OVERVIEW

The Educator Workforce Snapshot provides an overview of workforce data for the 293 traditional public schools and public charter schools in Louisiana's SOUTHWEST REGION from the 2023-2024 school year based on End-of-Year (EOY) 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; "school leaders" are educators serving as principals or assistant principals in traditional public schools and public charter schools in Louisiana. "Central office" employees are those identified as office personnel at the school system level, excluding superintendents and other executive personnel.

*Workforce Reports prior to 2021-2022 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.

Geographic Area	Teachers	Teachers of Color	Students	Students of Color	Students who are Economically Disadvantaged*	Students with Disabilities**	Students who are English Learners***
State	52,808	32%	708,083	59%	74%	15%	6%
Regional	**10,374**	**23%**	**140,374**	**50%**	**72%**	**15%**	**4%**

*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).

EDUCATOR WORKFORCE OVERVIEW

These data provide information about teacher and student demographics and 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 public school systems and public charter schools. Teachers and students may choose not to disclose demographic information in which case they are removed from the data calculations below.

DEMOGRAPHICS OF SCHOOL LEADERS, TEACHERS, AND STUDENTS BY GENDER					
	Geographic Area	Male		Female	
All School Leaders	State	903	28%	2,345	72%
	Regional	**194**	**29%**	**478**	**71%**
All Teachers	State	10,185	19%	42,623	81%
	Regional	**1,784**	**17%**	**8,590**	**83%**
All Students	State	363,252	51%	344,831	49%
	Regional	**71,783**	**51%**	**68,591**	**49%**

LOUISIANA DEPARTMENT OF EDUCATION

DEMOGRAPHICS OF SCHOOL LEADERS BY RACE/ETHNICITY

	Geographic Area	American Indian		Asian		Black		Hispanic		Multiple Races		Pacific Islander		White	
All School Leaders	State	10	0.3%	6	0.2%	1,232	38%	38	1%	6	0.2%	1	0.0%	1,955	60%
	Regional	3	0.4%	1	0.1%	200	30%	4	1%	1	0.1%	0	0.0%	463	69%
All Female School Leaders	State	6	0.2%	3	0.1%	860	27%	25	1%	4	0.1%	1	0.0%	1,446	45%
	Regional	3	0.4%	0	0.0%	135	20%	2	0.3%	1	0.1%	0	0.0%	337	50%
All Male School Leaders	State	4	0.1%	3	0.1%	372	12%	13	0.4%	2	0.1%	0	0.0%	509	16%
	Regional	0	0.0%	1	0.1%	65	10%	2	0.3%	0	0.0%	0	0.0%	126	19%

DEMOGRAPHICS OF TEACHERS BY RACE/ETHNICITY

	Geographic Area	American Indian		Asian		Black		Hispanic		Multiple Races		Pacific Islander		White	
All Teachers	State	187	0.4%	502	1%	14,989	28%	1,131	2%	140	0.3%	31	0.1%	35,828	68%
	Regional	15	0.1%	57	1%	2,162	21%	170	2%	15	0.1%	5	0.0%	7,950	77%
All Female Teachers	State	157	0.3%	402	1%	11,502	22%	893	2%	105	0.2%	25	0.0%	29,539	56%
	Regional	12	0.1%	46	0.4%	1,712	17%	144	1%	14	0.1%	4	0.0%	6,658	64%
All Male Teachers	State	30	0.1%	100	0.2%	3,487	7%	238	1%	35	0.1%	6	0.0%	6,289	12%
	Regional	3	0.0%	11	0.1%	450	4%	26	0.3%	1	0.0%	1	0.0%	1,292	13%

DEMOGRAPHICS OF STUDENTS BY RACE/ETHNICITY

	Geographic Area	American Indian		Asian		Black		Hispanic		Multiple Races		Pacific Islander		White	
All Students	State	3,904	1%	11,258	2%	295,390	42%	80,168	11%	26,558	4%	588	0.1%	290,212	41%
	Regional	417	0.3%	2,186	2%	50,134	36%	11,636	8%	6,238	4%	86	0.1%	69,677	50%
All Female Students	State	1,943	0.3%	5,419	1%	145,206	21%	38,875	6%	13,204	2%	286	0.0%	139,898	20%
	Regional	219	0.2%	1,042	1%	24,749	18%	5,631	4%	3,102	2%	40	0.0%	33,808	24%
All Male Students	State	1,961	0.3%	5,839	1%	150,184	21%	41,293	6%	13,354	2%	302	0.0%	150,319	21%
	Regional	198	0.1%	1,144	1%	25,385	18%	6,005	4%	3,136	2%	46	0.0%	35,869	26%

