# **RECRUITING AND HIRING**

These data will assist in making decisions related to recruiting and hiring teachers, including strengthening pa nerships with teacher preparation providers.

NEWLY HIRED TEACHERS*								
	Geographic Area		s Hired in -2018		Hired in -2019	Teachers 2019-	Hired in -2020	rs Hired Schools
ALL NEWLY HIRED TEACHERS	State	5,964	100%	5,981	100%			

These data will assist in	n making decis	sions related to r	retaining and pro	omoting teachers	and granting tenure.	

RETAINING, PROMOTING, AND GRANTING TENURE

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## EDUCATOR WORKFORCE REPORT METHODOLOGY

The Educator Workforce Repo provides school system leaders with a field of data to help inform decisions regarding the educators and education leaders in their school systems.

All cha er schools were excluded from data in tables with reference to ce ification status. All other tables include data for all schools in the state where information was applicable.

#### WHO IS INCLUDED IN THIS REPORT?

This repo includes data on teachers and leaders who are employed in the 2019-2020 school year.

- Includes all Louisiana public schools who had teachers repo ed in PEP and who had a school repo card produced in 2019. "Teachers" include any employee with object code 112 in the Profile of Educational Personnel (PEP).
- 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 Repo is pulled from the following sources:

- Profile of Educational Personnel (PEP)
- Teacher Ce ificate Management System (TCMS)
- Curriculum Database (CUR)
- · Compass Information System (CIS)
- · October 2019 Enrollment (Multistats) file

- 2019 Course list
- 2019 Schools in Need of Intervention List
- Student Information System (SIS)
- Special Education Repo ing (SER) System

## **DEFINITIONS**

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Out-of-field Teachers	Teachers who hold one of the following valid ce ificates: Professional Level 1, 2, 3; Type C, B, or A; Out-of-State; Foreign Language Elementary Special Ce ificate; Practitioner 1, 2, or 3 license; World Language Ce ificate; Extended Endorsement License; or a standard ce ificate for teachers in nonpublic schools, but who do not hold the ce ification area for their teaching assignment in at least one class (e.g., a teacher ce ified in Elementary
	Each teacher is count one, regardless if he/she works at more than one site. Teachers repo ed as post-secondary, contractual or third pa y were excluded from this repo
Count of Teachers	This data represents the headcount of teachers, object code 112, as repo ed in PEP.

CLASSES TAUGHT E	BY OUT OF FIELD OR UNCERTIFIED TEACHERS					
All	Includes all courses listed in the CUR					
Elementary						

EVALUATING RESULTS		

Teachers and school leaders who received value-added model (VAM) results for more than one subject area are