Region Profile: 308 Schools • 9,925 Teachers • 149,605 Students (11.8% Special Education • 69.6% Economically Disadvantaged)

TEACHER WORKFORCE

These data provide information relative to teacher certification status, years of public school experience of teachers, and teacher departure trends.

TEACHER CERTIFICATION			TEACHER CERTIFICATION BY SCHOOL DEMOGRAPHICS					
		CATION	SCHOOL DEMOGRAPHICS	TEACHER CERTIF	ICATION STATUS			
			SCHOOL DEMOGRAPHICS	CERTIFIED	UNCERTIFIED			
			Schools with a high % of economically disadvantaged students (EDS)	94.3%	5.7%			
GEOGRAPHIC	GEOGRAPHIC AREA CERTIFIED UNCERTIFIED	TIFIED UNCERTIFIED	Schools with a low % of EDS	98.9%	1.1%			
AREA			Schools with a high % of minority students	94.6%	5.4%			
		Schools with a low % of minority students	98.3%	1.7%				
State	93.9%	6.0%	Schools with a high % of students with disabilities	94.5%	5.5%			
REGION	96.9%	3.1%	Schools with a low % of students with disabilities	98.4%	1.6%			

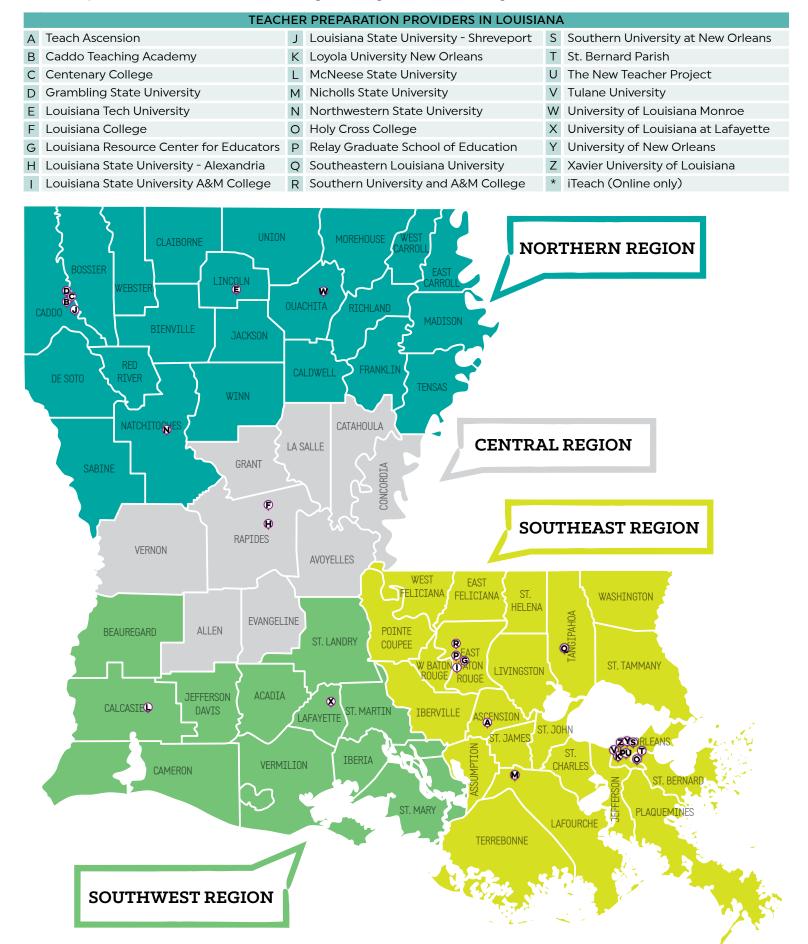
CLA OR UNCERTIFI	CLASSES TAUGHT BY OUT-OF-FIELD OR UNCERTIFIED TEACHERS, BY SUBJECT						
SCHOOL DEMOGRAPHICS	GEOGRAPHIC AREA	CLASSES TAUGHT BY OUT-OF-FIELD TEACHERS	CLASSES TAUGHT BY UNCERTIFIED TEACHERS	CLASSES	GEOGRAPHIC AREA	CLASSES TAUGHT BY OUT-OF-FIELD TEACHERS	CLASSES TAUGHT BY UNCERTIFIED TEACHERS
Schools with a	State	9.0%	7.4%	Elementary	State	4.4%	1.4%
high % of EDS	REGION	10.9%	6.1%	Elementary	REGION	3.7%	2.2%
Schools with a	State	7.8%	2.7%	English	State	9.2%	2.2%
low % of EDS	REGION	8.8%	1.3%	English	REGION	13.2%	3.8%
Schools with	State	9.5%	7.4%	Math	State	11.8%	8.3%
a high % of minority students	REGION	10.8%	5.8%	Math	REGION	17.3%	4.2%
Schools with a	State	8.0%	2.5%	Science	State	12.2%	8.1%
low % of minority students	REGION	10.0%	2.0%	Science	REGION	15.2%	4.4%
Schools with	State	9.9%	5.5%	Social	State	9.7%	7.6%
a high % of students with disabilities	REGION	11.0%	6.0%	Studies	REGION	13.6%	4.4%
Schools with a low % of students	State	8.7%	4.9%	Special	State	18.8%	4.8%
with disabilities	REGION	9.5%	2.4%	Education	REGION	21.2%	1.2%