CERTIFICATION

These data reflect teacher certification for core classes in Louisiana traditional public schools and public charter schools. Teachers are certified when they hold a valid teaching certificate. If a certified teacher teaches a course that is outside of their certification area, they are considered as teaching out-of-field (OOF). A teacher could teach both courses in their certification area and out-of-field courses. Teachers without a valid certification, or with a certificate that has expired, are considered uncertified.

TEACHER CERTIFICATION

School Type	Geographic Area	Total Number of Teachers	Certified		Out-of-Field		Uncertified	
All Schools	State	48,466	31,829	66%	8,344	17%	8,293	17%
	Regional	10,162	7,166	71%	1,654	16%	1,342	13%
Traditional Schools	State	43,197	29,834	69%	7,702	18%	5,661	13%
	Regional	9,648	6,880	71%	1,566	16%	1,202	13%
Charter Schools	State	5,297	2,012	38%	644	12%	2,641	50%
	Regional	517	289	56%	88	17%	140	27%

TEACHER CERTIFICATION BY SCHOOL LETTER GRADE

School Letter Grade	School Type	Geographic Area	Total Number of Teachers	Certified		Out-of-Field		Uncertified	
A	All	State	11,452	8,530	75%	2,021	18%	901	8%
		Regional	2,694	2,006	75%	457	17%	231	9%
	Traditional	State	10,660	8,047	76%	1,897	18%	716	7%
		Regional	2,525	1,869	74%	435	17%	221	9%
	Charter	State	793	484	61%	124	16%	185	23%
		Regional	169	137	81%	22	13%	10	6%
B	All	State	16,235	11,433	70%	2,903	18%	1,899	12%
		Regional	4,244	3,096	73%	730	17%	418	10%
	Traditional	State	15,166	10,990	73%	2,743	18%	1,433	9%
		Regional	4,168	3,056	73%	714	17%	398	10%
	Charter	State	1,070	444	42%	160	15%	466	44%
		Regional	76	40	53%	16	21%	20	26%
C	All	State	13,706	8,470	62%	2,272	17%	2,964	22%
		Regional	2,669	1,821	68%	387	15%	461	17%
	Traditional	State	11,638	7,737	67%	2,046	18%	1,855	16%
		Regional	2,461	1,733	70%	346	14%	382	16%
	Charter	State	2,073	737	36%	226	11%	1,110	54%
		Regional	210	90	43%	41	20%	79	38%
D	All	State	5,566	2,938	53%	947	17%	1,681	30%
		Regional	664	416	63%	76	11%	172	26%
	Traditional	State	4,798	2,745	57%	875	18%	1,178	25%
		Regional	602	394	65%	67	11%	141	23%
	Charter	State	770	194	25%	73	10%	503	65%
		Regional	62	22	36%	9	15%	31	50%
F	All	State	2,176	1,085	50%	306	14%	785	36%
		Regional	167	83	50%	20	12%	64	38%
	Traditional	State	1,804	1,006	56%	268	15%	530	29%
		Regional	167	83	50%	20	12%	64	38%
	Charter	State	372	79	21%	38	10%	255	69%
		Regional	0	0	0%	0	0%	0	0%

