



Louisiana Pre-Educator Pathway Support Series

March 31, 2021

Student Recruitment & Engagement

Edit your Zoom name to include **your region** (from the right) using the location of your school.

Example: (NE) Bobby Boudin

**(NE) Northeast, (NW) Northwest,
(CT) Central,
(SE) Southeast, (SW) Southwest**

Agenda

- Welcome!
- **Focus: Student Recruitment and Engagement**
- Regional Work Time
- Updates & Reminders
- Closing, Questions, & Answers



Team Introductions



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Today's Objective

How do we ensure, through **recruitment and engagement**, that we are **solving the workforce needs** related to certification, diversity, and retention in our region?

Reflection and Share Out

Choose one of the three workforce areas we hope to impact through the Pre-Educator Pathway.

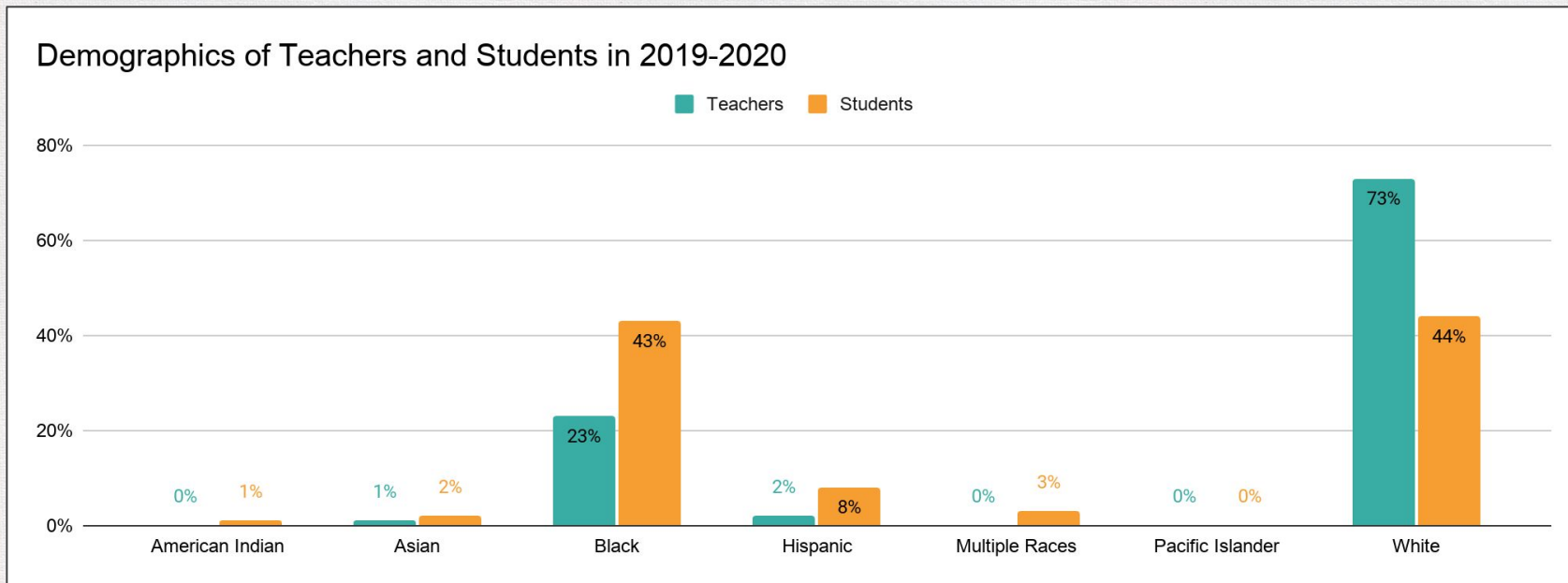
- **Diversity** (gender, ethnicity, background, experiences)
- **Certification**
- **Retention**

Reflect

- A. What workforce needs do you see in this area?
- B. How are students impacted by these needs?
- C. More broadly, how is the school community impacted?
- D. What would it take for this area or need to “be solved” in five years?



