

LOUISIANA PRINCIPAL'S NEWSLETTER



A Resource to Inform and Celebrate
Louisiana's Building-Level Leaders



March 23, 2023

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PRINCIPAL CORNER



March Madness: Typing on a desktop over here! Running to pull up something on a laptop over there! Attempting to be everywhere and do everything! All of this while being alert and available, positive, and productive. Hang in there! This is what we do, and we do it well! Know that you are appreciated, noticed, and you are an inspiration to many inside and outside of your school building.

Even though the end is near, the focus remains the same from start to finish. We are solution seekers for safety and success. As educational leaders, we remain on a heightened alert and seek ways to keep our buildings safe. If there is something we notice that may pose a threat, we find a solution. If a student is not grasping a concept, what should we do? Find out why. If a student is sleeping in class, what should we do? Find out why. If a student is late and/or frequently misses school, what should we do? Yes! You guessed it! We find out why. Then, once we find the root of the problem, we SOLVE it. This ensures success. Scheduling and staffing are key factors to ensuring safety and success.

Along my principalship journey, I had the opportunity to complete the National Institute for School Leadership Program (NISL). I learned information to improve my leadership practice. The word “context” was mentioned in every session. Why? Context matters. There is no such thing as “one size fits all” when it comes to leading a school. In every situation, school leaders must ask themselves, “What will work best for **my** school at this moment?” A good idea or a great practice for one school may not be ideal for your school. When creating schedules and considering staffing needs, keep in mind your school’s context.

Scheduling Suggestions:

- If you have a schedule that works for your students’ needs, leave it alone. When necessary, make incremental changes aligned to [scheduling best practices](#): high quality

core instruction is key, students with unfinished learning and diverse learners need extra instructional time to catch up, and both core instruction and acceleration must be provided by content specific staff.

- Empower your teaching team by involving them when scheduling students, especially those in need of special services. Schedule a time to discuss the students' needs and determine the best placement. Teachers are great resources as you build your schedule.
- Teacher collaboration time should be embedded in your daily schedule. Teacher collaboration is necessary to prepare for meaningful student engagement. Designate one day a week for teacher collaboration to discuss the implementation of high quality instructional materials, the needs of students and teachers using both student and teacher data/work samples, and how to best meet students' needs during core instruction, tutoring, and acceleration.
- Schedule strategic professional learning days for teachers. If necessary, budget for substitutes to allow teachers at least two days to plan. At our school, Title I funds are earmarked for these days. Two ideal times are just before Christmas and spring break. Now, we all know we will do a little work while on break; however, your teachers will appreciate your attempt to protect their well-deserved and earned off time.

Staffing Suggestions:

- Strategize ways to retain your current staff. Successful teachers beget successful students.
- Let your staff know you notice and appreciate their efforts! Tell them every chance you get, and show them often. Include notes of appreciation in weekly memos and emails. Occasionally, do something that shows your appreciation such as placing little happies in their boxes and providing lunch. These gestures go a long way.
- Allow your leadership team to assist you with staffing. Invite the team to accompany you at interviews and job fairs.
- Hire those who are good fits for the context of your school. When reviewing resumes, reach out to listed references and anyone else you may know with information on the candidates' work ethics.

As we swiftly move to the end of this school year, several distractors will attempt to deter you from your focus. Hold steadfast to keeping those in which you lead safe and successful. Utilize your resources and skills to make scheduling and staffing decisions that work best for the context of your school.

Mary Wilks-Kilgore, Principal, Cypress Springs Elementary, Lincoln Parish

LDOE Corner



The Office of Teaching and Learning Division of Certification supports educators through the certification process. Certification is a licensing process whereby qualified professionals become legally authorized to teach or to perform designated duties in K-12 schools and early learning centers under the jurisdiction of the Board of Elementary and Secondary Education (BESE). The certification process provides a systematic and nondiscriminatory procedure for the credentialing of teachers and other school personnel.

As an individual tasked with staffing school systems, you are a vital part of the certification process. Knowing the options and/or requirements for certification is beneficial to the educators, potential educators, and students

of your school. Understanding certification basics is key to staffing a school with qualified individuals equipped to support the learning journey of the students of Louisiana.