TEACHER CERTIFICATION BY SCHOOL LETTER GRADE

School Letter Grade	School Type	Geographic Area	Total Number of Teachers	Certified		Out-of-Field		Uncertified	
No Letter Grade*	All	State	713	387	54%	132	19%	194	27%
		Regional	169	109	65%	33	20%	27	16%
	Traditional	State	540	329	61%	120	22%	91	17%
		Regional	169	109	65%	33	20%	27	16%
	Charter	State	173	58	34%	12	7%	103	60%
		Regional	0	0	0%	0	0%	0	0%
CIR	All	State	11,261	6,255	56%	1,842	16%	3,164	28%
		Regional	1,838	1,185	65%	228	12%	425	23%
	Traditional	State	9,597	5,698	59%	1,687	18%	2,212	23%
		Regional	1,775	1,163	66%	218	12%	394	22%
	Charter	State	1,667	559	34%	155	9%	953	57%
		Regional	63	22	35%	10	16%	31	49%
Non-CIR	All	State	37,747	25,946	69%	6,596	18%	5,205	14%
		Regional	8,486	6,115	72%	1,444	17%	927	11%
	Traditional	State	34,118	24,501	72%	6,107	18%	3,510	10%
		Regional	8,033	5,849	73%	1,366	17%	818	10%
	Charter	State	3,639	1,454	40%	489	13%	1,696	47%
		Regional	454	267	59%	78	17%	109	24%

*A school may receive no letter grade if it is a turnaround school or a new/reconfigured school (Bulletin 111).

TEACHER CERTIFICATION BY SUBJECT

Classes	School Type	Geographic Area	Total Number of Teachers	Certified		Out-of-Field		Uncertified	
Elementary	All	State	19,891	14,531	73%	1,934	10%	3,426	17%
		Regional	4,071	3,302	81%	294	7%	475	12%
	Traditional	State	17,719	13,619	77%	1,790	10%	2,310	13%
		Regional	3,838	3,143	82%	280	7%	415	11%
	Charter	State	2,178	913	42%	145	7%	1,120	51%
		Regional	233	159	68%	14	6%	60	26%
English	All	State	4,862	3,133	64%	660	14%	1,069	22%
		Regional	1,019	711	70%	131	13%	177	17%
	Traditional	State	4,142	2,859	69%	587	14%	696	17%
		Regional	959	682	71%	117	12%	160	17%
	Charter	State	721	275	38%	73	10%	373	52%
		Regional	60	29	48%	14	23%	17	28%
Math	All	State	5,009	2,959	59%	943	19%	1,107	22%
		Regional	1,073	646	60%	242	23%	185	17%
	Traditional	State	4,279	2,703	63%	842	20%	734	17%
		Regional	1,010	623	62%	221	22%	166	16%
	Charter	State	731	257	35%	101	14%	373	51%
		Regional	64	24	38%	21	33%	19	30%
Science	All	State	3,793	2,098	55%	801	21%	894	24%
		Regional	735	443	60%	138	19%	154	21%
	Traditional	State	3251	1,923	59%	737	23%	591	18%
		Regional	691	426	62%	127	18%	138	20%
	Charter	State	542	175	32%	64	12%	303	56%
		Regional	44	17	39%	11	25%	16	36%

Classes	School Type	Geographic Area	Total Number of Teachers	Teacher Certification Status					
				Certified		Out-of-Field		Uncertified	
Social Studies	All	State	3,910	2,349	60%	665	17%	896	23%
		Regional	**788**	**527**	**67%**	**131**	**17%**	**130**	**16%**
	Traditional	State	3,321	2,137	64%	595	18%	589	18%
		Regional	**739**	**505**	**68%**	**119**	**16%**	**115**	**16%**
	Charter	State	590	212	36%	70	12%	308	52%
		Regional	**49**	**22**	**45%**	**12**	**24%**	**15**	**31%**
Special Education	All	State	5,170	3,331	64%	717	14%	1,122	22%
		Regional	**1,303**	**858**	**66%**	**172**	**13%**	**273**	**21%**
	Traditional	State	4,754	3,176	67%	674	14%	904	19%
		Regional	**1,271**	**843**	**66%**	**166**	**13%**	**262**	**21%**
	Charter	State	422	161	38%	43	10%	218	52%
		Regional	**32**	**15**	**47%**	**6**	**19%**	**11**	**34%**
World Languages	All	State	1,540	523	34%	647	42%	370	24%
		Regional	**231**	**140**	**61%**	**49**	**21%**	**42**	**18%**
	Traditional	State	1,338	464	35%	615	46%	259	19%
		Regional	**219**	**136**	**62%**	**46**	**21%**	**37**	**17%**
	Charter	State	203	60	30%	32	16%	111	55%
		Regional	**12**	**4**	**33%**	**3**	**25%**	**5**	**42%**

*World language represents all grade level courses based on language acquisition.