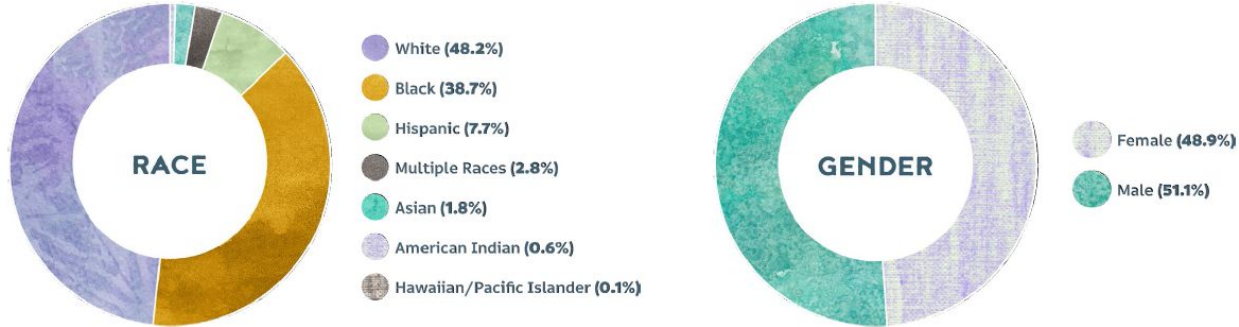
Louisiana Workforce Data



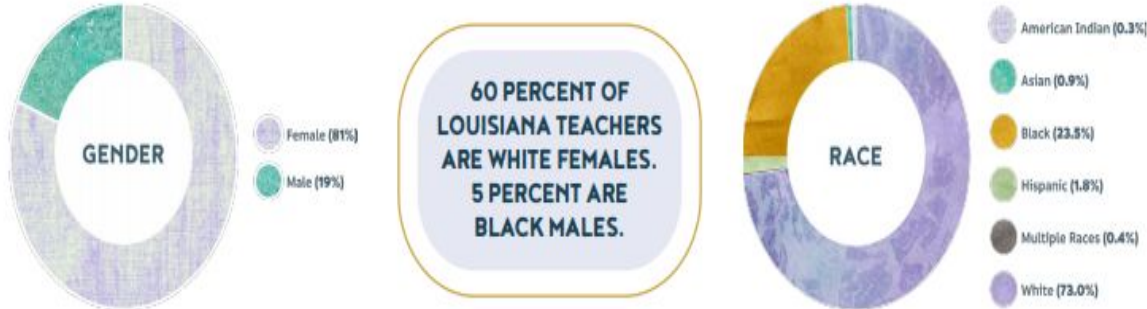
In 2019-2020, 73 percent of the teacher workforce was predominately white and not representative of the race/ethnicity of the student population they serve.

Louisiana Workforce Data

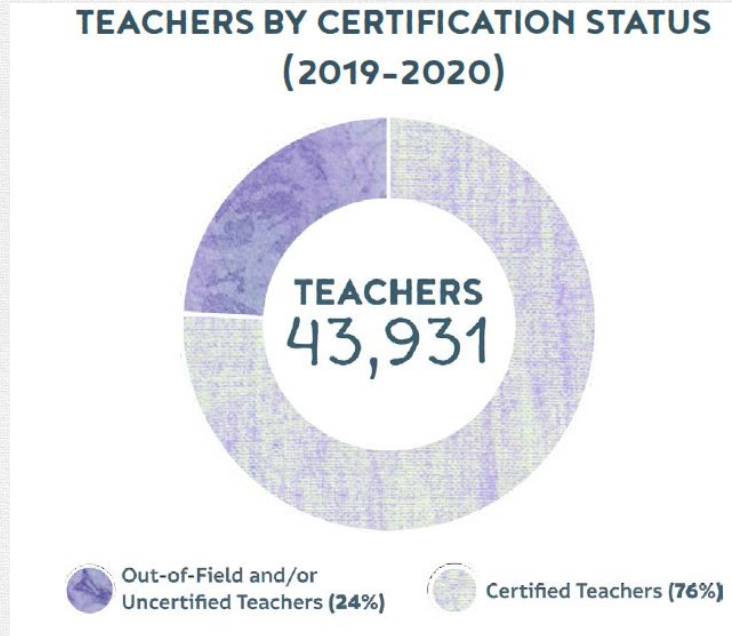
OUR STUDENTS



OUR TEACHERS (2019-2020)

