

OVERVIEW

The Educator Workforce Snapshot provides an overview of workforce data for the 146 traditional public schools and public charter schools in Louisiana's CENTRAL 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 | 4,367 | 18% | 57,392 | 43% | 77% | 16% | 2% |

*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 | 72 | 23% | 237 | 77% |
| All Teachers | State | 10,185 | 19% | 42,623 | 81% |
| | Regional | 825 | 19% | 3,542 | 81% |
| All Students | State | 363,252 | 51% | 344,831 | 49% |
| | Regional | 29,629 | 52% | 27,763 | 48% |

| 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 | 1 | 0.3% | 2 | 1% | 58 | 19% | 3 | 1% | 0 | 0.0% | 0 | 0.0% | 245 | 79% |
| 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 | 1 | 0.3% | 0 | 0.0% | 43 | 14% | 2 | 1% | 0 | 0.0% | 0 | 0.0% | 191 | 62% |
| 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% | 2 | 1% | 15 | 5% | 1 | 0.3% | 0 | 0.0% | 0 | 0.0% | 54 | 18% |

| 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 | 13 | 0.3% | 22 | 1% | 690 | 16% | 50 | 1% | 4 | 0.1% | 2 | 0.0% | 3,586 | 82% |
| All Female Teachers | State | 157 | 0.3% | 402 | 1% | 11,502 | 22% | 893 | 2% | 105 | 0.2% | 25 | 0.0% | 29,539 | 56% |
| | Regional | 10 | 0.2% | 15 | 0.3% | 519 | 12% | 40 | 1% | 2 | 0.0% | 2 | 0.0% | 2,954 | 68% |
| 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 | 0.1% | 7 | 0.2% | 171 | 4% | 10 | 0.2% | 2 | 0.0% | 0 | 0.0% | 632 | 15% |

| 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 | 318 | 1% | 501 | 1% | 18,727 | 33% | 2,706 | 5% | 2,430 | 4% | 80 | 0.1% | 32,630 | 57% |
| 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 | 145 | 0.3% | 239 | 0.4% | 9,195 | 16% | 1,300 | 2% | 1,190 | 2% | 43 | 0.1% | 15,651 | 27% |
| 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 | 173 | 0.3% | 262 | 1% | 9,532 | 17% | 1,406 | 2% | 1,240 | 2% | 37 | 0.1% | 16,979 | 30% |

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 | Teacher Certification Status | | | | | |
| | | | Certified | | Out-of-Field | | Uncertified | |
| All Schools | State | 48,466 | 31,829 | 66% | 8,344 | 17% | 8,293 | 17% |
| | Regional | 4,579 | 2,772 | 61% | 1,087 | 24% | 720 | 16% |
| Traditional Schools | State | 43,197 | 29,834 | 69% | 7,702 | 18% | 5,661 | 13% |
| | Regional | 4,454 | 2,707 | 61% | 1,055 | 24% | 692 | 16% |
| Charter Schools | State | 5,297 | 2,012 | 38% | 644 | 12% | 2,641 | 50% |
| | Regional | 126 | 66 | 52% | 32 | 25% | 28 | 22% |

