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## Louisiana

School Management	C	
Finance	C	
Staffing: Hiring & Evaluation	B	
Staffing: Removing Ineffective Teachers	B	
Data	A	
Pipeline to Postsecondary	D	
Technology	A	
State Reform Environment	?	
Gold Stars	★	

**School Management.** Louisiana does an average job managing its schools in a way that encourages thoughtful innovation. Ninety percent of teachers report that routine duties and paperwork interfere with their teaching. However, the state sanctions low-performing schools and provides rewards to high-performing or improving ones.

**Finance.** Overall, Louisiana earns a middling grade in this category. The state gets a high mark for the simplicity of its state funding mechanism. However, Louisiana does not have a performance pay program for teachers, and districts in the state do not have full authority over teacher pay.

**Staffing: Hiring & Evaluation.** Louisiana receives an above-average mark for its teacher hiring and evaluation system. Twenty-two percent of teachers enter the profession through an alternative certification program, compared with the national average of 13%. The state also requires incoming teachers to pass basic skills and subject-knowledge tests.

**Staffing: Removing Ineffective Teachers.** Louisiana receives a solid score on the ability to remove poor-performing teachers from the classroom. Only 39% of principals say that teacher unions are a barrier to the removal of ineffective teachers, 22 percentage points lower than the national average of 61%. However, 70% of principals report that tenure is a barrier to removing poor-performing teachers.

**Data.** Louisiana gets an excellent mark for its state data system. The state publicly reports college remediation data, has a state P-20 longitudinal data system, and provides educators with an interactive school-level database for analysis.

**Pipeline to Postsecondary.** Louisiana receives a below-average mark for its efforts to improve college and career readiness. Seventy-six percent of its schools report offering dual-enrollment programs, which allow students to earn high school and college credits simultaneously. That is 11 percentage points above the national average of 65%. However, 54% of Louisiana schools report offering work-based internships, and the state does not require a college- and career-ready diploma.

**Technology.** Louisiana receives a very good grade in this category. Although the state needs to improve how it evaluates its return on investments in technology, Louisiana has established a virtual school and offers a computer-based assessment.

**State Reform Environment.** There are few reliable state-by-state data on local education advocacy and research efforts—a reflection of the lack of overall commitment to this issue. As a result, we are unable to issue a meaningful grade. However, Louisiana factors a reliable graduation rate into its accountability system and supports common academic standards.

**Gold Stars.** In the Staffing: Hiring & Evaluation category, Louisiana receives a gold star for participating in national programs authorized to certify nontraditional administrators. To receive a gold star in this category, a state must have approved New Leaders for New Schools to propose candidates for state certification.

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