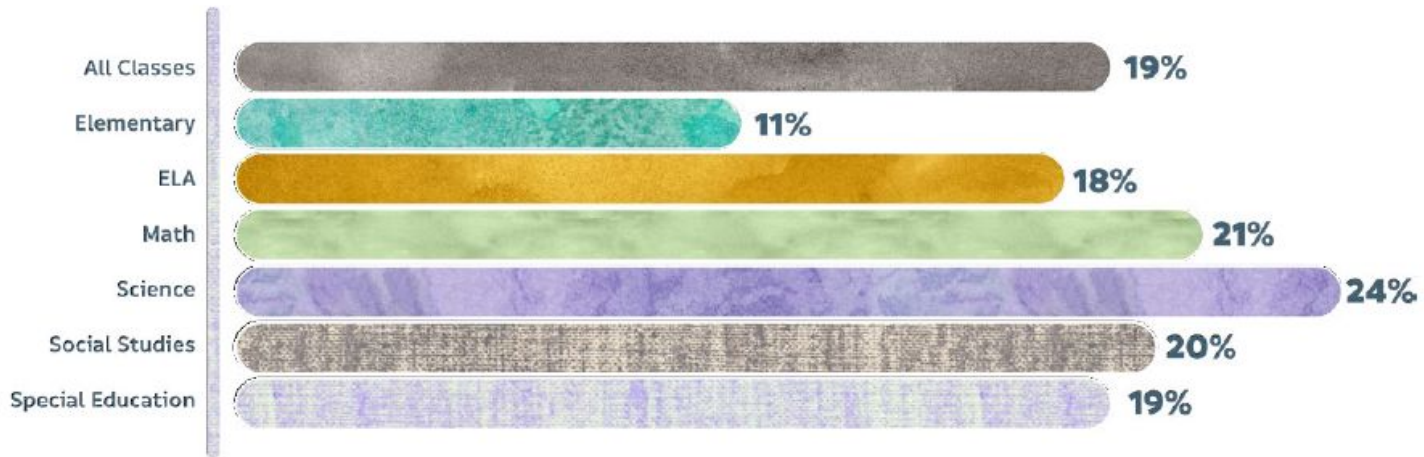


Louisiana Workforce Data



Louisiana Workforce Data

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



In 2019-2020, 24 percent of classes in Louisiana public schools were taught by out-of-field or uncertified teachers. Middle and Secondary Science, Math, Social Studies and Special Education are areas of highest need for certified teachers.

Louisiana Workforce Data

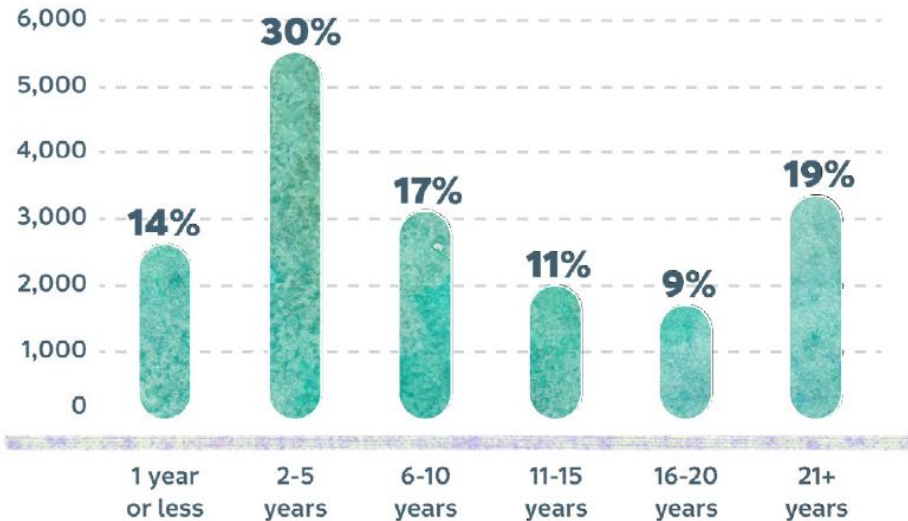
TEACHER RETENTION

All Exiting Teachers (2018-2019)

