

OVERVIEW

The Educator Workforce Snapshot provides an overview of workforce data for the 635 traditional public schools and public charter schools in Louisiana's SOUTHEAST REGION from the 2024-2025 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.

*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	52,809	34%	701,493	60%	73%	13%	6%
Regional	27,874	40%	367,290	65%	73%	13%	8%

*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 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	920	28%	2,406	72%
	Regional	432	25%	1,312	75%
All Teachers	State	10,203	19%	42,606	81%
	Regional	5,504	20%	22,370	80%
All Students	State	359,858	51%	341,635	49%
	Regional	188,603	51%	178,687	49%

DEMOGRAPHICS OF SCHOOL LEADERS BY RACE/ETHNICITY															
	Geographic Area	American Indian		Asian		Black		Hispanic		Multiple Races		Pacific Islander		White	
All School Leaders	State	20	0.6%	10	0.3%	1,299	39%	43	1%	13	0.4%	1	0%	1,940	58%
	Regional	14	0.8%	7	0.4%	786	45%	32	2%	9	0.5%	1	0.1%	895	51%
All Female School Leaders	State	13	0.4%	7	0.2%	911	27%	27	0.8%	8	0.2%	1	0%	1,439	43%
	Regional	10	0.6%	7	0.4%	578	33%	22	1%	5	0.3%	1	0.1%	689	40%
All Male School Leaders	State	7	0.2%	3	0.1%	388	12%	16	0.5%	5	0.2%	0	0%	501	15%
	Regional	4	0.2%	0	0%	208	12%	10	0.6%	4	0.2%	0	0%	206	12%

DEMOGRAPHICS OF TEACHERS BY RACE/ETHNICITY															
	Geographic Area	American Indian		Asian		Black		Hispanic		Multiple Races		Pacific Islander		White	
All Teachers	State	204	0.4%	610	1%	15,513	29%	1,217	2%	135	0.3%	27	0.1%	35,103	67%
	Regional	111	0.4%	455	2%	9,569	34%	847	3%	92	0.3%	15	0.1%	16,785	60%
All Female Teachers	State	170	0.3%	489	0.9%	11,888	23%	963	2%	100	0.2%	22	0%	28,974	55%
	Regional	94	0.3%	371	1%	7,306	26%	679	2%	67	0.2%	12	0%	13,841	50%
All Male Teachers	State	34	0.1%	121	0.2%	3,625	7%	254	0.5%	35	0.1%	5	0%	6,129	12%
	Regional	17	0.1%	84	0.3%	2,263	8%	168	0.6%	25	0.1%	3	0%	2,944	11%

DEMOGRAPHICS OF STUDENTS BY RACE/ETHNICITY															
	Geographic Area	American Indian		Asian		Black		Hispanic		Multiple Races		Pacific Islander		White	
All Students	State	3,774	0.5%	11,211	2%	292,894	42%	82,659	12%	27,350	4%	524	0.1%	283,081	40%
	Regional	2,260	0.6%	7,029	2%	156,917	43%	59,315	16%	13,668	4%	278	0.1%	127,823	35%
All Female Students	State	1,894	0.3%	5,387	0.8%	143,962	21%	40,114	6%	13,535	2%	263	0%	136,480	20%
	Regional	1,151	0.3%	3,384	0.9%	77,172	21%	28,761	8%	6,750	2%	137	0%	61,332	17%
All Male Students	State	1,880	0.3%	5,824	0.8%	148,932	21%	42,545	6%	13,815	2%	261	0%	146,601	21%
	Regional	1,109	0.3%	3,645	1.0%	79,745	22%	30,554	8%	6,918	2%	141	0%	66,491	18%

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	48,543	31,412	65%	8,555	18%	8,576	18%
	Regional	24,285	15,275	63%	3,653	15%	5,357	22%
Traditional Schools	State	43,076	29,404	68%	7,897	18%	5,775	13%
	Regional	19,985	13,881	70%	3,214	16%	2,890	15%
Charter Schools	State	5,506	2,033	37%	664	12%	2,809	51%
	Regional	4,320	1,405	33%	442	10%	2,473	57%