RECRUITING AND HIRING

These data indicate the entire "newly hired teacher population" as well as the teacher preparation program from which first-year teachers were hired in all Louisiana traditional public schools and public charter schools. Louisiana's teacher pathways are divided into "undergraduate" and "post-baccalaureate" programs. Subsets of those newly hired teachers are disaggregated below.

NEWLY HIRED TEACHERS BY PATHWAY					
	Geographic Area	Teachers Hired in 2023-2024		Teachers Hired in CIR Schools in 2023-2024	
Newly Hired Teacher Population	State	7,692	15%	2,357	31%
	Regional	**1,221**	**12%**	**293**	**24%**
Hired from Undergraduate Programs	State	480	6%	75	16%
	Regional	**106**	**9%**	**9**	**9%**
Hired from Post-Baccalaureate Programs	State	937	12%	243	26%
	Regional	**180**	**15%**	**41**	**23%**

The newly hired population above indicates how much of the total teacher workforce is newly hired. A teacher who was hired previously, left Louisiana traditional public schools or public charter schools, and was rehired in 2023-2024 is counted as a new hire.

NEWLY HIRED TEACHERS BY CONTENT AREA					
	Geographic Area	New Teachers Hired in 2023-2024		New Teachers Hired in CIR Schools in 2023-2024	
Elementary	State	2,355	33%	787	33%
	Regional	**405**	**31%**	**118**	**29%**
English	State	626	9%	188	30%
	Regional	**135**	**10%**	**25**	**19%**
Math	State	627	9%	216	34%
	Regional	**135**	**10%**	**37**	**27%**
Science	State	525	7%	164	31%
	Regional	**101**	**8%**	**26**	**26%**
Social Studies	State	539	8%	180	33%
	Regional	**92**	**7%**	**25**	**27%**
Special Education	State	600	8%	146	24%
	Regional	**127**	**10%**	**26**	**21%**
World Languages	State	213	3%	74	35%
	Regional	**32**	**2%**	**3**	**9%**

A teacher who was hired previously, left Louisiana traditional public schools or public charter schools, and was rehired in 2023-2024 is counted as a new hire. The percentages above indicate how many of our newly hired teachers are represented in each subject area listed.

NEWLY HIRED TEACHERS BY GRADE BAND					
	Geographic Area	New Teachers Hired in 2023-2024		New Teachers Hired in CIR Schools in 2023-2024	
Pre-kindergarten/ Kindergarten (PK-K)	State	510	8%	141	28%
	Regional	**87**	**8%**	**24**	**28%**
Elementary (1-5)	State	2,358	37%	801	34%
	Regional	**414**	**36%**	**121**	**29%**
Middle School (6-8)	State	1,124	18%	461	41%
	Regional	**207**	**18%**	**71**	**34%**
Secondary (9-12)	State	1,703	27%	382	22%
	Regional	**303**	**26%**	**44**	**15%**
All Grades (K-12)	State	594	9%	148	25%
	Regional	**144**	**12%**	**32**	**22%**

A teacher who was hired previously, left Louisiana traditional public schools or public charter schools, and was rehired in 2023-2024 is counted as a new hire. The percentages above indicate how many of our newly hired teachers are represented in each grade band.

EVALUATING RESULTS

The [Value-Added Model](#) (VAM) data below, which focuses on student growth over a one-year period, is displayed by teacher type and is disaggregated by subject area and certification status. Only teachers in Louisiana traditional public schools and public charter schools who are eligible for VAM data receive this data. For the 2023-2024 academic year, social studies conducted a field test for the initial implementation of the new Louisiana Social Studies Standards. Therefore, social studies did not receive VAM results and received an "NR" which stands for Not Reported.