Certification policies and statutes are designed to **identify and support high-quality teachers** in all Louisiana classrooms, promote higher standards in the teaching profession, and provide for growth and development of the teaching profession. State law and (BESE) policy require teachers in public schools to be certified.

Certification Types and Pathways: There are four types of certification: standard, nonstandard, ancillary, and Career and Technical Trade and Industrial Education. There are many [pathways to certification](#) for a Louisiana educator. I encourage you to review the options listed in the document above, point your educators to the document, and have them use the interactive [Q&A tool](#) to determine the steps toward obtaining Louisiana certification. Teachers can also add on additional certifications such as [Content Leader](#) and [Mentor Teacher](#) as they progress through the educator pipeline in Louisiana.

Certification is not always simple. It is often individualized to an educator's unique situation. Therefore, as a means to contact and communicate with certification experts, the [TeachLaLive! Online portal](#) was created. Educators can communicate directly with certification experts about certification requirements, questions, and processes. Educators can [submit a question](#) via the [Online Teacher Certification Portal](#). [Teach LA Live!](#) Responses are provided, in writing, in less than five business days. Using the online portal provides transparency and accountability for which responses can be referred to through the user's online history. Providing details in any question submitted will allow responses that are specific to each educator's case. Additional means of contact with the Certification Division are available to Human Resource points-of-contacts within school systems. Additionally, our team can be reached at certification@la.gov. I encourage you and your educators to communicate with a certification expert about certification when they need it.

Christy Bellue, Director of Certification, Office of Teaching and Learning

Announcements

Principal's Webinar Series

The LDOE hosts a monthly webinar series for current school leaders and principal supervisors on best practices in school leadership aligned to the state's priorities. Each month, the webinar features national and Louisiana experts sharing strategies and tools on a specific topic necessary for being effective in the school leader role. February's webinar featured learning around the critical role that principals play in attracting, selecting, developing, and retaining talent aligned with student needs and instructional priorities at their schools. The presentation can be found in the [Principal Support Library](#).

March's webinar will feature best practices in staffing and scheduling and will be facilitated by our professional learning partner, New Solutions K-12.

Webinar Date/Time: March 27, 1-2 p.m.

Webinar Link: <https://ldoe.zoom.us/j/98516144298?pwd=VHoxSlhaNWZhFZUNrQWICS05MRHlzZz09>

Meeting ID: 985 1614 4298

Passcode: 125571

Please contact louisianaleaders@la.gov with questions.

Teacher Leader Summit Registration

Early Bird registration has closed, but that doesn't mean you're too late! [Register](#) today to secure your spot at the 2023 Teacher Leader [Summit](#). Availability is limited.

Please contact events@emergentmethod.com with questions.

Compass Information System (CIS)/Evaluation Reminders

Evaluation data entered into the [Compass Information System \(CIS\)](#) aids in renewing or advancing certification. The [CIS 2022-2023 Timeline](#) can assist in [monitoring](#) data entry. The following tasks should be completed at this time.

- Teachers, counselors, librarians, and leaders should have two SLTs entered and accepted in CIS at this time. Bulletin 130 now requires all SLTs to be discussed in a meeting between the evaluator and the evaluatee.
- Observations should be entered into CIS as they are completed. Teachers and leaders who score "Highly Effective" or "Effective: Proficient" on the first observation do not require a second observation. The evaluatee may request a second observation. Those scoring "Ineffective" or "Effective: Emerging" will require a second observation. The first observation score is entered twice in CIS for those who qualify for the waiver.

Please contact compass@la.gov with questions.

Teacher Leader Lagniappe: New Episode Released

LDOE's podcast, [Teacher Leader Lagniappe](#) provides *a little something extra* for educators to stay inspired, motivated, and connected in the work with students.

Latest Episode: Recruiting Role Models as Educators with Dr. George Noflin Jr. and Ja'Deric Talbert

We are thrilled to be joined by two exceptional guests who have dedicated their lives to education: Dr. George Noflin Jr. and Ja'Deric Talbert. Dr. Noflin is a renowned educator, administrator, and community leader currently a professor at Grambling State University and the director of the Call Me MiSTER Program. Ja'Deric Talbert is a passionate student leader who is studying Elementary Education and serves as the President of the Call Me MiSTER Program. Join us as we explore their experiences, their passion for education, and the challenges they face in the field. The Louisiana Recruitment and Retention Fellowship of 2023 is what is making Em smile this week!

