

**REPORT TO THE HOUSE AND SENATE COMMITTEES ON  
EDUCATION OF THE LOUISIANA LEGISLATURE**



**RESPONSE TO R.S. 17:420 ENACTED BY ACT 338  
OF THE 2022 REGULAR SESSION  
JANUARY 2023**

**FROM THE STATE BOARD OF ELEMENTARY and SECONDARY EDUCATION**

Prepared by the Louisiana Department of Education

# OVERVIEW OF ACT 338 OF 2022

[Act 338](#) of the 2022 Regular Legislative Session updated R.S. 17:420 and requested that the Louisiana Department of Education maintain a database and report to the House and Senate Education Committees regarding training that professional teachers are required to complete.

The Department shall provide for teachers to have access to the database, through its website or by other means. The database shall include the following information with respect to each required topic or course of such training:

- (1) The legal provision establishing the requirement.
- (2) The topic or subject matter of the course and a brief description of its contents.
- (3) Available resources for completion of the training, including links to such resources or materials if applicable.
- (4) The frequency that a teacher must repeat or update their training on the topic.
- (5) The approximate time, in hours, that completion of the training requires.

# FINDINGS

The chart below provides a summary of the requested information regarding professional development (PD) requirements.

Name of PD	Length of PD	Frequency of PD	When do Teachers Complete	Cost/Access of PD	Governing Entity that Requires the PD
Literacy Foundations Training (required for K-3 teachers)	55-60 hours	Once	On their own time, during sessions scheduled by district or school, combination	Varies (see <a href="#">link</a> for provider fees); LDOE covers up to \$650 per person	R.S. 17:24.10 and 3996(B)(59)
Bullying Training	4 hours for new employees; 2 hours for all others	Annually	Varies	Free modules and information are included on <a href="http://stopbullying.gov">stopbullying.gov</a> , but schools may also partner with vendors.	La. R.S. 17:416.13
Suicide Prevention Training	2 hours	Annually	Varies	The <a href="#">Jason Foundation</a> offers this at no cost. Schools may also partner with vendors of their choice.	La. R.S. 17:437.1
Sexual Harassment Training	1 hour	Annually	Varies; typically during hiring orientation and then on own time annually	The Louisiana State Civil Service Department offers this <a href="#">training</a> virtually at no cost.	R.S. 42:342(B) R.S. 44:4.1 R.S. 42:351-355

Ethics Training	1 hour	Annually	Varies; typically during hiring orientation and then on own time annually.	The Louisiana Ethics Administration offers this <a href="#">training</a> virtually at no cost.	La. R.S. 42:1170
Dating Violence Prevention and Awareness Training for teachers of students in grades 7-12	Varies	Annually	Varies; typically at back to school orientation/ professional development days	The CDC offers a free training online, <a href="#">Dating Matters: Understanding Teen Dating Violence Prevention</a> , but schools may also partner with vendors of their choice.	La. R.S. 17:81
Classroom management training, including positive behavioral support, conflict resolution	Varies	Annually	Varies; typically during professional development time at school sites	School systems may partner with a vendor of their choice.	La. R.S. 17:252
New Teacher training (targeted professional development for teachers in first three years based on deficiencies identified in evaluation process)	Varies	First three years of teaching	Varies	School systems may partner with a vendor of their choice.	La. R.S. 17:3885
CPR, first aid, use of AED, nature and risk of serious sports	Varies	Annually	Varies	School systems may partner with a vendor of their choice. The <a href="#">Red</a>	La. R.S. 17:81, La. R.S. 40:1087.1, La. R.S. 40:1089.3

injuries, and concussion recognition protocol, for teachers who are also coaches of sports.				<a href="#">Cross</a> offers this training for a fee.	
Substance Abuse Prevention Training	Varies	Annually	Six member team must be trained each year	Substance Abuse Prevention Education Program of the Louisiana Department of Education.	La. R.S. 14:403.1
Bloodborne Pathogens Training	1 hour	annually	Varies; typically at start of school year during professional development days	The Division of Administration offers this <a href="#">training</a> virtually at no cost.	La. R.S. 17:437
First Aid Training	Varies	Annually	Varies; typically at start of school year during professional development days	School systems may partner with a vendor of their choice. The LDOE provides a list of <a href="#">training providers</a> to school systems.	La. R.S. 17:440.1
Crisis Management Plan Training	Varies	Annually	Varies; typically at start of school year during professional development days	The LDOE provides <a href="#">resources</a> to school systems on crisis management planning.	La. R.S. 17:416.16
Mandatory Reporter Training	Varies	Annually	Varies; typically at start of school year during professional development days	The Department of Children & Family Services (DCFS) offers this at no cost on their <a href="#">website</a> .	