NUMBER OF DEPARTING TEACHERS (2012-2015)						
GEOGRAPHIC AREA	2012-	2013	2013-	2014	2015-2016	
State	5,800	11.5%	5,161	10.3%	5,085	10.1%
REGION	1,426	13.5%	1,305	12.6%	1,358	13.1%

NUMBER OF YEARS OF PUBLIC SCHOOL EXPERIENCE OF DEPARTING TEACHERS (2012-2015)					
YEARS OF EXPERIENCE	ST	ATE	REGION		
1 year or less	2,293	14.3%	474	11.6%	
2-5 years	3,966	24.7%	996	24.4%	
6-10 years	2,516	15.7%	834	20.4%	
11-15 years	1,692	10.5%	494	12.1%	
16-20 years	3,573	22.3%	815	19.9%	
21+ years	2,006	12.5%	476	11.6%	

RECRUITING AND HIRING

These data provide information relative to recruiting and hiring trends within the region.



NEWLY HIRED TEACHERS FROM TEACHER PREPARATION PROGRAMS* (STATE)					
HIGHEST SENDING PREPARATION PROGRAMS	TEACHERS HII	RED 2013-2015	MOST FREQUENT CERTIFICATION AREAS		
Southeastern University (Traditional Program)	647	9.8%	Grades 1-5 (Elementary), Grades PK-3, English		
University of Louisiana at Lafayette (Traditional Program)	575	8.7%	Grades 1-5 (Elementary), Grades PK-3, English		
Louisiana State University (Traditional Program)	453	6.8%	Grades 1-5 (Elementary), Social Studies, English		
Louisiana Resource Center for Educators	433	6.5%	Grades 1-5 (Elementary), Grades PK-3, Social Studies		
Louisiana College (Alternate Program)	385	5.8%	Grades 1-5 (Elementary), Special Education: Mild/Moderate Special Education, Health and Physical Ed. (K-12)		

*Includes teachers who completed a teacher preparation program in 2011-2012, 2012-2013, and 2013-2014

NEWLY HIRED TEACHERS FROM TEACHER PREPARATION PROGRAMS* (REGION)					
HIGHEST SENDING PREPARATION PROGRAMS	TEACHERS HIP	RED 2013-2015	MOST FREQUENT CERTIFICATION AREAS		
Louisiana Tech University (Alternate Program)	252	20.3%	Grades 1-5 (Elementary), Grades PK-3, Grades 4-8 (Mathematics)		
University of LA at Monroe (Alternate Program)	142	11.4%	Grades 1-5 (Elementary), Special Education: Mild/Moderate Special Education, English		
Louisiana Tech University (Traditional Program)	129	10.4%	Grades 1-5 (Elementary), Grades PK-3, Health and Physical Ed. (K-12)		
Louisiana State University at Shreveport (Traditional Program)	104	8.4%	Grades 1-5 (Elementary), Grades Pk-3, Mathematics		
Northwestern State University (Alternate Program)	101	8.1%	Grades 1-5 (Elementary), Grades PK-3, English		