Educators can [submit pictures and stories](#) of the great work happening in their system to be highlighted on the podcast. Subscribe through [Apple](#) Podcasts, Google Play, [Spotify](#), or other apps.

Please email em.cooper@la.gov with any questions.

New Teacher Experience Summer Kick Off: Save the Date

The Louisiana Department of Education will host a Summer Kick-off for the [New Teacher Experience](#) on **July 26** from 8:30 a.m. to 4 p.m. in Baton Rouge for 500 first year teachers. The goals of the event are to

- welcome new teachers to the profession;
- understand the components of Louisiana's New Teacher Experience;
- engage in professional learning around topics relevant to new teachers; and
- provide statewide networking opportunities for new teachers.

Registration details will be provided in the coming months. Please contact laurie.carlton@la.gov with questions.

RESOURCES

Literacy Resources

Early Childhood Literacy Grab & Go Family Activities

A new set of Grab & Go activities have been added to the [Families Literacy Library](#). These activities are designed to build language and literacy skills for infants, toddlers, and preschoolers. Early childhood educators and providers can use these resources and share with families to support literacy development.

Please contact louisianaliteracy@la.gov with questions.

Literacy Instruction Best Practices Tools

A series of literacy instruction best practices tools designed to help administrators and literacy coaches determine specific areas of need or growth, develop coaching and feedback cycles, provide targeted support to teachers, structure effective teacher planning time, and identify next steps and follow-up support have been added to the [Literacy Instruction, Intervention, and Extension Library](#). There are tools for each grade band (Pre-K, K-2, 3-5, 6-8, 9-12).

Please contact louisianaliteracy@la.gov with questions.

READ Program Resources

Informational resources for the READ Program are now available in the [Families Literacy Library](#). Schools can download the flyer to add their code to give families access to free books and literacy resources for students in grades PK4-5th who are not yet reading on grade level. Families can sign up with the school code and receive new books directly to their homes. Books and resources are available in English and Spanish.

Visit readla.scholastic.com for more information.

Three Cueing Webinar Recording

The [recording](#) and [slides](#) from the webinar that focused on the banning of three cueing in accordance with Act 517 has been posted in the [Literacy Instruction, Intervention, and Extension Library](#). This session provided participants with an understanding of the three-cueing approach to reading and how it differs from a science of reading-aligned, code-based approach. The session explained how to identify curriculums that use a three cueing approach and what steps should be taken to ensure students receive code-based phonics instruction.

Please contact louisianaliteracy@la.gov with questions.

Social Studies Resources

Bayou Bridges: A K-8 Louisiana Social Studies Curriculum

The Department is developing Bayou Bridges, a new Louisiana K-8 social studies curriculum, to align with the student expectations of the [2022 K-8 Louisiana Student Standards for Social Studies](#) and to meet criteria similar to the quality indicators of the [instructional materials review rubric](#). Curriculum materials will include:

- unit plans and daily lessons,
- student and teacher-facing materials,
- engaging primary sources, and
- formative and summative assessments.

Bayou Bridges will be available for piloting in grades 4-5 next school year. The complete curriculum for grades K-8 will be available for implementation by **June 30, 2024**. Please see the [Bayou Bridges FAQ document](#) for more details about curriculum development and release dates.

Please contact classroomsupporttoolbox@la.gov with questions.

Math Resources

New Zearn Professional Learning Dates and Resources

As part of the [Louisiana Math Refresh](#), the Department is partnering with [Zearn](#) to provide school accounts through June 2024 to all public schools serving K-8 students. Dates have been added and **registration is now open** for professional learning sessions to support [teachers](#) and [leaders](#) with successful implementation of Zearn math.

Zearn has created a special collection of downloadable [bulletin board supplies](#), including special [Louisiana Printables](#), to help teachers build excitement and celebrate students' accomplishments as they learn math with Zearn. Resources include [printable files](#), [cricut files](#), [anchor charts](#), and much more.

