



Louisiana's Recruitment and Retention Strategies

Objectives

Participants will:

- Understand the makeup of Louisiana's Educator Workforce.
- Understand the status of the Louisiana Department of Education's recruitment and retention comprehensive plan.
- Review and explore the characteristics and elements of the Louisiana Pre-Educator Pathway.
- Understand the importance of developing an induction program that supports early career teachers and how to get involved with The New Teacher Experience this school year.
- Make connections with their work and the recruitment and retention strategies.

Louisiana's Goals and Priorities

SIX CRITICAL GOALS

Students enter kindergarten ready.

Students will achieve mastery on third-grade assessments and enter fourth grade prepared for grade-level content.

Students will achieve mastery on eighth-grade assessments and enter ninth grade prepared for grade-level content.

Students will graduate on time.

Students will graduate with a college and/or career credential.

Students will graduate eligible for a TOPS award.

EDUCATIONAL PRIORITIES

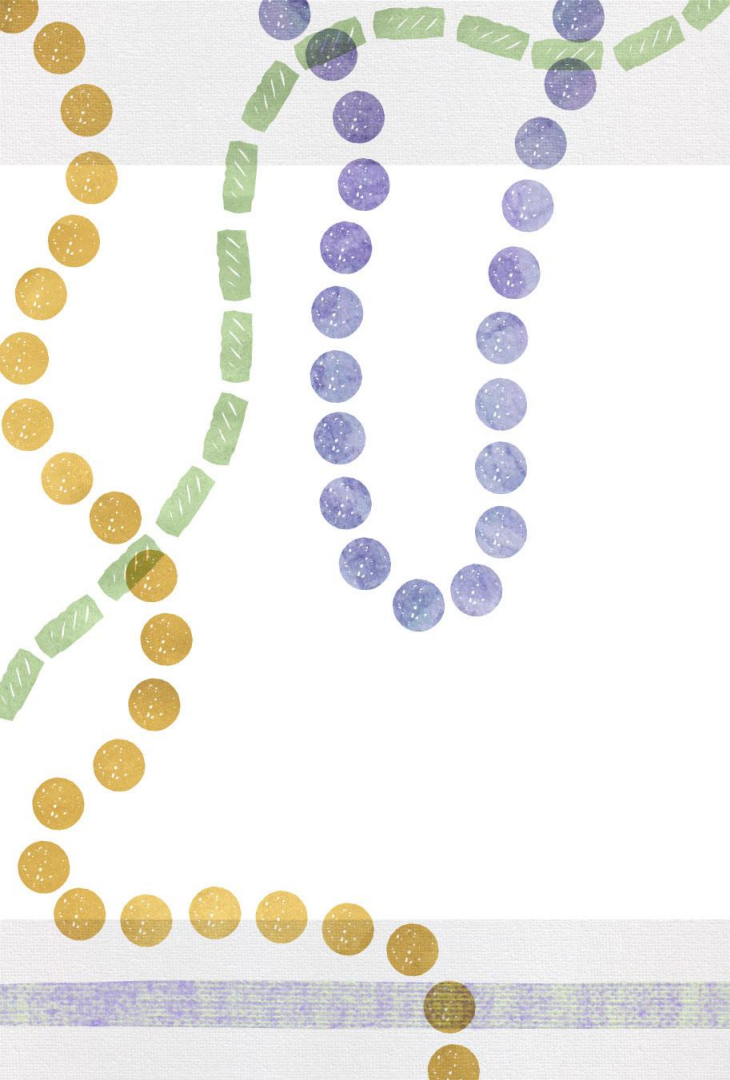
Ensure every student is on track to a professional career, college degree, or service.

Remove barriers and create equitable, inclusive learning experiences for all children.

Provide the highest quality teaching and learning environment.

Develop and retain a diverse, highly effective educator workforce.

Cultivate high-impact systems, structures, and partnerships



Louisiana's Educator Workforce

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 1094 traditional public schools in Louisiana from the 2021-2022 school year based on End-of-Year (EYR) data*. The purpose of this snapshot is to communicate annual trends on 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 (see October) 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***
92,218	29%	660,432	54%	43%	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 federal acts 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 are considered English learners (ELs).