Adverse Childhood Experiences <a href="#">Guidance</a>	1 hour	Annually	During normal professional development during school hours.	LDH offers a webinar on the Louisiana Child Welfare Training <a href="#">site</a> at no cost.	La. R.S. 17.437.2
Cybersecurity training	1 hour	Annually	Varies; typically at start of school year during professional development days	Louisiana State Civil Service offers this <a href="#">training</a> at no cost.	La. R.S. 42:1267
Orientation for New International Associate Teachers (IATs)	32 hours (4 days)	Once	July prior to first year as an IAT	\$60,000	US Dept of State
International Associate Teacher Professional Development Day	8 hours	Annually	September for all current IATs in the program	funded by CODOFIL/LCIS	US Dept of State

Access to these trainings is currently housed on various websites or webpages. The LDOE is creating a professional learning platform that will allow school systems to house these and other trainings for teachers in the future.

### Suggestions for Improvement

Act 338 of 2022 requested that the Department provide a list of specific recommendations for changes to the legal requirements regarding such training, including specific recommendations regarding training requirements that should be repealed, modified, or added. Through this report, which will be submitted every five years, the LDOE will provide recommendations for revisions to current requirements as well as future requirements.

In reviewing current professional development requirements, there are several criteria that can help shape recommendations for refining requirements or removing them altogether. These criteria include:

1. **Consistency with Louisiana State Standards** – The Board of Elementary and Secondary Education (BESE) reviews and approves standards for core content areas as a result of thorough engagement with national experts as well as Louisiana stakeholders including parents, teachers,

administrators, and content specialists to develop a framework for student experiences that is appropriate for our state and positions students to be nationally competitive. Professional development requirements should align to these state standards.

2. **Consensus among Louisiana stakeholders** – Ensuring that professional development requirements for educators reflect a broad consensus among the stakeholders in Louisiana is critical to providing appropriate and relevant experiences for all educators. Key stakeholders that the Department regularly engages regarding professional development include parents, teachers, administrators, teacher preparation faculty, and representatives of the broader community (such as business and industry).
3. **Calibration for Durability and Flexibility** – Professional development expectations for Louisiana educators should be appropriately durable and flexible. Ensuring that the professional development requirements capture skills and knowledge that will be appropriate well into the future regardless of an evolving external environment will be critical to ensure that expectations for what happens within Louisiana classrooms are durable. Developing expectations that can withstand the evolving educational environment, such as the shift to virtual instruction as a result of COVID-19, will provide the flexibility to achieve the desired outcomes regardless of unanticipated shifts.
4. **Cost/Time** – It should be clear how the costs for professional development requirements will be absorbed. Cost factors that should be considered include the cost of the training itself, the cost of the educator's time for completing the training, as well as the cost to track compliance with required professional development. In addition, the time it takes to complete professional development should not be overly burdensome to educators.

### **Recommendations for Future Revisions**

Regularly reviewing professional development requirements is a critical component of monitoring our expectations for educators to ensure that they remain aligned to state standards, reflective of consensus among Louisiana stakeholders, and appropriately calibrated for the evolving needs in Louisiana.

Engaging the State Superintendent of Education and the Board of Elementary and Secondary Education early and often regarding future revisions can help ensure that Louisiana educators experience the maximum benefit from professional development expectations outlined in policy and law, and improve the engagement with stakeholders across the state in evaluating professional development requirements.

The legislature and BESE should review these mandatory trainings every 5 years to make sure they are still relevant and not overburdensome to teachers. Future mandated training should also be instituted with caution and awareness of the other training requirements.

## CONCLUSION

Providing professional development for educators is critical to ensuring Louisiana students are receiving high quality instruction. There are a variety of professional development requirements in state law in support of improving teacher quality. Professional development requirements that are aligned with state standards, reflective of consensus among Louisiana stakeholders, appropriately flexible and durable, and considerate of the time and cost impacts on educators can help to ensure Louisiana educators are best supported. Continued collaboration between the Department, policy makers, and stakeholders will ensure that Louisiana educators benefit from professional development to support their development.