| TEACHER CERTIFICATION BY SCHOOL LETTER GRADE | | | | | | | | | |
|--|-------------|-----------------|--------------------------|------------------------------|------------|--------------|------------|-------------|------------|
| School Letter Grade | School Type | Geographic Area | Total Number of Teachers | Teacher Certification Status | | | | | |
| | | | | Certified | | Out-of-Field | | Uncertified | |
| A | All | State | 11,452 | 8,530 | 75% | 2,021 | 18% | 901 | 8% |
| | | Regional | 997 | 637 | 64% | 260 | 26% | 100 | 10% |
| | Traditional | State | 10,660 | 8,047 | 76% | 1,897 | 18% | 716 | 7% |
| | | Regional | 916 | 591 | 65% | 240 | 26% | 85 | 9% |
| | Charter | State | 793 | 484 | 61% | 124 | 16% | 185 | 23% |
| | | Regional | 81 | 46 | 57% | 20 | 25% | 15 | 19% |
| B | All | State | 16,235 | 11,433 | 70% | 2,903 | 18% | 1,899 | 12% |
| | | Regional | 2,130 | 1,349 | 63% | 519 | 24% | 262 | 12% |
| | Traditional | State | 15,166 | 10,990 | 73% | 2,743 | 18% | 1,433 | 9% |
| | | Regional | 2,096 | 1,331 | 64% | 510 | 24% | 255 | 12% |
| | Charter | State | 1,070 | 444 | 42% | 160 | 15% | 466 | 44% |
| | | Regional | 34 | 18 | 53% | 9 | 27% | 7 | 21% |
| C | All | State | 13,706 | 8,470 | 62% | 2,272 | 17% | 2,964 | 22% |
| | | Regional | 954 | 556 | 58% | 205 | 22% | 193 | 20% |
| | Traditional | State | 11,638 | 7,737 | 67% | 2,046 | 18% | 1,855 | 16% |
| | | Regional | 954 | 556 | 58% | 205 | 22% | 193 | 20% |
| | Charter | State | 2,073 | 737 | 36% | 226 | 11% | 1,110 | 54% |
| | | Regional | 0 | 0 | 0% | 0 | 0% | 0 | 0% |
| D | All | State | 5,566 | 2,938 | 53% | 947 | 17% | 1,681 | 30% |
| | | Regional | 268 | 159 | 59% | 28 | 10% | 81 | 30% |
| | Traditional | State | 4,798 | 2,745 | 57% | 875 | 18% | 1,178 | 25% |
| | | Regional | 268 | 159 | 59% | 28 | 10% | 81 | 30% |
| | Charter | State | 770 | 194 | 25% | 73 | 10% | 503 | 65% |
| | | Regional | 0 | 0 | 0% | 0 | 0% | 0 | 0% |
| F | All | State | 2,176 | 1,085 | 50% | 306 | 14% | 785 | 36% |
| | | Regional | 203 | 107 | 53% | 23 | 11% | 73 | 36% |
| | Traditional | State | 1,804 | 1,006 | 56% | 268 | 15% | 530 | 29% |
| | | Regional | 192 | 105 | 55% | 20 | 10% | 67 | 35% |
| | Charter | State | 372 | 79 | 21% | 38 | 10% | 255 | 69% |
| | | Regional | 11 | 2 | 18% | 3 | 27% | 6 | 55% |

| TEACHER CERTIFICATION BY SCHOOL LETTER GRADE | | | | | | | | | |
|--|-------------|-----------------|--------------------------|------------------------------|------------|--------------|------------|-------------|------------|
| School Letter Grade | School Type | Geographic Area | Total Number of Teachers | Teacher Certification Status | | | | | |
| | | | | Certified | | Out-of-Field | | Uncertified | |
| No Letter Grade* | All | State | 713 | 387 | 54% | 132 | 19% | 194 | 27% |
| | | Regional | 194 | 97 | 50% | 70 | 36% | 27 | 14% |
| | Traditional | State | 540 | 329 | 61% | 120 | 22% | 91 | 17% |
| | | Regional | 194 | 97 | 50% | 70 | 36% | 27 | 14% |
| | 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 | 774 | 440 | 57% | 131 | 17% | 203 | 26% |
| | Traditional | State | 9,597 | 5,698 | 59% | 1,687 | 18% | 2,212 | 23% |
| | | Regional | 763 | 438 | 57% | 128 | 17% | 197 | 26% |
| | Charter | State | 1,667 | 559 | 34% | 155 | 9% | 953 | 57% |
| | | Regional | 11 | 2 | 18% | 3 | 27% | 6 | 55% |
| Non-CIR | All | State | 37,747 | 25,946 | 69% | 6,596 | 18% | 5,205 | 14% |
| | | Regional | 3,863 | 2,374 | 62% | 965 | 25% | 524 | 14% |
| | Traditional | State | 34,118 | 24,501 | 72% | 6,107 | 18% | 3,510 | 10% |
| | | Regional | 3,749 | 2,311 | 62% | 936 | 25% | 502 | 13% |
| | Charter | State | 3,639 | 1,454 | 40% | 489 | 13% | 1,696 | 47% |
| | | Regional | 115 | 64 | 56% | 29 | 25% | 22 | 19% |