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	12,683	9,098	72%	2,427	19%	1,158	9%
		Regional	6,248	4,599	74%	993	16%	656	11%
	Traditional	State	11,585	8,500	73%	2,254	20%	831	7%
		Regional	5,515	4,240	77%	886	16%	389	7%
	Charter	State	1,103	603	55%	173	16%	327	30%
		Regional	734	360	49%	107	15%	267	36%
B	All	State	16,406	11,525	70%	2,899	18%	1,982	12%
		Regional	7,270	5,155	71%	1,005	14%	1,110	15%
	Traditional	State	15,339	11,155	73%	2,754	18%	1,430	9%
		Regional	6,430	4,896	76%	906	14%	628	10%
	Charter	State	1,069	370	35%	145	14%	554	52%
		Regional	842	259	31%	99	12%	484	57%
C	All	State	14,375	8,402	58%	2,480	17%	3,493	24%
		Regional	7,946	4,329	55%	1,258	16%	2,359	30%
	Traditional	State	12,088	7,641	63%	2,250	19%	2,197	18%
		Regional	5,990	3,716	62%	1,094	18%	1,180	20%
	Charter	State	2,299	770	34%	232	10%	1,297	56%
		Regional	1,965	620	32%	165	8%	1,180	60%
D	All	State	4,705	2,463	52%	764	16%	1,478	31%
		Regional	2,523	1,166	46%	407	16%	950	38%
	Traditional	State	3,997	2,273	57%	685	17%	1,039	26%
		Regional	1,979	1,046	53%	355	18%	578	29%
	Charter	State	710	191	27%	80	11%	439	62%
		Regional	544	120	22%	52	10%	372	68%
F	All	State	1,617	822	51%	247	15%	548	34%
		Regional	841	379	45%	130	15%	332	40%
	Traditional	State	1,434	791	55%	235	16%	408	29%
		Regional	669	351	52%	118	18%	200	30%
	Charter	State	183	31	17%	12	7%	140	77%
		Regional	172	28	16%	12	7%	132	77%

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	665	423	64%	129	19%	113	17%
		Regional	260	169	65%	32	12%	59	23%
	Traditional	State	526	356	68%	107	20%	63	12%
		Regional	200	152	76%	25	13%	23	12%
	Charter	State	139	67	48%	22	16%	50	36%
		Regional	60	17	28%	7	12%	36	60%
CIR	All	State	9,818	5,160	53%	1,650	17%	3,008	31%
		Regional	5,402	2,537	47%	869	16%	1,996	37%
	Traditional	State	8,372	4,793	57%	1,518	18%	2,061	25%
		Regional	4,160	2,265	54%	760	18%	1,135	27%
	Charter	State	1,454	373	26%	133	9%	948	65%
		Regional	1,245	274	22%	109	9%	862	69%
Non-CIR	All	State	39,282	26,617	68%	7,021	18%	5,644	14%
		Regional	19,135	12,887	67%	2,840	15%	3,408	18%
	Traditional	State	35,249	24,973	71%	6,492	18%	3,784	11%
		Regional	16,068	11,763	73%	2,508	16%	1,797	11%
	Charter	State	4,058	1,662	41%	532	13%	1,864	46%
		Regional	3,081	1,133	37%	334	11%	1,614	52%

*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	19,781	14,277	72%	1,958	10%	3,546	18%
		Regional	10,437	7,034	67%	1,098	11%	2,305	22%
	Traditional	State	17,505	13,346	76%	1,812	10%	2,347	13%
		Regional	8,661	6,410	74%	982	11%	1,269	15%
	Charter	State	2,283	935	41%	146	6%	1,202	53%
		Regional	1,781	626	35%	116	7%	1,039	58%
English	All	State	4,885	3,087	63%	704	14%	1,094	22%
		Regional	2,457	1,474	60%	321	13%	662	27%
	Traditional	State	4,166	2,817	68%	637	15%	712	17%
		Regional	1,873	1,269	68%	274	15%	330	18%
	Charter	State	720	271	38%	67	9%	382	53%
		Regional	585	206	35%	47	8%	332	57%
Math	All	State	5,016	2,950	59%	1,004	20%	1,062	21%
		Regional	2,502	1,431	57%	400	16%	671	27%
	Traditional	State	4,277	2,669	62%	911	21%	697	16%
		Regional	1,922	1,231	64%	339	18%	352	18%
	Charter	State	739	281	38%	93	13%	365	49%
		Regional	580	200	35%	61	11%	319	55%
Science	All	State	3,805	2,016	53%	888	23%	901	24%
		Regional	1,983	1,037	52%	380	19%	566	29%
	Traditional	State	3,246	1,843	57%	821	25%	582	18%
		Regional	1,524	905	59%	336	22%	283	19%
	Charter	State	561	174	31%	68	12%	319	57%
		Regional	460	132	29%	45	10%	283	62%