Please contact STEM@la.gov with questions.

New Math Refresh Resources Posted

The [Math Refresh Library](#) is a suite of resources focused on supporting teachers' implementation of high-quality math instruction. New resources recently added this month include the following:

- [Accelerating Learning in High School Math](#) points high school teachers to resources available to support addressing unfinished learning with high school students in tutoring or classroom instruction.
- The [Eureka Math Transition FAQ document](#) includes answers to frequently asked questions from teachers and leaders in response to the recently announced archiving of the original (copyright 2013) Eureka Math program's Tier 1 status.

Please contact STEM@la.gov with questions.

Science Resources

Science Summer Professional Learning for Teachers and Leaders

The Department is planning summer professional learning (PL) opportunities for science with two areas of focus:

- For K-12 science educators: in-person PL including foundational training grounded in high-quality instructional materials, opportunities to deepen understanding of the shifts called for by the Louisiana Student Standards for Science and build pedagogical strategies that support students' acceleration toward mastery of grade-level content.
- For school and system science leaders: in-person and virtual meetings will support system and school leaders in leveraging high-quality instructional materials to promote instructional shifts in science that result in improved outcomes for all students. Leaders in this cohort will meet throughout the fall semester for PL to debrief challenges and successes from implementation of strategies.

Spaces for each pathway will be limited. Additional details will be provided in this newsletter when available and communicated directly to those who have completed the [interest form](#).

Please contact STEM@la.gov with questions.

Open Enrollment Resources (OER) Cohort: Summer Professional Development Applications

[LOUIS: The Louisiana Network](#), a program of the Board of Regents, is accepting [applications](#) for a cohort of up to 20 school librarians and dual enrollment teachers from Louisiana public secondary schools. Selected participants will engage in 11-15 hours of professional development and will be equipped with the tools to understand the benefits and challenges of using/integrating high quality Open Enrollment Resources (OER) in courses.

Successful applicants will receive \$1500 for their participation and completion of activities. The summer 2023 professional development will be virtual and largely asynchronous with opportunities to gain fluency in OER. **The deadline for applications is April 10 at 11:59 p.m.** Please contact charmaine.cureton@la.gov with questions.

School Emergency Management Training

Please share with school system leaders, school principals and school safety staff.

LSU NCBRT/ACE and the Louisiana Department of Education is offering free virtual training to K-12 schools in Louisiana through the [Grants to States for School Emergency Management \(GSEM\) Program](#).

- [Developing and Enhancing School Emergency Operations Plans](#): March 27, 8 a.m. - noon
- [Risk Assessment for K-12 Schools: Building a School Profile](#): March 28, 8 a.m. - noon.
- [Emergency Operations Functional Planning for Schools](#): March 29, 8 a.m. - noon

Please contact adubuy@ncbrt.lsu.edu with questions.

Educator Opportunities

Level Up: School Improvement Best Practices at Teacher Leader Summit

[Level Up: School Improvement Best Practices](#), required for all CIR schools for 2023-2024, will be delivered at [Teacher Leader Summit 2023](#). LDOE is providing funding to systems to cover costs associated with sending three Instructional Leadership Team (ILT) members from each CIR school to Teacher Leader Summit 2023 to attend this session.

Pre-paid registration links were sent to principals of CIR schools to register themselves and two additional ILT members from their school. The registration is valid for the entire TL Summit, with the requirement to attend one of the full day *Level Up* sessions on May 30 or May 31.

We request that system leaders confirm with principals of CIR schools in their system that a three member ILT from each CIR school has registered using the pre-paid link provided in the email. If the principal from a CIR school did not get this email and link, please contact schoolimprovementdivision@la.gov with the principal's name, email address, and school.

Please contact schoolimprovementdivision@la.gov if you have any questions.

Computer Science (CS) Engagement: Stakeholder Feedback

The Computer Science Education Advisory Commission is currently seeking stakeholder feedback on the following:

- The Louisiana Computer Science (CS) Framework
- Teacher certification options in CS for grades K-12
- CS course offerings for grades K-12
- CS Industry-Based Certification offerings

With feedback from 34 parishes thus far, the commission aims to gather feedback from educators in every parish. Complete the stakeholder feedback [survey](#) today.