5,782

12% of teachers

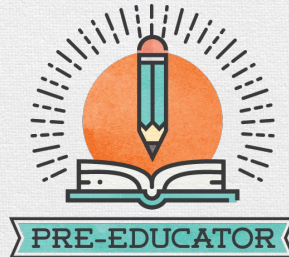
YEARS OF PUBLIC SCHOOL EXPERIENCE OF EXITING TEACHERS (2016-2019)



Vision of a Louisiana Grow Your Own

Louisiana seeks to provide a clear pathway in every school district for people who want **to serve their communities as highly skilled educators.**

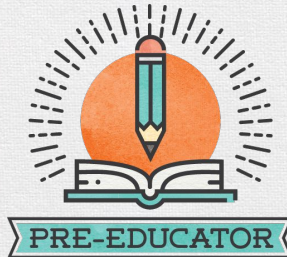
As we intentionally **recruit and cultivate a diverse and learner ready** pipeline of aspiring educators who are passionate about serving our communities through education, Louisiana seeks to ensure all students have access to a highly trained, highly skilled educator.



The Louisiana Pre-educator Pathway

A grow your own initiative grounded in the following beliefs and ideas:

- The next generation of Louisiana's **educational leaders** are **currently** sitting in the desks of our middle and high schools.
- The underrepresentation of **teachers of colors** in the Louisiana education workforce can be addressed through high-quality, early career development.
- Strategically expanding access to the teaching profession will benefit **overall teacher retention and quality**.



The Next Generation of Louisiana's Classroom Leaders

- Growth mindset
- Displays empathy and curiosity
- Collaborative Leadership
- Creativity
- Problem Solving
- Supportive of others
- Challenges thinking
- Open to learning about different cultures, opinions, ideas, values
- Seeks out or responds well to coaching/constructive feedback
- Social awareness
- Good communication and listening skills

How can we find the students in our schools with potential in these areas?

Student Recruitment

School Considerations	Suggested Practices & Next Steps
<ul style="list-style-type: none">● Typical School Announcements likely won't suffice● Consider students who represent the diversity of the school/community/larger society and who would bring rich perspective to classrooms and schools (males, students of color, students spanning a variety of socio-economic levels, represent varied interests, etc.)● One-on-one conversations are the strongest recruitment tool● Consider having more than one meeting to accommodate interests (different lunch shifts, before/after school, etc.)● Remember what Gen Z/Teenagers want to hear	<ol style="list-style-type: none">1. Look to students who have or might express interest in helping professions such as social work, criminal justice, psychology, sociology, counseling, other human services2. Purposely seek out 1 or 2 students who will serve as great ambassadors for the course, even if they are not likely to become educators.3. Think outside the box and break the mold of what previous generations may have looked to for teachers. 21st century teachers teaching in 21st century classrooms may not have a 4.0 in AP Lit. But do they have a 4.0 in humanity?4. Make membership somewhat exclusive, combatting the idea that "anybody can teach". Plant the seeds EARLY that this is just not true.

Student Engagement

System/School Considerations	Suggested Practices & Next Steps
<ul style="list-style-type: none">● Exposing students to as many unique experiences as possible is critical● Remember, elevating the teaching profession is just as crucial as recruiting for the course itself● Consider inviting universities for signing days when students decide to “sign” to a college or school of Ed● Consider planning “launch” events that will allow community members to hear from students who are selected● Contact local newspaper to run a press release about what you’re doing and the students who were selected	<ol style="list-style-type: none">1. Invite superintendent2. Invite a student who has taken the class or been in the club (reach out to other school's)3. Keep it short and sweet but POWERFUL4. Mention BIG selling points such as dual credit, classroom observations, unique experiences (school board meetings, attend conferences, national convention, etc)

Southeastern Louisiana University Educators Rising Signing Day



Rapides Parish Launch Parties



Educators Rising Year End Video



More Recruitment and Engagement Strategies

Recruitment

- Staff shares “Why I Teach” stories
- Teacher recommendation luncheon
- Be A Teacher campaigns
- What excites students on your campus?