		Geographic Area	Number of Teachers with VAM	2023-2024 Value-Added Model Results			
				Ineffective	Effective: Emerging	Effective: Proficient	Highly Effective
All Teachers		State	11,503	10%	40%	32%	19%
		Regional	**2,261**	**12%**	**40%**	**31%**	**17%**
Content Leaders		State	243	3%	35%	37%	26%
		Regional	**24**	**4%**	**46%**	**25%**	**25%**
Mentor Teachers		State	285	5%	31%	39%	25%
		Regional	**78**	**5%**	**32%**	**32%**	**31%**
GRADES 4-8 SUBJECT AREAS							
Grades 4-8 All Tests	Certified	State	6,927	10%	40%	31%	19%
		Regional	**1,503**	**10%**	**40%**	**31%**	**19%**
	Uncertified	State	1,882	11%	41%	32%	16%
		Regional	**284**	**16%**	**42%**	**28%**	**14%**
English	Certified	State	2,934	11%	39%	30%	20%
		Regional	**618**	**12%**	**40%**	**28%**	**20%**
	Uncertified	State	790	12%	41%	30%	18%
		Regional	**124**	**19%**	**36%**	**26%**	**20%**
Math	Certified	State	2,868	9%	41%	32%	18%
		Regional	**633**	**9%**	**40%**	**32%**	**19%**
	Uncertified	State	659	12%	43%	32%	14%
		Regional	**94**	**17%**	**43%**	**30%**	**11%**
Science	Certified	State	2,258	9%	39%	32%	19%
		Regional	**491**	**9%**	**40%**	**34%**	**17%**
	Uncertified	State	681	9%	44%	32%	15%
		Regional	**94**	**13%**	**47%**	**33%**	**7%**
Social Studies	Certified	State	N/R	N/R	N/R	N/R	N/R
		Regional	**N/R**	**N/R**	**N/R**	**N/R**	**N/R**
	Uncertified	State	N/R	N/R	N/R	N/R	N/R
		Regional	**N/R**	**N/R**	**N/R**	**N/R**	**N/R**
HIGH SCHOOL SUBJECT AREAS							
High School All Tests	Certified	State	1,754	8%	37%	33%	22%
		Regional	**350**	**10%**	**36%**	**34%**	**20%**
	Uncertified	State	431	13%	45%	28%	14%
		Regional	**66**	**27%**	**41%**	**26%**	**6%**
English I	Certified	State	498	7%	41%	32%	20%
		Regional	**94**	**10%**	**32%**	**38%**	**20%**
	Uncertified	State	133	8%	38%	32%	21%
		Regional	**20**	**30%**	**20%**	**40%**	**10%**
English II	Certified	State	469	9%	37%	35%	19%
		Regional	**97**	**9%**	**43%**	**29%**	**19%**
	Uncertified	State	103	12%	45%	22%	21%
		Regional	**12**	**25%**	**33%**	**25%**	**17%**
Algebra I	Certified	State	573	8%	35%	34%	24%
		Regional	**116**	**10%**	**34%**	**34%**	**22%**
	Uncertified	State	154	10%	54%	28%	8%
		Regional	**22**	**14%**	**59%**	**23%**	**5%**
Geometry	Certified	State	377	8%	36%	33%	23%
		Regional	**69**	**13%**	**35%**	**33%**	**19%**
	Uncertified	State	78	19%	50%	27%	4%
		Regional	**16**	**38%**	**56%**	**6%**	**0%**

*2023-2024 VAM data relies on student growth from LEAP 2025 between the 2022-2023 academic year and the 2023-2024 academic year.

RETENTION

The retention data below indicates the retention rate of teachers and school leaders from Louisiana traditional public schools and public charter school systems as well as the experience held by those who were retained. Additionally, three-year retention rates based on the teacher preparation pathway indicate retention based on the pathway to certification.

Geographic Area	NUMBER OF RETAINED TEACHERS		NUMBER OF RETAINED SCHOOL LEADERS	
State	44,846	85%	2,740	84%
Regional	**9,031**	**87%**	**582**	**86%**

PUBLIC SCHOOL EXPERIENCE OF RETAINED TEACHERS												
Geographic Area	1 Year or Less		2-5 Years		6-10 Years		11-15 Years		16-20 Years		21+ Years	
State	6,656	79%	8,580	86%	8,151	87%	5,844	87%	5,785	88%	9,830	84%
Regional	**1,407**	**79%**	**1,585**	**88%**	**1,583**	**90%**	**1,187**	**90%**	**1,202**	**91%**	**2,067**	**86%**

PUBLIC SCHOOL LEADERSHIP EXPERIENCE OF RETAINED SCHOOL LEADERS*												
Geographic Area	1 Year or Less		2-5 Years		6-10 Years		11-15 Years		16-20 Years		21+ Years	
State	31	57%	101	77%	261	84%	470	86%	651	86%	1,226	84%
Regional	**8**	**73%**	**38**	**88%**	**71**	**89%**	**101**	**90%**	**146**	**89%**	**218**	**82%**

*Experience includes only experience as a school leader. School leaders are those in positions identified as Assistant Principal, Principal, or similar positions identified as a school leader in EdLink 360.