EDUCATOR WORKFORCE OVERVIEW

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

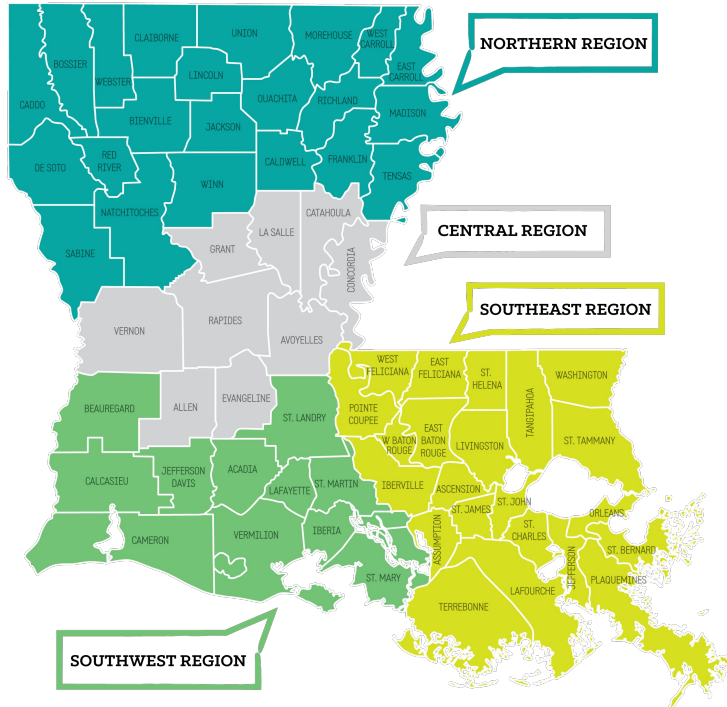
DEMOGRAPHICS

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	301 (0.3%)	494 (0.5%)	12,541 (13.6%)	959 (1.0%)	156 (0.2%)	23 (0.0%)	36,744 (39.7%)
All Students	4,052 (0.6%)	30,873 (4.7%)	281,831 (42.7%)	50,237 (7.6%)	23,523 (3.6%)	562 (0.1%)	321,497 (48.7%)

DEMOGRAPHICS OF TEACHERS AND STUDENTS BY GENDER				
	Male		Female	
All Teachers	24,466 (26.5%)	72%	40,717 (44.1%)	81%
All Students	334,273 (50.5%)	51%	325,554 (49.3%)	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%.

Reflection

- What is one thing that surprised you about Louisiana's Educator Workforce data?
- What is one thing that is encouraging to you about Louisiana's Educator Workforce data?
- What workforce trends are you seeing in your school system?



State of the State on Louisiana's Recruitment and Retention Strategy

Recruitment Strategies Goals and Progress: Pre-Educator Pathway

Goals	Progress
The pre-educator pathway course is taught in 50 schools/school systems in 2022-2023.	In 2022-2023, 70 schools offered the pre-educator pathway.
There are at least 1,000 students participating in the pre-educator program statewide.	In 2022-2023, 1,096 students were enrolled in the pre-educator pathway.
By the 2022-2023 school year, 50% of students enrolled in the pre-ed pathway will be students of color.	In 2022-2023, 51% of students were students of color.

Recruitment Strategies Goals and Progress: Para-to-Teacher Model

Goals	Progress
The para-to-teacher model will increase by 75 participants each year.	331 new Louisiana school system employees are enrolled in the para-to-teacher model to begin coursework in Fall 2023.
The percent of new enrollees in the para-to-teacher model will be 40% candidates of color in 2023-2024.	49% of the 2023-2024 para-to-teacher cohort are candidates of color.

Recruitment Strategies Goals and Progress: Compensation

Goals	Progress
Additional compensation for teacher leaders (Content Leader, Mentor Teacher) will be included in the Minimum Foundation Program formula.	The Mentor Teacher Stipend of \$2,000 is now included in the Minimum Foundation Program formula.
Use the Compensation and Incentives Study to increase educator pay in Louisiana.	A \$2,000/\$1,000 stipend was provided along with \$25M in differentiated compensation funds for school systems to compensate educators for 2023-2024.

