

OVERVIEW

The Educator Workforce Snapshot provides an overview of workforce data for the 315 traditional public schools and public charter schools in Louisiana's NORTHERN REGION from the 2022-2023 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.

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DEMOGRAPHICS OF SCHOOL LEADERS BY RACE/ETHNICITY

	Geographic Area	American Indian		Asian		Black		Hispanic		Multiple Races		Pacific Islander		White	
All School Leaders	State														

CERTIFICATION

These data reflect teacher certification for core classes in Louisiana traditional public schools and public charter schools. Teachers are

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COMPENSATION

Average salaries are shown for teachers, school leaders, and central office staff in Louisiana traditional public schools and public charter schools.

AVERAGE SALARY*	State	Regional
Teachers**	\$54,460	\$59,115
Assistant Principals	\$75,056	\$78,631
Principals	\$90,621	\$91,569
Central Office	\$77,938	\$79,063

*Includes all reported salaries for 2022-2023.

**All teachers are included, not just those tied to certified courses.

RETENTION

The retention data below indicates the retention rate of teachers and school leaders from the 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	
	Count	Retention Rate	Count	Retention Rate
State	44,245	85%	2,725	85%
Regional	8,717	86%	525	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	
	Count	Retention Rate	Count	Retention Rate	Count	Retention Rate	Count	Retention Rate	Count	Retention Rate	Count	Retention Rate
State	6,840	78%	8,099	84%	7,847	87%	6,113	89%	5,724	89%	9,622	85%
Regional	1,041	77%	1,595	88%	1,524	88%	1,323	89%	1,198	89%	2,036	84%

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	
	Count	Retention Rate	Count	Retention Rate	Count	Retention Rate	Count	Retention Rate	Count	Retention Rate	Count	Retention Rate
State	60	79%	99	77%	288	83%	507	89%	616	87%	1,155	84%
Regional	4	100%	10	91%	37	86%	98	93%	118	86%	258	83%

*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												
Geographic Area	1 Year or Less		2-5 Years		6-10 Years		11-15 Years		16-20 Years		21+ Years	
	Count	Retention Rate	Count	Retention Rate	Count	Retention Rate	Count	Retention Rate	Count	Retention Rate	Count	Retention Rate
State												
Regional												

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
- **Compensation:** 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 2022-2023 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,

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, either a Louisiana traditional public school system or a public charter school, and was hired again in 2022-2023 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 2022-2023 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 2019-2020, 2020-2021, 2021-2022, or 2022-2023.
- **Undergraduate:** Teachers hired in 2022-2023 by the state who completed a teacher preparation program at the undergraduate level.
- **Post-Baccalaureate:** Teachers who were hired in 2022-2023 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.

COMPENSATION

- Salary is determined at the school system level. Teacher and school leader salaries include all traditional and charter public school teachers, leaders, and central office personnel. Central office personnel includes officials, administrators, and managers of core programs, nursing services, diagnostic and evaluation staff, guidance services, placement services, pupil support, special education programs, audiovisual services, computer-assisted instruction, executive administration services, state and federal relations, community relations, supervision of operation and maintenance, supervision of student transportation, planning, research and development, public information, food service central office supervisor, building acquisition and construction, building improvement, technical support, system analysis, and other data processing services.

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:**

WORKFORCE REGIONAL MAP

