

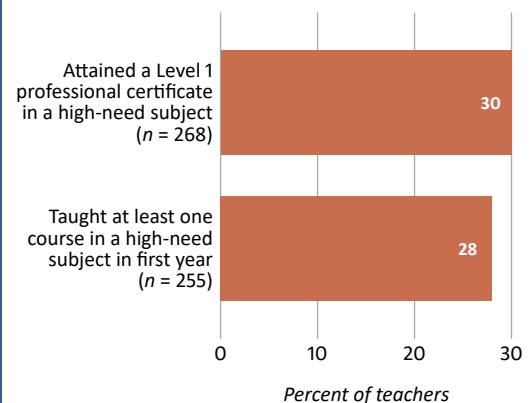
## Outcomes for Early Career Teachers Prepared through a Pilot Residency Program in Louisiana

Louisiana’s Believe and Prepare pilot program aimed to provide teacher candidates or in-service teachers a competency-based curriculum and a residency with a mentor. State and teacher education leaders in Louisiana sought to better understand the early career outcomes for participants in the pilot program. This study analyzed data for the three cohorts that participated in the program between 2014/15 and 2016/17. The findings describe the distribution of participants across teacher preparation programs and across the districts and schools in which they served their residency. For participants who were teacher candidates or early career in-service teachers (together referred to as early career Believe and Prepare pilot participants), the study examined the subjects in which they were certified, the subjects they taught in their first year of teaching, and their retention rates in the state, district, and school into the second year of teaching. The study also examined the relationships between participant outcomes (certification, employment, and retention) and the characteristics of participants, the school in which they taught during their residency, and the school in which they were first employed.

### Key findings

- A majority (76 percent) of early career Believe and Prepare pilot participants were enrolled in a university-based teacher preparation program.
- About 30 percent of early career Believe and Prepare pilot participants who attained a Level 1 professional certificate in 2015/16–2017/18 were certified in a high-need subject (middle grades math or science, secondary math or science, or special education; see figure).
- About 28 percent of early career Believe and Prepare pilot participants who entered teaching in Louisiana public schools in 2015/16–2018/19 taught in a high-need subject in their first year (see figure).
- Early career Believe and Prepare pilot participants’ attainment of a Level 1 professional certificate was associated with characteristics of residency schools. Participants with a residency in a primary school were more likely than those with a residency in a nonprimary school to attain a Level 1 professional certificate. Participants with a residency in a charter school were less likely than those with a residency in a noncharter school to attain a Level 1 professional certificate. (Louisiana does not require Level 1 certifications for charter schools.)
- Of early career Believe and Prepare teachers who entered teaching in 2015/16–2017/18, 89 percent were retained in the state for a second year, 76 percent were retained in the same district, and 71 percent were retained in the same school. Among these teachers the within-state retention rate was lowest for teachers in high-need subjects, while the within-school retention rate was lowest for secondary and middle grades math and science teachers.

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Source: Authors’ analysis of data provided by the Louisiana Department of Education.