Recruitment Strategies Goals and Progress: Career Pipeline

Goals	Progress
The number of certified Mentor Teachers will increase by 1,000 from 1,854 to 2,854 by July 2023.	As of July, there are 2,633 credentialed mentors working in schools; an increase of 779 certified mentors this year.
The number of school systems serving as employers and the number of educator preparation programs serving as providers for registered apprenticeships will increase by 20 percentage points annually.	The first Registered Apprenticeship in Teaching with the Department as the sponsor was submitted to the Louisiana Workforce Commission. 2023-2024 will be an expansion year for apprenticeships.

Recruitment Strategies Goals and Progress: Data Collection

Goals	Progress
100% of traditional school systems will report vacancy data in EdLink beginning August 2024.	Vacancy data is live in EdLink and is a required reporting extract for each of the data cycles (October 1, February 1, and End-of-Year).

Recruitment Strategies Goals and Progress: Fellowships

Goals	Progress
80% of school systems represented in the Recruitment & Retention (HR) Fellowship will see an increase in overall retention rates in the school system.	Retention rates will be released with the Workforce Snapshot in January 2024.
33% of the Aspiring Principal Fellows will have moved into a leadership position upon successful completion of the program.	90% of Cohort 1 Aspiring Principal Fellows are currently serving in a school leadership position (Principal, Assistant Principal, Master Teacher, etc.)

Retention Strategies Goals and Progress

Goals	Progress
400 new teachers will be enrolled in the New Teacher Experience annually.	In 2022-2023, 415 new teachers enrolled in the New Teacher Experience.
17 schools/school systems will participate in the system level New Teacher Experience pilot.	17 school systems participated in the pilot.
At least 15 school systems commit to participate in the 2023-2024 Evaluation Pilot Year.	17 school systems have committed to participating in the Evaluation Pilot Year.
125 school leaders will administer a school environment survey and use the results to build a plan to improve working conditions in 2023-2024.	150 school leaders signed up to administer a school environment survey and use the results to build a plan to improve working conditions.



Task Force Recommendation Updates

Elevating the Profession: Marketing Toolkit

In an effort to improve the recruitment and retention of educators in Louisiana, the Department has contracted with MESH to build a marketing toolkit that will support school systems to have an effective way to market the profession to attract educators into the profession.

The toolkit will aim to aid marketing and communications initiatives such as promoting the school system's accomplishments, attracting families and staff members, and improving the school system's visibility and reputation within the community.

MESH will also provide targeted support for school systems identified by the Department who need additional assistance in developing and implementing marketing strategies to improve the recruitment and retention rates in their school systems.

Elevating the Profession: Marketing Toolkit

The Marketing Toolkit will provide school systems with the following:

- Social Media Strategy & Templates
 - MESH will develop a 12-month content calendar with overarching content categories and posting cadence recommendations for a calendar year.
 - MESH will also create a series of social media templates that schools/systems can update with relevant information and branding specific to their school.
- Marketing Collateral Templates
 - MESH will build a series of templates for the school systems to utilize such as brochures, fliers/fact sheets, postcards, etc.
- Advertising Templates
 - MESH will design two print ad templates, two digital ad templates, and two outdoor billboards.

Elevating the Profession: Marketing Toolkit



Your career shapes their future.

When you make the career decision to be an educator, you're choosing to help cultivate the next great group of leaders. Learn more at www.ldoe.gov/apply.



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DEPARTMENT of EDUCATION
Louisiana Believes

LEAN Practices for School Leaders

LEAN for Education Leaders Training: A session was held at Teacher Leader Summit for school principals as an introduction to LEAN practices applications in the context of a school setting. Participants left the session with specific tools they can begin to implement in their schools focusing on eliminating waste, thus increasing efficiency for educators.

LEAN for Education Leaders Collaborative: A collaborative is being held this fall for 40 school leaders. Participants in the collaborative received an overview of the LEAN practices and will be asked to begin a LEAN initiative within their school and will also receive coaching periodically throughout the collaborative.

- Four separate 90 minute “live” webinars scheduled ~3 weeks apart.
- Participant training tools and access to the electronic LEAN toolkit.
- Customized recommendations and three coaching calls to assist in integrating and implementing LEAN tools in current school practices.