Engagement

- Mentoring
- Develop and identify student cohorts
- Ed Rising Regional, State, and National Conferences
- Local scholarships and recognition
- Aspiring Educator of the Year



Engagement and Recruitment Planning Time

Choose one recruitment or engagement strategy that **you** can initiate or expand in your school or district.

Consider the following questions:

- What short terms steps can be taken to initiate or expand this strategy?
- Create a timeline for completing these short term steps.
- What long term steps need to be taken to ensure success?
- How will you know if this strategy is working? Get specific!
- Who do you need to co-conspire with in order to make this a reality?
- Take one step now to begin or expand this strategy.



Regional Connections

You will be put into your regional breakout room that corresponds to the region in your name:

Northeast LA, Northwest LA, Central LA, Southeast LA, Southwest LA

(NE) Northeast,
(NW) Northwest,
(CT) Central,
(SE) Southeast,
(SW) Southwest

First, go around and have each member from your region share:

- your district/school
- your role
- What recruitment or engagement strategy did you spend time developing?

Secondly, use the following questions to guide your conversation:

- A. What workforce needs do we see impacting students in our school/region and how can we address that in recruitment for the pre-educator pathway?
- B. What recruitment or engagement strategies do we think will be the most impactful for students in our school/region?

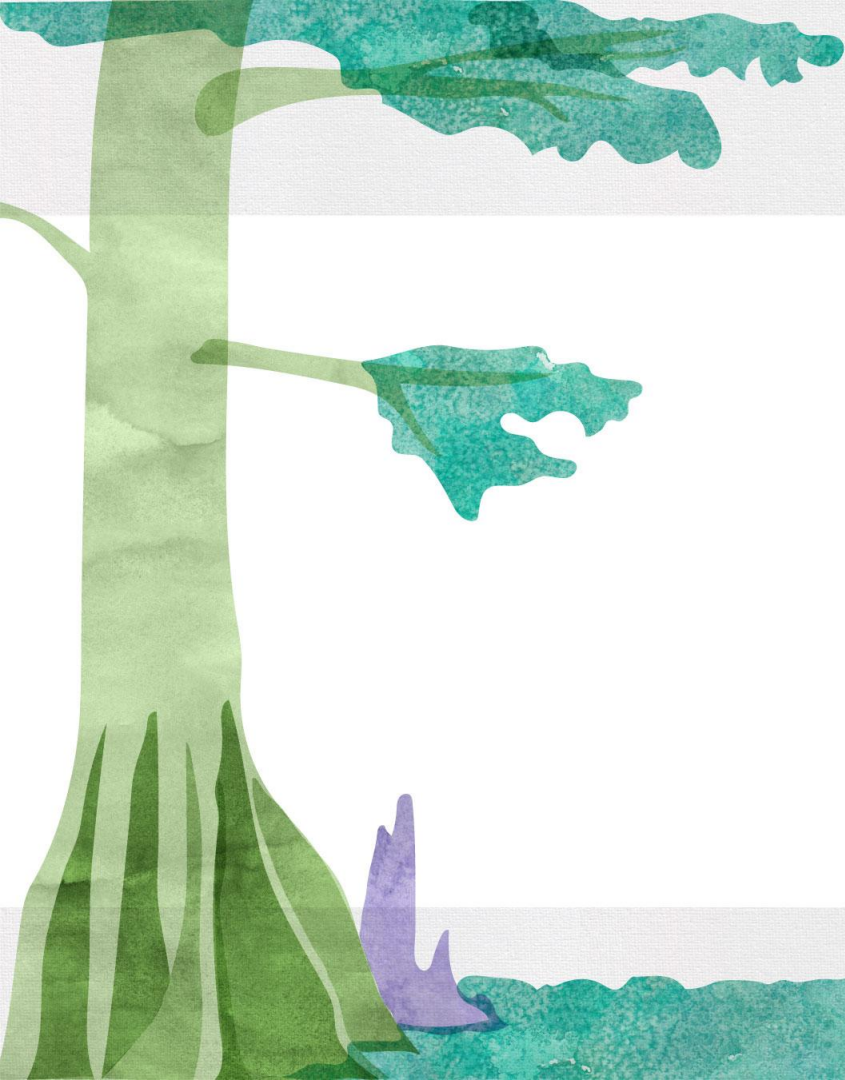


Share Out

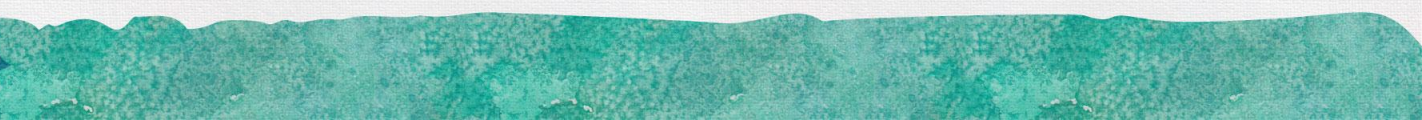
What workforce needs do you see impacting your school/region and how can we address them in recruitment for the pre-educator pathway?

What recruitment or engagement strategies will work for students in your school/region?





Updates and Reminders



Updates and Reminders

- **Save the Date:** The LDOE will offer a free training for all Pre-Educator Pathway teachers virtually on **June 21 and 22**. The training will be two half days full of learned lessons and best practices for teaching pre-educator pathway courses. Registration and more information will be shared in the April webinar of this series.
