

2021 Regular Session

HOUSE CONCURRENT RESOLUTION NO. 39

BY REPRESENTATIVE MINCEY

TEACHERS: Creates a task force to study issues related to teacher shortages in Louisiana

1 A CONCURRENT RESOLUTION

2 To create the Teacher Recruitment, Recovery, and Retention Task Force to study the

3 declining enrollment in teacher preparation programs and to study strategies and best

4 practices by which the state and individual school districts where there are teacher

5 shortages can increase rates of employment and retention of teachers and to provide

6 a written report of findings and recommendations to the governor, state

7 superintendent of education, president of the State Board of Elementary and

8 Secondary Education, House Committee on Education, and Senate Committee on

9 Education not later than January 14, 2022.

10 WHEREAS, the number of education degrees conferred by American colleges and

11 universities dropped by twenty-two percent between 2006 and 2019, despite an overall

12 increase in university graduates; and

13 WHEREAS, many public school systems throughout the state of Louisiana have

14 experienced a decline in teacher applicant pools, especially in the subjects of mathematics

15 and science and in special education; and

16 WHEREAS, school systems must proactively seek to overcome employment

17 challenges by maintaining strong school leaders, positive work environments, and

18 competitive compensation packages; and

19 WHEREAS, the current shortage of teachers is a statewide concern among districts;

20 it is essential that Louisiana attract the most talented and ambitious teachers in the country

21 to our schools; and

1 WHEREAS, the members of the Legislature of Louisiana believe that structured
2 dialogue and engagement will illuminate the path forward in facing this challenge.

3 THEREFORE, BE IT RESOLVED that the Legislature of Louisiana hereby creates
4 the Teacher Recruitment, Recovery, and Retention Task Force to research strategies to
5 overcome the state's current and future teacher shortage challenge and secure a stronger
6 educator workforce.

7 BE IT FURTHER RESOLVED that the task force shall be composed of the
8 following members:

9 (1) The chairman of the House Committee on Education or his designee.

10 (2) The chairman of the Senate Committee on Education or his designee.

11 (3) A representative of the Louisiana Department of Education designated by the
12 state superintendent of education.

13 (4) The commissioner of higher education or his designee.

14 (5) A representative of the Louisiana School Boards Association designated by the
15 governing authority of the association.

16 (6) A representative of the Louisiana Association of School Executives designated
17 by the governing authority of the association.

18 (7) The president of the State Board of Elementary and Secondary Education or his
19 designee.

20 (8) A representative of the Louisiana Association of School Superintendents
21 designated by the governing authority of the association.

22 (9) A representative of the Louisiana State Association of School Personnel
23 Administrators designated by the governing authority of the association.

24 (10) A representative of the Louisiana Association of Colleges for Teacher
25 Education designated by the governing authority of the association.

26 (11) A representative of the Associated Professional Educators of Louisiana, who
27 is a certified teacher with one to five years of classroom experience, designated by the
28 governing authority of the association.

1 (12) A representative of the Louisiana Federation of Teachers, who is a certified
2 teacher with six to twenty years of classroom experience, designated by the governing
3 authority of the federation.

4 (13) A representative of the Louisiana Association of Educators, who is a minority
5 certified teacher with at least five years of classroom experience, designated by the
6 governing authority of the association.

7 (14) The president and chief executive officer of the Council for A Better Louisiana
8 or his designee.

9 (15) The executive director of the Louisiana Association of Public Charter Schools
10 or his designee.

11 BE IT FURTHER RESOLVED that the commissioner of higher education shall be
12 responsible for designating Board of Regents staff to assist the task force in performing its
13 duties, shall serve as co-chair of the task force, and shall call the first meeting of the task
14 force, which shall be held not later than July 16, 2021, and at which the task force shall
15 adopt rules of procedure, a work schedule, and any additional measures that it deems
16 necessary for the timely performance of its duties, including selection of another co-chair
17 and other officers.

18 BE IT FURTHER RESOLVED that the termination date of the task force shall be
19 two years after the convening of its first meeting.

20 BE IT FURTHER RESOLVED that members of the task force shall serve without
21 compensation.

22 BE IT FURTHER RESOLVED that the task force shall submit a written report of
23 findings and recommendations, including proposed legislation, relative to why the number
24 of university-level students majoring in education has declined, why teachers are leaving the
25 profession, and what can be done to reverse the trend toward a teacher workforce shortage.

26 BE IT FURTHER RESOLVED that the report shall be submitted to the governor,
27 the state superintendent of education, the House Committee on Education, the Senate
28 Committee on Education, the president of the State Board of Elementary and Secondary
29 Education, and the commissioner of higher education by January 14, 2022, and that such

1 recommendations shall include but not be limited to exploring answers to the following
2 questions:

3 (A) Recruitment:

4 (1) How many university-level students are poised to become teachers over the next
5 few years?

6 (2) How many students are in teacher preparation programs, disaggregated by
7 elementary, junior high, and high school levels?

8 (3) What can be done to recruit high school students to major in education with the
9 intention to pursue a career teaching math or science?

10 (4) What can be done to increase high school students' interest in pursuing teaching?

11 (5)(a) How is the one-year residency program affecting fourth year university-level
12 students majoring in education?

13 (b) What are the consequences of university-level students majoring in education
14 changing their major to avoid the residency program?

15 (c) How many students change from an education major to a different major?

16 (6)(a) Is there an adequate number of mentor teachers for residency programs?

17 (b) If no, why has the number declined?

18 (7) What best practices for recruiting people to the teaching profession are working
19 in other states?

20 (B) Recovery:

21 (1) Why have teachers retired early or resigned since 2012?

22 (2) What are the results from exit interviews of teachers who leave school districts?

23 (3) What are the results of class measures surveys conducted throughout the state?

24 (4) How have the inadequacies of accountability evaluations affected teacher
25 morale?

26 (5) How has a lack of pay raises affected teacher morale?

27 (6) What best practices for preventing teacher burnout are working in other states?

28 (C) Retention:

29 (1) How many of the following are teaching in the state?

30 (a) Certified teachers

- 1 (b) Uncertified teachers
 - 2 (c) Teachers with an alternative certification
 - 3 (d) Teachers with a temporary teaching assignment designation
 - 4 (2) How many teachers will be eligible for retirement by 2026?
 - 5 (3) What can be done to increase the number of minority teachers?
 - 6 (4) How have increased documentation requirements affected teacher morale?
 - 7 (5) What best practices for retaining teachers are working in other states?
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DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HCR 39 Engrossed

2021 Regular Session

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Creates the Teacher Recruitment, Recovery, and Retention Task Force to study strategies and best procedures by which the state and individual school districts can secure a stronger educator workforce. Requires a written report of findings and recommendations submitted to the governor, the state superintendent of education, the commissioner of higher education, the president of the State Bd. of Elementary and Secondary Education, and the House and Senate education committees not later than Jan. 14, 2022.

Provides that the task force shall have 15 members who shall serve without compensation.

Provides that the commissioner of higher education shall serve as co-chair of the task force, designate Board of Regents staff to assist the task force, and call the first meeting by July 16, 2021.

Provides for termination of the task force two years after the first meeting date.