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	3,909	2,320	59%	659	17%	930	24%
		Regional	1,994	1,154	58%	259	13%	581	29%
	Traditional	State	3,306	2,107	64%	594	18%	605	18%
		Regional	1,500	993	66%	215	14%	292	20%
	Charter	State	603	213	35%	65	11%	325	54%
		Regional	494	161	33%	44	9%	289	59%
Special Education	All	State	5,318	3,320	62%	805	15%	1,193	22%
		Regional	2,498	1,516	61%	336	14%	646	26%
	Traditional	State	4,845	3,145	65%	755	16%	945	20%
		Regional	2,130	1,397	66%	308	15%	425	20%
	Charter	State	484	184	38%	51	11%	249	51%
		Regional	374	124	33%	28	8%	222	59%
World Languages*	All	State	1,461	528	36%	600	41%	333	23%
		Regional	579	272	47%	148	26%	159	28%
	Traditional	State	1,262	471	37%	560	44%	231	18%
		Regional	423	224	53%	123	29%	76	18%
	Charter	State	199	57	29%	40	20%	102	51%
		Regional	156	48	31%	25	16%	83	53%

*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 2024-2025		Teachers Hired in CIR Schools in 2024-2025	
Newly Hired Teacher Population	State	6,910	13%	2,124	31%
	Regional	4,019	14%	1,353	34%
Hired from Undergraduate Programs	State	430	6%	57	13%
	Regional	195	5%	22	11%
Hired from Post-Baccalaureate Programs	State	1,069	16%	254	24%
	Regional	534	13%	139	26%

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 2024-2025 is counted as a new hire.

NEWLY HIRED TEACHERS BY CONTENT AREA					
	Geographic Area	New Teachers Hired in 2024-2025		New Teachers Hired in CIR Schools in 2024-2025	
Elementary	State	2,191	33%	713	33%
	Regional	1,252	35%	420	34%
English	State	601	9%	173	29%
	Regional	326	9%	115	35%
Math	State	598	9%	177	30%
	Regional	321	9%	114	36%
Science	State	435	6%	132	30%
	Regional	235	7%	94	40%
Social Studies	State	479	7%	146	31%
	Regional	254	7%	95	37%
Special Education	State	658	10%	143	22%
	Regional	327	9%	78	24%
World Languages	State	180	3%	63	35%
	Regional	81	2%	22	27%

A teacher who was hired previously, left Louisiana traditional public schools or public charter schools, and was rehired in 2024-2025 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 2024-2025		New Teachers Hired in CIR Schools in 2024-2025	
Pre-kindergarten/ Kindergarten (PK-K)	State	461	8%	124	27%
	Regional	252	8%	67	27%
Elementary (1-5)	State	2,254	37%	737	33%
	Regional	1,281	40%	429	34%
Middle School (6-8)	State	1,111	18%	442	40%
	Regional	603	19%	258	43%
Secondary (9-12)	State	1,583	26%	330	21%
	Regional	820	25%	226	28%
All Grades (K-12)	State	636	11%	133	21%
	Regional	291	9%	68	23%

A teacher who was hired previously, left Louisiana traditional public schools or public charter schools, and was rehired in 2024-2025 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.

2024-2025 VAM data relies on student growth from LEAP 2025 between the 2023-2024 academic year and the 2024-2025 academic year. VAM ratings have been adjusted to a 5-point scale to align with the new Louisiana Educator Advancement and Development System (LEADS), which was implemented during the learning year during 2024-2025 school year and will have statewide implementation in 2025-2026.

		Geographic Area	Number of Teachers with VAM	2024-2025 Value-Added Model Results				
				Ineffective	Emerging	Proficient	Highly Effective	Exemplary
All Teachers		State	11,908	9%	41%	19%	20%	11%
		Regional	6,125	9%	41%	20%	20%	11%
Content Leaders		State	333	8%	30%	18%	27%	16%
		Regional	164	9%	31%	17%	30%	14%
Mentor Teachers		State	333	8%	30%	18%	27%	16%
		Regional	164	9%	30%	17%	30%	14%
GRADES 4-8 SUBJECT AREAS								
Grades 4-8 All Tests	Certified	State	6,965	9%	41%	19%	20%	11%
		Regional	3,445	9%	41%	20%	20%	10%
	Uncertified	State	1,994	11%	43%	18%	18%	10%
		Regional	1,198	9%	41%	18%	20%	12%
English	Certified	State	2,944	10%	43%	17%	18%	12%
		Regional	1,491	9%	44%	18%	18%	12%
	Uncertified	State	841	10%	44%	17%	19%	10%
		Regional	501	8%	41%	17%	22%	11%
Math	Certified	State	2,859	10%	38%	20%	23%	9%
		Regional	1,417	10%	39%	20%	22%	8%
	Uncertified	State	706	14%	41%	20%	18%	7%
		Regional	439	11%	40%	21%	20%	8%
Science	Certified	State	2,263	7%	41%	21%	22%	10%
		Regional	1,140	6%	40%	21%	23%	10%
	Uncertified	State	710	12%	44%	17%	15%	12%
		Regional	424	9%	42%	16%	18%	16%
Social Studies	Certified	State	N/R	N/R	N/R	N/R	N/R	N/R
		Regional	N/R	N/R	N/R	N/R	N/R	N/R
	Uncertified	State	N/R	N/R	N/R	N/R	N/R	N/R
		Regional	N/R	N/R	N/R	N/R	N/R	N/R
HIGH SCHOOL SUBJECT AREAS								
High School All Tests	Certified	State	1,746	8%	38%	22%	21%	12%
		Regional	843	8%	38%	22%	21%	12%
	Uncertified	State	473	14%	41%	22%	14%	8%
		Regional	327	12%	40%	21%	17%	10%
English I	Certified	State	513	8%	38%	24%	21%	10%
		Regional	257	10%	37%	25%	19%	9%
	Uncertified	State	146	12%	38%	25%	14%	10%
		Regional	96	14%	34%	24%	16%	13%
English II	Certified	State	472	8%	38%	24%	20%	10%
		Regional	222	9%	42%	23%	17%	9%
	Uncertified	State	121	12%	41%	27%	11%	9%
		Regional	76	9%	41%	26%	13%	11%
Algebra I	Certified	State	557	7%	39%	23%	19%	12%
		Regional	253	8%	38%	22%	21%	11%
	Uncertified	State	152	13%	41%	22%	16%	8%
		Regional	111	10%	43%	19%	19%	9%
Geometry	Certified	State	413	5%	40%	17%	24%	14%
		Regional	207	4%	35%	16%	28%	17%
	Uncertified	State	101	18%	51%	13%	17%	2%
		Regional	69	13%	46%	15%	23%	3%