TEACHER PREPARATION PATHWAY RETENTION RATES								
Pathway	Geographic Area	Total Hired in 2020-2021	Employed in 2021-2022		Employed in 2022-2023		Employed in 2023-2024	
Undergraduate	State	592	544	92%	488	82%	433	73%
	Regional	**151**	**146**	**97%**	**130**	**86%**	**118**	**78%**
Post-Baccalaureate	State	748	642	86%	549	73%	488	65%
	Regional	**125**	**116**	**93%**	**102**	**82%**	**90**	**72%**

Retention rates show continued employment through the 2023-2024 academic year and are based on the total number of teachers hired in 2020-2021 by teacher preparation pathway.

VACANCY

These data indicate the number of vacant positions reported during the end-of-year data collection for the 2023-2024 academic year. These numbers represent the total number of vacant positions self-reported to LDOE by Louisiana traditional public schools and public charter schools. Only 35% of Louisiana traditional public schools and public charter schools reported vacancies.

VACANT POSITIONS BY CONTENT AREA					
	Geographic Area	Total Vacant Positions in 2023-2024	Percentage of Content Area Vacancies	Vacant Positions in CIR Schools in 2023-2024	Percentage of Content Area Vacancies in CIR Schools
Elementary	State	165	22%	73	44%
	Regional	64	27%	16	25%
English	State	60	8%	22	37%
	Regional	19	8%	5	26%
Math	State	66	9%	26	39%
	Regional	21	9%	7	33%
Science	State	48	6%	17	35%
	Regional	12	5%	0	0%
Social Studies	State	45	6%	11	24%
	Regional	15	6%	3	20%
Special Education	State	74	10%	21	28%
	Regional	26	11%	6	23%
World Languages	State	27	4%	12	44%
	Regional	3	1%	0	0%
Other	State	263	35%	85	32%
	Regional	80	33%	29	36%
Total number of vacant positions reported	State	748	100%	267	36%
	Regional	240	100%	66	28%

The percentage of content area vacancies is based on the total number of vacant positions reported. The percentage of vacant CIR positions in each content area is derived from the total vacant positions in each content area.

VACANT POSITIONS BY GRADE BAND				
	Geographic Area	Vacant Positions in 2023-2024		Vacant Positions in CIR Schools in 2023-2024
Pre-kindergarten/ Kindergarten (PK-K)	State	35	5%	14	40%
	Regional	10	4%	1	10%
Elementary (1-5)	State	180	27%	74	41%
	Regional	70	30%	19	27%
Middle School (6-8)	State	120	18%	64	53%
	Regional	48	21%	22	46%
Secondary (9-12)	State	226	33%	66	29%
	Regional	54	23%	11	20%
All Grades (K-12)	State	118	17%	32	27%
	Regional	49	21%	13	27%
Total	State	679	100%	250	37%
	Regional	231	100%	66	29%

The percentage of vacant positions by grade band is based on the total number of vacancies reported by grade band. The percentage of vacant CIR positions in each grade band is derived from the total vacant positions in each grade band.

APPENDIX

WHO IS INCLUDED IN THIS REPORT?

Workforce data includes any data that is required to be submitted by Louisiana public schools (both traditional and charter schools).

- **Demographics:** both traditional and charter schools
- **Certification:** both traditional and charter schools
- **Recruiting and Hiring:** both traditional and charter schools
- **Evaluating Results:** both traditional and charter schools
- **Retention:** both traditional and charter schools

This report includes data on teachers, leaders, and central office personnel employed in the 2023-2024 school year.