Upbeat Principal Coaching Support for School Climate

The Department partnered with Upbeat, a company that specializes in the engagement and retention of teachers and staff by providing a unique research-based employee survey and coaching services. This partnership is designed as a part of the state's recruitment and retention strategy to support school leaders in leading positive, inclusive schools that foster strong retention and staff morale.

The Upbeat team will administer an expert-designed, research-based survey twice a year, once in the fall and then again in the spring for 125 schools in Louisiana at no cost to the school/system. After each survey administration, an Upbeat coach, all of whom are experienced administrators, will work with school system leadership teams and school administrators to analyze the results, identify strengths, and develop action plans to address areas identified for improvement.

Human Capital Handbook and Professional Learning

The Department is working with the national nonprofit, the Urban Schools Human Capital Academy, to develop a Human Capital Handbook and trainings that provide school systems with information, strategies, and tools to improve human capital systems on the following topics:

- Using data to drive decision-making and measure progress/impact
- Recruitment strategies
- Hiring and selection (including projection analysis)
- New teacher support / induction
- Principals as human capital leaders
- Retention & career management strategies (including succession planning)
- Sustainable staffing strategies
- Cycle of driving improvement

Registered Apprenticeship in Teaching

In August, the Department submitted the first competency based registered apprenticeship in teaching in partnership with Tangipahoa Parish Schools and Southeastern Louisiana University to the Louisiana Workforce Commission. The apprenticeship application is expected to be approved in early September.

Registered Apprenticeship programs can be used to establish, scale, and build on existing high-quality pathways into teaching that emphasize classroom-based experience.

Once established, registered apprenticeships can leverage financial resources from the U.S. Departments of Education and Labor as well as state workforce financial resources to support this career pathway.

Additional details will be provided in the coming months to school systems and education preparation providers wishing to apply for a registered apprenticeship.

Registered Apprenticeship in Teaching

Upon approval of the first registered apprenticeship in teaching application, the Department, in partnership with the National Center for Grow Your Own, will provide an informational webinar to both school systems and teacher preparation providers to provide background information and next steps on the apprenticeship model.

The Department will also work with the Louisiana Workforce Commission on state and local workforce funding to support the registered apprenticeship in teaching programs across the state.

Registered Apprenticeship in Teaching Technical Assistance for New Applications

1

TALENT/HR

Identify vacancy areas and projected turnover to determine endorsement area needs, identify potential candidates to determine program design and pathways.

2

CFOs

Identify available and braided funding opportunities to leverage one-time and sustainable sources.

3

TPPs

Engagement with TPPs to assist with the development of an apprenticeship program aligned to their needs.

4

LDOE/LWC

Design on-the-job competencies and coursework selection to be eligible for a registered apprenticeship.

Reflection

- Share one of Louisiana's recruitment and retention strategies that could be useful in your local context.

Pre-Educator Pathway



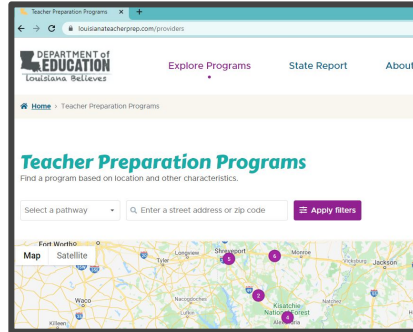
Why a Pre-Educator Pathway?

A pre-educator pathway or grow your own initiative is 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.