*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 | Teacher Certification Status | | | | | |
| | | | | Certified | | Out-of-Field | | Uncertified | |
| Elementary | All | State | 19,891 | 14,531 | 73% | 1,934 | 10% | 3,426 | 17% |
| | | Regional | 1,603 | 1,225 | 76% | 104 | 6% | 274 | 17% |
| | Traditional | State | 17,719 | 13,619 | 77% | 1,790 | 10% | 2,310 | 13% |
| | | Regional | 1,573 | 1,206 | 77% | 103 | 7% | 264 | 17% |
| | Charter | State | 2,178 | 913 | 42% | 145 | 7% | 1,120 | 51% |
| | | Regional | 30 | 19 | 63% | 1 | 3% | 10 | 33% |
| English | All | State | 4,862 | 3,133 | 64% | 660 | 14% | 1,069 | 22% |
| | | Regional | 444 | 270 | 61% | 84 | 19% | 90 | 20% |
| | Traditional | State | 4,142 | 2,859 | 69% | 587 | 14% | 696 | 17% |
| | | Regional | 423 | 256 | 61% | 82 | 19% | 85 | 20% |
| | Charter | State | 721 | 275 | 38% | 73 | 10% | 373 | 52% |
| | | Regional | 21 | 14 | 67% | 2 | 10% | 5 | 24% |
| Math | All | State | 5,009 | 2,959 | 59% | 943 | 19% | 1,107 | 22% |
| | | Regional | 420 | 246 | 59% | 99 | 24% | 75 | 18% |
| | Traditional | State | 4,279 | 2,703 | 63% | 842 | 20% | 734 | 17% |
| | | Regional | 401 | 239 | 60% | 91 | 23% | 71 | 18% |
| | Charter | State | 731 | 257 | 35% | 101 | 14% | 373 | 51% |
| | | Regional | 19 | 7 | 37% | 8 | 42% | 4 | 21% |
| Science | All | State | 3,793 | 2,098 | 55% | 801 | 21% | 894 | 24% |
| | | Regional | 360 | 167 | 46% | 116 | 32% | 77 | 21% |
| | Traditional | State | 3251 | 1,923 | 59% | 737 | 23% | 591 | 18% |
| | | Regional | 345 | 159 | 46% | 111 | 32% | 75 | 22% |
| | Charter | State | 542 | 175 | 32% | 64 | 12% | 303 | 56% |
| | | Regional | 15 | 8 | 53% | 5 | 33% | 2 | 13% |

| TEACHER CERTIFICATION BY SUBJECT | | | | | | | | | |
|----------------------------------|-------------|-----------------|--------------------------|------------------------------|------------|--------------|------------|-------------|------------|
| 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 | 367 | 185 | 50% | 105 | 29% | 77 | 21% |
| | Traditional | State | 3,321 | 2,137 | 64% | 595 | 18% | 589 | 18% |
| | | Regional | 354 | 178 | 50% | 100 | 28% | 76 | 21% |
| | Charter | State | 590 | 212 | 36% | 70 | 12% | 308 | 52% |
| | | Regional | 13 | 7 | 54% | 5 | 38% | 1 | 8% |
| Special Education | All | State | 5,170 | 3,331 | 64% | 717 | 14% | 1,122 | 22% |
| | | Regional | 571 | 347 | 61% | 119 | 21% | 105 | 18% |
| | Traditional | State | 4,754 | 3,176 | 67% | 674 | 14% | 904 | 19% |
| | | Regional | 560 | 343 | 61% | 115 | 21% | 102 | 18% |
| | Charter | State | 422 | 161 | 38% | 43 | 10% | 218 | 52% |
| | | Regional | 12 | 5 | 42% | 4 | 33% | 3 | 25% |
| World Languages | All | State | 1,540 | 523 | 34% | 647 | 42% | 370 | 24% |
| | | Regional | 99 | 27 | 27% | 53 | 54% | 19 | 19% |
| | Traditional | State | 1,338 | 464 | 35% | 615 | 46% | 259 | 19% |
| | | Regional | 92 | 26 | 28% | 48 | 52% | 18 | 20% |
| | Charter | State | 203 | 60 | 30% | 32 | 16% | 111 | 55% |
| | | Regional | 7 | 1 | 14% | 5 | 71% | 1 | 14% |