- Includes all Louisiana public schools who had teachers reported in EdLink 360.
- *Teachers* include any employee with object code 112 in EdLink 360's Staff extract.
- *School Leaders* include Principals with object code 111, function codes 2410 and 2430, and Assistant Principals with object code 111, function code 2420.
- *Central Office Personnel* include employees with object code 111 and Function codes 1110, 1130, 1210, 1390, 1410, 1490, 1510, 1520, 1530, 1531, 1600, 2110, 2111, 2112, 2113, 2114, 2119, 2120, 2121, 2123, 2124, 2126, 2129, 2131, 2134, 2141, 2142, 2145, 2152, 2153, 2160, 2190, 2200, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2219, 2220, 2230, 2231, 2232, 2240, 2250, 2251, 2252, 2253, 2255, 2259, 2290, 2322, 2323, 2329, 2610, 2710, 2810, 2820, 2821, 2823, 2829, 2830, 2831, 2832, 2835, 2839, 2840, 2841, 2842, 2843, 2844, 2849, 2900, 3111, 3200, 3300, 4500, 4600.

WHAT DATA ARE USED IN THIS REPORT?

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

- EdLink 360
  - › Staff
  - › Students
  - › Courses
  - › Workforce Appendix Table
- Teacher Certificate Management System (TCMS)
- VAM report
- 2022 Schools in Need of Intervention List
- Special Education Reporting (eSER) System

COURSE AND CERTIFICATION CODES

- **Elementary:** 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
- **Math:** Course code category MATH, ALGE, or GEOM, except for the elementary course 160300
- **English:** Course code category ENGL, except for elementary courses 120300, 120310, 120315
- **Science:** Course category code SCIE, CHEM, BIOL, PHYS, except for the elementary course 150800
- **Social Studies:** Course category code SOCS, except for the elementary course 220000
- **Special Education:** If any course included in the descriptions above contains the course type code SE (special education), those classes were removed from the denominator for the core subject areas but are included in the All Classes category. Special education classes taught by appropriately certified teachers are identified as those with SE course type code (excluding gifted and talented courses), as reported in EdLink 360. Teachers are considered appropriately certified if they hold at least one special education certification. Required certification areas are listed for each course in EdLink 360 and courses being taught by teachers.
- **World Language:** Course category codes 121006, 121007, 12008, 121106, 122507, 122508, 123456, 123457, 80902, 80903, 121001, 121002, 121003, 121004, 121005, 121009, 121010, 121018, 121099, 121101, 121102, 121103, 121501, 121502, 121601, 121602, 121603, 121604, 121605, 121606, 122498, 122499, 122501, 122502, 122503, 122504, 122505, 122509, 122510, 122511, 122512, 122513, 122514, 12599, 123101, 123102, 123103, 123106, 123110, 123201, 123501, 123502, 121000, 122500, 123105

SPECIAL EDUCATION CERTIFICATION AREAS

- **Mild/Moderate:** 402, 403, 413, 416, 418, 425, 434, 435, 436, 437, 439, 445, 463, 464, 465, 650, 660, 911, 912, 913, 923
- **Significant Disabilities:** 171, 173, 412, 414, 417, 419, 438, 440, 441, 446, 447, 450, 462, 882
- **Deaf/Hearing Impairment:** 420, 424, 428, 429, 430, 431, 432, 468, 472, 609, 610, 615, 617, 619, 620, 625, 630, 631, 632, 638, 640, 855
- **Blind/Visual Impairment:** 400, 404, 405, 406, 407, 408, 410, 476, 480, 856

CERTIFICATION

- **Certification Status:** Each teacher will be in one of the three categories–Certified (appropriately certified), out-of-field (certified but does not hold proper certification in the area where at least one course was taught), or uncertified (holds a temporary certificate or does not hold a valid certificate).

- **Teacher Certification by Subject Area:** 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 all certification area(s) held by the teacher according to Teacher Certification Management System (TCMS). Teachers may be certified and still classified as out-of-field if they teach any course that requires a certification different from what they hold; therefore, teachers may count as both certified and out-of-field.

TEACHERS HIRED

- **Newly Hired Teachers:** The newly hired population indicates how much of the total teacher workforce is newly hired. A teacher who was hired previously, left a Louisiana traditional public school system or a public charter school, and was hired again in 2023-2024 is counted as a new hire. These teachers were not employed the previous year by Louisiana traditional public schools or public charter schools.

- **Teachers Hired on a Practitioner's License:** Teachers who were hired in Louisiana traditional public schools or public charter schools in 2023-2024 and held a practitioner's license (PL1, PL2, or PL3) at the time of hire.