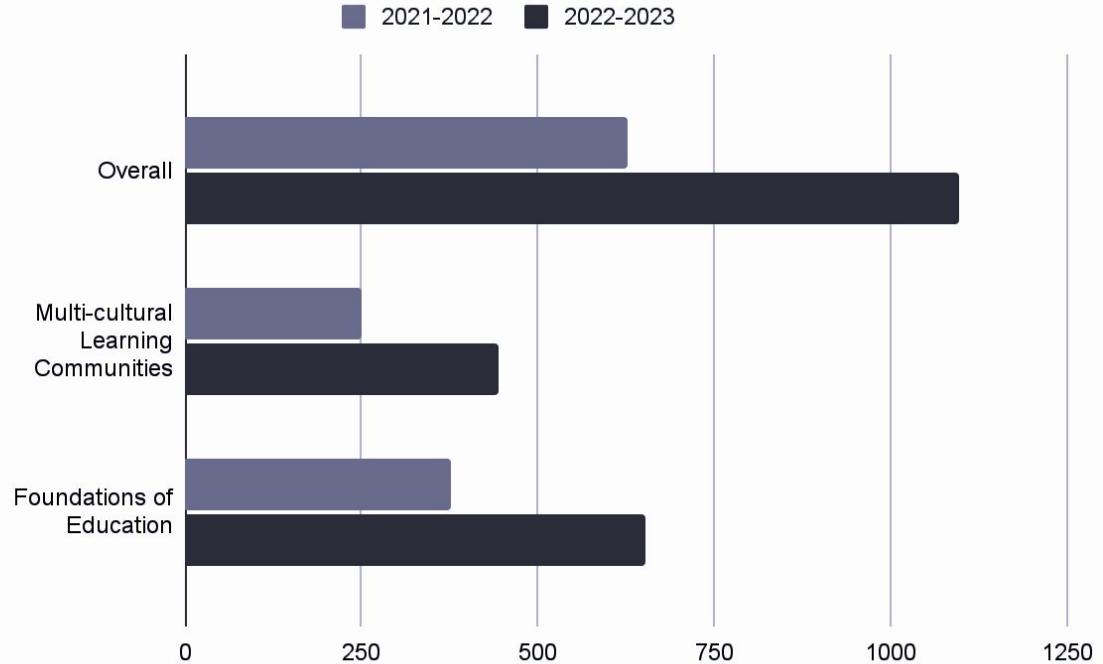
Louisiana's Grow Your Own Strategy

The [Louisiana Pre-Educator Pathway](#) is the foundation of Louisiana's strategy to develop educators from our communities for our communities. It begins with creating valuable experiences in our K-12 systems that develops an aspiring educator's interest, skill, and knowledge related to the teaching profession. Participation in and completion of the Louisiana Pre-Educator Pathway should propel an aspiring educator through the educator pipeline and prepare them to work as a high-quality, 21st century educator.



Student Enrollment Data

	2021-2022	2022-2023
Overall	626	1096
Multicultural Learning Communities	250	444
Foundations of Education	376	652



Expanding Opportunities for Aspiring Educators

This summer, the Department hosted the first [Louisiana Aspiring Educator Summer Academy](#) in order to to strengthen the statewide network of high school students committed to a future profession related to the field of education.

The Louisiana Aspiring Educator Summer Academy is a one-of-a-kind, five-day, hybrid of a **summer camp** and a **professional learning conference** for high school students enrolled in the Louisiana Pre-Educator Pathway or any other coursework aimed at attracting and developing future Louisiana educators.

Hosted by the Louisiana Department of Education, the Louisiana Aspiring Educator Academy took place at the **University of Louisiana Monroe** on **July 10-14, 2023** with seventy **future educators** participating in the [Aspiring Educator Summer Academy](#).

System Lead Professional Learning Community

Offered quarterly, the Pre-Educator Pathway System Lead Professional Learning Community are virtual opportunities for Pre-Educator Pathway/Grow Your Own System Leads to share best practices related to developing and expanding access to the Pre-Educator Pathway. All school systems are encouraged to attend regardless of current pathway status.

- Quarter 1: September 28, 10- 11 a.m.
- Quarter 2: November 16, 10- 11 a.m.
- Quarter 3: February 29 (breakout session at the Educators Rising state conference hosted at the University of Louisiana Monroe)
- Quarter 4: April 11, 10- 11 a.m.

2023-2024 Development, Implementation, and Expansion Support

- [Support summary document](#)
- [Implementation Guidance document](#)
- [Resource Library](#)
- System Lead Professional Learning Community calls
 - Webinar Link: <https://ldoe.zoom.us/j/3455048179>
 - Webinar Phone Number: 1-346-248-7799,,3455048179#
 - Meeting ID: 345 504 8179
- [Grow Your Own Learning Visits](#)
 - Lafayette Parish- November 14
 - Bossier Parish- January 16
 - St. Bernard/New Orleans- March 5
- [Pre-Educator Pathway Contact List](#)

New Teacher Experience



The New Teacher Experience

The New Teacher Experience is a comprehensive induction program that offers multiple services designed to increase teacher effectiveness, enhance skills, and reduce attrition among beginning teachers. The New Teacher Experience provides both direct supports to teachers and system supports to improve student achievement by improving beginning teacher effectiveness and teacher retention.