*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 | 554 | 13% | 103 | 19% |
| Hired from Undergraduate Programs | State | 480 | 6% | 75 | 16% |
| | Regional | 30 | 5% | 6 | 20% |
| Hired from Post-Baccalaureate Programs | State | 937 | 12% | 243 | 26% |
| | Regional | 70 | 13% | 5 | 7% |

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 | 168 | 26% | 52 | 31% |
| English | State | 626 | 9% | 188 | 30% |
| | Regional | 51 | 8% | 9 | 18% |
| Math | State | 627 | 9% | 216 | 34% |
| | Regional | 43 | 7% | 6 | 14% |
| Science | State | 525 | 7% | 164 | 31% |
| | Regional | 51 | 8% | 9 | 18% |
| Social Studies | State | 539 | 8% | 180 | 33% |
| | Regional | 50 | 8% | 7 | 14% |
| Special Education | State | 600 | 8% | 146 | 24% |
| | Regional | 64 | 10% | 5 | 8% |
| World Languages | State | 213 | 3% | 74 | 35% |
| | Regional | 7 | 1% | 1 | 14% |

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 | 54 | 9% | 10 | 19% |
| Elementary (1-5) | State | 2,358 | 37% | 801 | 34% |
| | Regional | 169 | 30% | 52 | 31% |
| Middle School (6-8) | State | 1,124 | 18% | 461 | 41% |
| | Regional | 104 | 18% | 23 | 22% |
| Secondary (9-12) | State | 1,703 | 27% | 382 | 22% |
| | Regional | 161 | 28% | 10 | 6% |
| All Grades (K-12) | State | 594 | 9% | 148 | 25% |
| | Regional | 84 | 15% | 9 | 11% |