Please contact STEM@la.gov with questions.

Assessment Development Educator Review Committees

The Division of Assessment Content will convene assessment committees for the LEAP and Innovative Assessment Program (IAP) in June and July to:

- review newly developed items for alignment, content-related criteria, and bias or sensitivity concerns (all content areas);
- review leased ELA and math items for alignment to the Louisiana Student Standards;
- develop expectations for the scoring of field-tested LEAP constructed-response items and extended-response tasks, and IAP writing tasks; and
- review data from LEAP and IAP field-tested items.

Interested educators should access the [Assessment Development Educator Review Committees document](#) for information on exact dates, meeting details, and links to apply to participate on specific committees. **The deadlines to complete the surveys are March 28 and April 13.**

Please contact assessment@la.gov with questions.

Teacher Leader Advisor Applications

Our [Teacher Leader Advisors \(TLAs\)](#) are highly-motivated educators who work alongside the Department team to support the mission and vision of the Department of Education. TLAs serve an essential role in supporting key priorities by creating resources for teachers, engaging in work that allows them to develop their understanding of curricula, and providing training for teachers.

Teacher Leader Advisors (TLAs) are paid for the work they complete, and the experience allows educators to expand their positive impact beyond the classroom by influencing over 750,000 students and over 50,000 Louisiana educators.

Teacher Leader Advisors [Applications](#) are now open and will close **April 16**. Educators do not need to be a school-site Teacher Leader to apply.

Please contact classroomsupporttoolbox@la.gov with questions.

Principal Newsletter Signup

Do you have a colleague who would benefit from receiving this newsletter? Forward this copy along with [this link](#) and they will receive our next monthly newsletter.

Principal Appreciation

Take a minute to send a shout-out of appreciation to a colleague who is a building-level leader using this [survey link](#). This note of appreciation will be included in our next monthly newsletter.

Billy Carter, Quitman High School in Jackson Parish

"Mr. Carter is ALWAYS cool under pressure! Teachers, parents, and students know that he takes care of business." *submitted Dr. Deona Austin*

Dr. Jane Griffin, Winnfield High School in Winn Parish

"Dr. Griffin is the hardest working, "hands-on" administrator. She jumps in to help 24/7." *submitted by Dr. Deona Austin*

Andrea Pitonyak-Delcambre, St. Charles Elementary in Lafourche Parish

"Dr. Delcambre has a very clear vision for her students and faculty. She took the time to present this vision to other elementary principals in our district. It was appreciated!" *submitted by Aimee Angle*

Janna Husser, University View Academy

"Mrs. Husser uses her background in technology to support teachers and leaders in enhancing the instructional delivery for students in middle school. She is responsive to the needs of students and parents in the virtual learning environment that University View Academy provides." *submitted by Lekisha Chambers*

Tara Frick, Indian Bayou Elementary in Vermilion Parish

"Tara stays up to date with the latest teaching strategies, is a positive and caring leader, and clearly communicates her expectations. She supports and encourages her teachers to implement best practices for the best student outcomes." *submitted by Delia Girouard*

Brenda Higdon, Harrisonburg High School in Catahoula Parish

"Mrs. Higdon takes a personal role in each student with a special focus on her students with disability to make sure they are included and inclusive in all aspects of school. She leads with great compassion and concern for all her k-12 students." *submitted by Barbara Moseley*

Alan Lacombe, Tioga High School in Rapides Parish

"Alan's 10-year tenure at Tioga High School has been marked by consistent improvement and increased opportunities for his students. That kind of longevity and consistent success is uncommon these days and often not celebrated as it should be; we appreciate all of his efforts." *submitted by Jonathan Garrett*

Dates to Consider for Building-Level Leaders

Important Dates	
Practicing Principal Webinar: Staffing and Scheduling	March 27 at 1 p.m.
Reading Prescription – Conferencing with Parents about their Student's Academic Progress (virtual)	March 28 at 4 p.m.
Assessment Development Educator Review Committees Surveys Due	March 28 and April 13
Teacher Leader Advisor Application Deadline	April 16
Teacher Leader Summit 2023	May 30 - June 1