New Teacher Experience

Through this program, Louisiana teachers are provided a series of supports to help ensure their retention in the profession and their development and growth as effective educators.

- Direct Teacher Supports
 - Online asynchronous training modules and implementation follow up
 - Affinity groups
 - Mentoring
- New Teacher of the Year award process
- District supports
 - Guidance Documents for New Teacher Induction
 - Guidance Documents for Mentoring

The New Teacher Experience

Professional Learning Modules

The Department, in partnership with A+PEL, has developed [Professional Learning Modules](#) on topics that are critical for new teacher success. These modules, which are designed to build learning throughout the year, include online asynchronous content followed by an in person learning lab where participants practice and apply these concepts. This opportunity is available for 1,000 teachers this year.

The Professional Learning Modules cover topics on:

- Classroom Management
- Standards and Curriculum
- Data Literacy
- Literacy for the 21st Century Learners, and
- Parent and Stakeholder Engagement.

PLM Feedback

“I liked the videos before and how we got to discuss them in person and I loved the simulations! I think that really helped me see how I should address the situations versus seeing a bunch of theories that I don’t know how to apply.”

“I feel like a better teacher every time I attend one of these trainings!”

“Torrence and Emily created an environment where I felt motivated to participate. I loved doing this in person where I could get out for a day and talk to other teachers. It was therapeutic.”

“The PLL was very informative and I truly enjoyed hearing the experiences, opinions, and advice of all the teachers today. I feel like I can take ALL of this new information home with me and implement it into my classroom....immediately!”

The New Teacher Experience

Affinity Groups

The Department has also created additional collaboration opportunities for new teachers through Affinity Groups. These affinity groups provide support for beginning teachers across Louisiana through monthly virtual meetings. The goals of these groups include linking new teachers by a common purpose and creating a pathway for novice teachers to collaborate with other new teachers statewide.

The goals of affinity group include:

- linking new teachers by a common purpose or interest
- ensuring an inclusive environment where new teachers are valued, included, and empowered to succeed
- improving their craft through discussion, collaboration, and purposeful materials and leadership in each group

Affinity Group Feedback

“I appreciate the extra support!”

“Having an opportunity to discuss things that are not going smoothly is really what I need.”

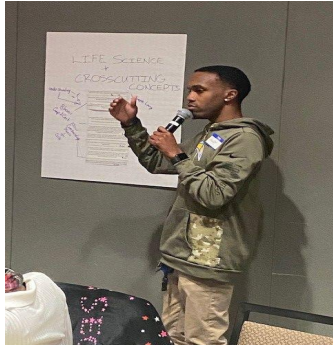
“It’s comforting to know that I am not the only teacher struggling. I like listening to others for ideas and solutions.”

“I love the collaboration and reassurance that other educators are experiencing the same things.”

“These meetings are the BEST. I love meeting teachers from across the state.”

“I really enjoy this group. As a first year teacher, it gives me insight on things I can incorporate in my classroom and understand how to navigate struggles.”

New Teachers - In Action!





New Teacher of the Year

In addition to supporting and developing the skills of new teachers, the Department wanted an opportunity to celebrate and honor the work of our newest educators.

The New Teacher Experience elevates the role of beginning teachers by honoring a New Teacher of the Year award annually. This program recognizes the outstanding contributions of a **first year** teacher, with the honorees having ***less than one year of full time teaching experience.***

2024 *New* Teacher of the Year



Phoenix Morel Leblanc

Livingston Parish
Albany Middle School

New Teacher Experience Resources

For more information on developing or expanding a new teacher support program, utilize the [New Teacher Guidance document](#).

Additional resources and information can be found on our New Teacher Experience [webpage](#).

Please reach out to laurie.carlton@la.gov with any questions.

Closing

- Share one thing that excites you about the recruitment and retention strategy in Louisiana.
- Share one thing that you are going to take back to your school system to enhance your recruitment and retention efforts.



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