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 | 973 | 11% | 41% | 31% | 17% |
| Content Leaders | | State | 243 | 3% | 35% | 37% | 26% |
| | | Regional | 12 | 8% | 25% | 33% | 33% |
| Mentor Teachers | | State | 285 | 5% | 31% | 39% | 25% |
| | | Regional | 20 | 0% | 30% | 45% | 25% |
| GRADES 4-8 SUBJECT AREAS | | | | | | | |
| Grades 4-8 All Tests | Certified | State | 6,927 | 10% | 40% | 31% | 19% |
| | | Regional | 589 | 10% | 37% | 33% | 20% |
| | Uncertified | State | 1,882 | 11% | 41% | 32% | 16% |
| | | Regional | 170 | 17% | 49% | 24% | 11% |
| English | Certified | State | 2,934 | 11% | 39% | 30% | 20% |
| | | Regional | 243 | 12% | 40% | 29% | 19% |
| | Uncertified | State | 790 | 12% | 41% | 30% | 18% |
| | | Regional | 74 | 23% | 49% | 22% | 7% |
| Math | Certified | State | 2,868 | 9% | 41% | 32% | 18% |
| | | Regional | 242 | 8% | 37% | 31% | 24% |
| | Uncertified | State | 659 | 12% | 43% | 32% | 14% |
| | | Regional | 55 | 15% | 51% | 20% | 15% |
| Science | Certified | State | 2,258 | 9% | 39% | 32% | 19% |
| | | Regional | 198 | 10% | 35% | 35% | 20% |
| | Uncertified | State | 681 | 9% | 44% | 32% | 15% |
| | | Regional | 62 | 8% | 50% | 31% | 11% |
| 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 | 142 | 6% | 41% | 36% | 17% |
| | Uncertified | State | 431 | 13% | 45% | 28% | 14% |
| | | Regional | 32 | 16% | 56% | 25% | 3% |
| English I | Certified | State | 498 | 7% | 41% | 32% | 20% |
| | | Regional | 38 | 8% | 58% | 24% | 11% |
| | Uncertified | State | 133 | 8% | 38% | 32% | 21% |
| | | Regional | 15 | 0% | 80% | 13% | 7% |
| English II | Certified | State | 469 | 9% | 37% | 35% | 19% |
| | | Regional | 40 | 8% | 30% | 53% | 10% |
| | Uncertified | State | 103 | 12% | 45% | 22% | 21% |
| | | Regional | 8 | 0% | 63% | 38% | 0% |
| Algebra I | Certified | State | 573 | 8% | 35% | 34% | 24% |
| | | Regional | 54 | 4% | 33% | 37% | 26% |
| | Uncertified | State | 154 | 10% | 54% | 28% | 8% |
| | | Regional | 11 | 18% | 36% | 46% | 0% |
| Geometry | Certified | State | 377 | 8% | 36% | 33% | 23% |
| | | Regional | 36 | 6% | 44% | 33% | 17% |
| | Uncertified | State | 78 | 19% | 50% | 27% | 4% |
| | | Regional | 7 | 43% | 43% | 14% | 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 | 3,760 | 86% | 252 | 81% |

| 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 | 598 | 80% | 647 | 85% | 636 | 89% | 491 | 89% | 501 | 90% | 887 85% |

| 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 | 4 | 67% | 3 | 100% | 14 | 82% | 41 | 82% | 73 | 86% | 117 78% |

*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 | 48 | 46 | 96% | 41 | 85% | 39 81% |
| Post-Baccalaureate | State | 748 | 642 | 86% | 549 | 73% | 488 65% |
| | Regional | 66 | 60 | 91% | 58 | 88% | 53 80% |

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 | 7 | 27% | 5 | 71% |
| English | State | 60 | 8% | 22 | 37% |
| | Regional | 2 | 8% | 1 | 50% |
| Math | State | 66 | 9% | 26 | 39% |
| | Regional | 3 | 12% | 0 | 0% |
| Science | State | 48 | 6% | 17 | 35% |
| | Regional | 1 | 4% | 0 | 0% |
| Social Studies | State | 45 | 6% | 11 | 24% |
| | Regional | 0 | 0% | 0 | 0% |
| Special Education | State | 74 | 10% | 21 | 28% |
| | Regional | 3 | 12% | 0 | 0% |
| World Languages | State | 27 | 4% | 12 | 44% |
| | Regional | 0 | 0% | 0 | 0% |
| Other | State | 263 | 35% | 85 | 32% |
| | Regional | 10 | 39% | 4 | 40% |
| Total number of vacant positions reported | State | 748 | 100% | 267 | 36% |
| | Regional | 26 | 100% | 10 | 38% |

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 | 4 | 15% | 3 | 75% |
| Elementary (1-5) | State | 180 | 27% | 74 | 41% |
| | Regional | 5 | 19% | 3 | 60% |
| Middle School (6-8) | State | 120 | 18% | 64 | 53% |
| | Regional | 1 | 4% | 1 | 100% |
| Secondary (9-12) | State | 226 | 33% | 66 | 29% |
| | Regional | 6 | 22% | 0 | 0% |
| All Grades (K-12) | State | 118 | 17% | 32 | 27% |
| | Regional | 11 | 41% | 4 | 36% |
| Total | State | 679 | 100% | 250 | 37% |
| | Regional | 27 | 100% | 11 | 41% |

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 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