- **Teachers Hired from a Preparation Program:** Teachers who graduated from a Louisiana-approved teacher preparation program and were hired and employed after program completion in Louisiana traditional public schools or public charter schools in in 2020-2021, 2021-2022, 2022-2023, or 2023-2024.

- **Undergraduate:** Teachers hired in 2023-2024 by the state who completed a teacher preparation program at the undergraduate level.

- **Post-Baccalaureate:** Teachers who were hired in 2023-2024 by the state who completed a teacher preparation program at a post-baccalaureate level.

EVALUATING RESULTS

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

RETENTION

- **Number of Retained Teachers and School Leaders:** Teachers and School Leaders retained in the state include teachers who were employed in a school system in the state as reported in EdLink 360 in one year and continued to be employed in a school system in the state as reported in EdLink 360 during the first reporting period 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 EdLink 360. EdLink 360 data collection began in 2021.

DEFINITIONS

- **Comprehensive Intervention Required (CIR):** An overall performance of "D" or "F" for three years (or two years for new schools) and/or a graduation rate of less than 67% in the most recent year.

- **Count of Teachers:** This data represents the headcount of teachers, object code 112, as reported in EdLink 360. Each teacher is counted once, regardless if he/she works at more than one site. Teachers reported as post-secondary, contractual, or third party were excluded from this report.

- **Economically Disadvantaged Students (EDS):** Students eligible for the Supplemental Nutrition Assistance Program, Temporary Assistance for Needy Families, Medicaid, awaiting foster care, migrant, and incarcerated children. Includes only students attending Title I schools. Students who received DSNAP are also included in the economically disadvantaged numbers.

- **Grade Band:** Certifications are grouped by grade levels.

- **Non-Economically Disadvantaged Students:** Students NOT eligible for Supplemental Nutrition Assistance Program, Temporary Assistance for Needy Families, Medicaid, awaiting foster care, migrant, and incarcerated children. This includes only students NOT attending Title I schools.

- **Out-of-field Authorization to Teach (OFAT)** is a non-standard certificate issued to certified teachers teaching in a certification area for which they are not regularly credentialed to teach. OFAT teachers have completed teacher preparation for at least one subject area and are fully certified teachers.

- **Out-of-field Teachers:** 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).

- **Practitioner's License (PL):** a standard teaching certificate issued to teacher candidates enrolled in BESE-approved teacher preparation programs at the request of the program provider; the practitioner's license certifies the teacher candidate to teach students the content aligned with the certification program area within a Louisiana school system as the Teacher of Record.

- **School Leader:** Principal or assistant principal.

- **Student of Color:** Student who is a member of a minority race or ethnicity (American Indian or Alaskan, Asian, Black or African American, Hispanic/Latino).

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

- **Students with Disabilities (SWD):** 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) and designated in the Special Education Reporting system (eSER).

- **Teacher of Color:** Teacher who is a member of a minority race or ethnicity (American Indian or Alaskan, Asian, Black or African American, Hispanic/Latino).

- **Temporary Authority to Teach (TAT)** is a non-standard certificate offered to Louisiana employing school systems that have not been able to employ certified teachers, while the holder pursues alternate certification program admission or certification requirements. Teachers employed on a TAT are non-certified teachers and have not gone through teacher preparation, only a bachelor's degree is required.

- **Turnaround School:** Per Bulletin 111, A turnaround school is a school in which a turnaround provider assumes operation over the entire school, continuing to offer the same or additional grade levels as the previous school and enrolling all former students who choose to continue attending the school.

- **Uncertified Teachers:** 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.

- **Value Added Model (VAM):** The value-added model (VAM) measures students' success compared to similar peers year to year. Value-added is a statistical model that uses student characteristics to determine anticipated student performance in the current year. The VAM anticipates how well students will perform on state assessments in comparison to their peers with similar prior test scores and background. Once a student has taken state assessments, the model shows the extent to which his or her achievement was on target with what was expected (student expected score). The difference between a student's actual achievement and his or her expected achievement is known as the "value added."

WORKFORCE REGIONAL MAP

NORTHERN REGION

CENTRAL REGION

SOUTHEAST REGION

SOUTHWEST REGION