- **Startup Funding Recipients:** Final funding allocations for the LDOE Pre-Educator Pathway Startup Funding will be reviewed by BESE on April 21. Budgets should then be submitted ahead of the **June 15 expenditure deadline**.
- **Contact List:** If you are not currently receiving LDOE Pre-Educator Pathway communications, complete this [survey](#) to be added to our contact list.

Aspiring Educators at Virtual Teacher Leader Summit

A limited number of Aspiring Educator tickets are available for high school and college students to attend the 2021 Virtual Teacher Leader Summit. The Aspiring Educator ticket will allow participants to learn from a panel of homegrown, superhero teachers from around the state while also attending other select sessions aimed at increasing their knowledge and skill as an aspiring educator.

Virtual Teacher Leader Summit
June 1st-11th

To request an Aspiring Educator ticket, email BelieveandPrepare@la.gov with student's name, school, and Parish. Requests are limited to 5 per school at this time and should only be submitted once students have confirmed their availability to attend.

Ongoing Funding Support & Opportunities

Although we were able to offer some startup costs and may continue to receive additional grants for funding, local funding and resources are great options for sustainability.

Consider the following options for additional funds:

- Determine if [Education Excellence Fund \(EEF\)](#) can be allocated
- Title I (Curriculum)
- Title 2- PD (i.e. National Conference)
- Approaching local Chamber of Commerce
- Asking for specific sponsorships
- Local, state, or national grants
- Supplemental Course Allocation (Dual Enrollment where applicable)



Upcoming Dates to Remember

- March 31** EdRising Louisiana Virtual State Conference Competition Registration Deadline
- April 14** EdRising Louisiana Virtual State Conference
- April 27** Louisiana Pre-Educator Pathway April Webinar: Strong Partnerships between K-12 and Higher Education Institutions
When: April 27; 3:30pm-4:30pm
Meeting ID: 345 504 8179
Zoom Link: <https://ldoe.zoom.us/j/3455048179>



Closing, Questions, Answers

In the chat box, please share **one action** you will take before Spring Break to recruit at least **one student** in your school or district to the pathway?

For more information visit our [Pre-Educator Webpage](#)
or e-mail believeandprepare@la.gov.

