPENSATION

Compensation for teachers is reported as salary without extra compensation. Teachers on sabbatical are excluded.

AVERAGE SCHOOL LEADER COMPENSATION

Schools were ranked in terms of their school performance score (SPS) in 2015-2016 and in terms of their growth in SPS from 2014-2015 to 2015-2016. Schools that did not have SPS scores in 2015-2016 were excluded.

<i>Top performing/top growth schools</i>	<ul style="list-style-type: none"> Schools with SPS in the top quartile in terms of performance, regardless of growth Schools with SPS in the top quartile in terms of growth, regardless of performance
<i>Low performing/low growth schools</i>	<ul style="list-style-type: none"> Schools with SPS in the bottom quartile in terms of both performance and growth Schools with SPS in the bottom quartile in terms of performance and NOT in the top quartile in terms of growth.

RETAINING, PROMOTING, GRANTING TENURE

NUMBER OF DEPARTING TEACHERS

- Teachers departing from the region include teachers who were employed in an LEA in the region as reported in PEP in one year, but were no longer employed in an LEA in the region as reported in PEP 1 of the following year.
- Teachers departing from the state include teachers who were employed at a Louisiana public school as reported in PEP in one year, but were no longer employed at a Louisiana public school as reported in PEP 1 of the following year.

AVERAGE NUMBER OF YEARS OF EXPERIENCE OF DEPARTING TEACHERS

- Years of experience is calculated based upon the number of years the teacher appeared in PEP. PEP data began in 1993.

TEACHERS ON TRACK TO EARN TENURE

- Teachers on track to earn tenure are defined in this report as teachers who met the below criteria for the last three years for which they were employed:
 - » Worked continuously in the district for at least three consecutive years in a position that required a teaching certificate and was not federally funded
 - » Did not work at a charter school
 - » Received at least two Highly Effective Compass final evaluations from 2013-2014 to 2015-2016

Compass results were pulled in October of 2016. This count of teachers is an estimate based on data available in PEP as of October 2016. Each teacher's tenure status will need to be verified by the LEA.

RETENTION RATES OF HIGHEST SENDING TEACHER PREPARATION PROGRAMS

1 Year	Teachers who graduated in 2014-2015, were working in region or state in 2015-2016, and are working in 2016-2017, and did not leave the region or state at any point since hire.
2 Years	Teachers who graduated in 2013-2014, were working in region or state in 2014-2015, and are working in 2016-2017, and did not leave the region or state at any point since hire.
3 Years	Teachers who graduated in 2012-2013, were working in region or state in 2013-2014, and are working in 2016-2017, and did not leave the region or state at any point since hire.

SCHOOL PERFORMANCE OF DEPARTING SCHOOL LEADERS

- School Leaders departing from the region include teachers who were employed in an LEA in the region as reported in PEP in one year, but were no longer employed in an LEA in the region as reported in PEP 1 of the following year.
- School Leaders departing from the state include teachers who were employed at a Louisiana public school as reported in PEP in one year, but were no longer employed at a Louisiana public school as reported in PEP 1 of the following year.

Schools were ranked in terms of their school performance score (SPS) in 2015-2016 and in terms of their growth in SPS from 2014-2015 to 2015-2016. Schools that did not have SPS scores in 2015-2016 were excluded.

Top performing/top growth schools	<ul style="list-style-type: none">• Schools with SPS in the top quartile in terms of performance, regardless of growth• Schools with SPS in the top quartile in terms of growth, regardless of performance
Low performing/low growth schools	<ul style="list-style-type: none">• Schools with SPS in the bottom quartile in terms of performance, regardless of growth• Schools with SPS in the bottom quartile in terms of growth, regardless of performance