*Includes teachers who completed a teacher preparation program in 2011-2012, 2012-2013, and 2013-2014

TEACHERS PREPARED THROUGH BELIEVE AND PREPARE (2014-2015)					
PREPARATION PROGRAM	TEACHERS PREPARED IN 2014-2015	MOST FREQUENT CERTIFICATION AREAS			
Louisiana Tech University	10	Early Childhood PK-3, Elementary 1-5, Special Education			
N/A	N/A	N/A			
N/A	N/A	N/A			
N/A	N/A	N/A			
N/A	N/A	N/A			

EVALUATING RESULTS

These data, which include the 2014-2015 transitional student growth data (TSGD) results of teachers employed in 2015-2016, will assist in making decisions related to teacher placement and support.

Teachers who received value-added model (VAM)/transitional student growth (TSGD) results for more than one subject area are counted for each subject area for which they received VAM/TSGD results.

Distribution of value-added model (VAM)/transitional student growth (TSGD) results for 2014-2015 for all teachers:

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Ineffective	Effective: Emerging	Effective: Proficient	Highly Effective
9%	40%	31%	20%

2014-2015 TSGD TEACHER RESULTS BY SUBJECT AREA AND SCHOOL DEMOGRAPHICS (REGION)							
CERTIFICATION STATUS, SUBJECT AREA,	# OF	2014-2015 TRANS	14-2015 TRANSITIONAL STUDENT GROWTH DATA RESULTS (TSGD)				
AND SCHOOL DEMOGRAPHICS	TEACHERS WITH TSGD	INEFFECTIVE	EFFECTIVE: EMERGING	EFFECTIVE: PROFICIENT	HIGHLY EFFECTIVE		
CERTIFICATION STATUS							
Certified	2,282	10.6%	45.6%	28.6%	15.2%		
Uncertified	49	26.5%	30.6%	28.6%	14.3%		
SUBJECT AREAS							
Algebra	148	14.2%	41.2%	31.8%	12.8%		
English	934	14.3%	48.5%	20.1%	17.0%		
Geometry	113	4.4%	48.7%	35.4%	11.5%		
Math	749	12.4%	42.9%	28.3%	16.4%		
Science	672	10.9%	40.0%	29.8%	19.3%		
Social Studies	729	11.4%	41.4%	25.9%	21.3%		
SCHOOL DEMOGRAPHICS							
Schools with a high % of EDS	517	14.9%	47.6%	23.8%	13.7%		
Schools with a low % of EDS	759	10.1%	48.4%	28.1%	13.4%		
Schools with a high % of minority students	516	13.6%	47.5%	25.0%	14.0%		
Schools with a low % of minority students	698	9.7%	46.8%	29.9%	13.5%		
Schools with a high % of students with disabilities	488	11.5%	40.0%	29.9%	18.6%		
Schools with a low % of students with disabilities	578	11.2%	46.4%	27.5%	14.9%		

COMPENSATION

These data from 2015-2016 provide an overview of teacher compensation.

	AVERAGE TEACHER COMPENSATION							
GEOGRAPHIC AREA	ALL TEACHERS	NEW TEACHERS	TEACHERS IN PRIORITY AND FOCUS SCHOOLS	EFFECTIVE OR HIGHER TSGD: PROFICIENT TSGD RESULTS	INEFFECTIVE OR EFFECTIVE: EMERGING TSGD RESULTS	TEACHERS OF CORE COURSES	TEACHERS OF NON- CORE COURSES	COMMON SHORTAGE AREAS: SECONDARY MATH, SECONDARY SCIENCE, AND SPECIAL EDUCATION
State	\$48,073	\$42,965	\$46,830	\$47,982	\$47,225	\$47,385	\$49,273	\$48,116
REGION	\$45,328	\$40,366	\$44,249	\$45,266	\$45,154	\$44,864	\$46,538	\$45,263

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REGIONAL EDUCATOR WORKFORCE REPORT METHODOLOGY

The Regional Educator Workforce Report provides teacher preparation programs and district leaders with a field of data to assess regional workforce needs and to inform the development of partnerships that meet these needs.