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	45,433	86%	2,813	85%
Regional	23,734	85%	1,450	83%

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	5,761	78%	9,440	87%	8,405	89%	6,149	90%	5,909	90%	10,032 84%
Regional	3,231	77%	5,036	85%	4,440	87%	3,199	89%	2,967	89%	5,041 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
State	85	73%	120	76%	252	79%	465	86%	660	90%	1,238 84%
Regional	59	67%	69	66%	138	78%	236	84%	319	89%	633 86%

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 2021-2022	Employed in 2022-2023		Employed in 2023-2024		Employed in 2024-2025
Undergraduate	State	573	517	90%	456	80%	422 74%
	Regional	267	244	91%	208	78%	189 71%
Post-Baccalaureate	State	759	652	86%	579	76%	515 68%
	Regional	411	335	82%	291	71%	254 62%

Retention rates show continued employment through the 2024-2025 academic year and are based on the total number of teachers hired in 2021-2022 by teacher preparation pathway.

VACANCY

These data indicate the number of vacant positions reported during the end-of-year data collection for the 2024-2025 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 22.5% of Louisiana traditional public schools and public charter schools reported vacancies.

VACANT POSITIONS BY CONTENT AREA					
	Geographic Area	Total Vacant Positions in 2024-2025	Percentage of Content Area Vacancies	Vacant Positions in CIR Schools in 2024-2025	Percentage of Content Area Vacancies in CIR Schools
Elementary	State	139	19%	58	42%
	Regional	45	15%	15	33%
English	State	58	8%	23	40%
	Regional	27	9%	16	59%
Math	State	77	11%	27	35%
	Regional	34	11%	16	47%
Science	State	56	8%	17	30%
	Regional	24	8%	14	58%
Social Studies	State	43	6%	13	30%
	Regional	18	6%	10	56%
Special Education	State	82	11%	13	16%
	Regional	37	12%	9	24%
World Languages	State	27	4%	8	30%
	Regional	14	5%	4	29%
Other	State	254	35%	82	32%
	Regional	108	35%	49	45%
Total number of vacant positions reported	State	736	100%	241	33%
	Regional	307	100%	133	43%

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 2024-2025		Vacant Positions in CIR Schools in 2024-2025	
Pre-kindergarten/ Kindergarten (PK-K)	State	35	5%	9	26%
	Regional	8	3%	2	25%
Elementary (1-5)	State	155	23%	61	39%
	Regional	61	24%	16	26%
Middle School (6-8)	State	100	15%	41	41%
	Regional	30	12%	18	60%
Secondary (9-12)	State	250	38%	85	34%
	Regional	119	46%	66	56%
All Grades (K-12)	State	122	18%	23	19%
	Regional	42	16%	13	31%
Total	State	662	100%	219	33%
	Regional	260	100%	115	44%

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 state teachers and leaders employed in the 2024-2025 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.

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
- 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 2024-2025 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 2024-2025 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 in 2021-2022, 2022-2023, 2023-2024, or 2024-2025. This is broken down into undergraduate and post-baccalaureate pathways.

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 one of the following races or ethnicities: 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 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 one of the following races or ethnicities: 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