WHO IS INCLUDED IN THIS REPORT?

This report includes data on teachers who were employed in the 2015-2016 school year.

"Teachers" include any employee with object code 112 in the Profile of Educational Personnel (PEP). Teachers in Type 2 and Type 5 charter schools are included.

WHAT DATA ARE USED IN THIS REPORT?

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

- Profile of Educational Personnel (PEP)
- Teacher Certificate Management System (TCMS)
- Curriculum Database (CUR)

- Compass Information System (CIS)
- October 2015 Enrollment (Multistats) file

2015 Course list

DEFINITIONS

Certified 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.
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, or TEP3), or teachers who do not hold any certificate.
Out-of-field teachers	Teachers who are certified but who do not hold the certification area for the class being taught (e.g., a teacher certified in Elementary who is teaching secondary Science).
Core Courses	Refer to the Core Course spreadsheet on the FTP for a list of courses included.
Priority and focus schools	Recovery School District charter schools, schools with the lowest overall achievement, or schools with the lowest graduation rates. A list of schools designated as priority or focus school in 2014-2015 can be found <u>here</u> .
Schools with high/low percentages of economically disadvantaged students, minority students, or students with disabilities	Schools in the top/bottom quartile in terms of the percentage of students with these characteristics. Student enrollment information is calculated using the total enrollment tab from the October 2015 Enrollment (Multistats) file.

TEACHER WORKFORCE

CLASSES TAUGHT BY OUT OF FIELD OR UNCERTIFIED TEACHERS

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	Classes with at least 51% of special education students

NUMBER OF DEPARTING TEACHERS

- Teachers departing from the region include teachers who were employed in each local education agency (LEA) as reported in PEP in one year, but were no longer employed in that LEA as reported in PEP 1 of the following year.
- Teachers departing from the state include teachers who were employed at a Louisiana public school as reported in PEP in one year, but were no longer employed at a Louisiana public school as reported in PEP 1 of the following year.
- Number of years of experience of departing teachers
- Years of experience is calculated based upon the number of years the teacher appeared in PEP. PEP data began in 1993.

RECRUITING AND HIRING

NEWLY HIRED TEACHERS FROM TEACHER PREPARATION PROGRAMS

Newly hired teachers	Teachers who were hired in the district in 2013-2014, 2014-2015, or 2015-2016 and who completed a teacher preparation program in 2011-2012, 2012-2013, or 2013-2014.
Highest sending teacher preparation programs	The five teacher preparation programs that send the highest number of program completers. In cases where there are ties, the preparation program is displayed in alphabetical order. Please see appendix 1 for a full list of teacher preparation programs that send program completers to your region.
Most frequent certification areas	The certification areas in which the highest number of candidates were prepared. In cases where there are ties, the certification area is displayed in alphabetical order. Please see appendix 1 for a full list of certification areas.

TEACHERS PREPARED THROUGH BELIEVE AND PREPARE

This table includes teachers who were prepared through a Believe and Prepare partnership in 2014-2015 and were eligible to receive initial certification. Click on this <u>link</u> for a list of all districts and teacher preparation programs participating in Believe and Prepare.

COMPENSATION

Compensation for teachers is reported as salary without extra compensation. Teachers on sabbatical are excluded.

APPENDIX 1: NEWLY HIRED TEACHERS FROM TEACHER PREPARATION PROGRAMS

Preparation programs that send completers to region and to district, with certification area counts.

ADDITIONAL RESOURCES

- Access <u>Title II data</u>. States report these data regarding teacher preparation programs annually to the U.S. Department of Education.
- Access the <u>teacher preparation data dashboards and fact book</u>, which are published by the Louisiana Board of Regents.