



# **VALUE ADDED ASSESSMENT OF TEACHER PREPARATION PROGRAMS IN LOUISIANA: 2007-08 TO 2009-10**

## **OVERVIEW OF 2010-11 RESULTS**

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Louisiana was the first state in the nation to develop and implement a statewide Value-Added Teacher Preparation Assessment to identify the extent to which teacher preparation programs prepare graduates to teach effectively in grades 4-9. The model was developed by Dr. George Noell (Louisiana State University and A&M College), piloted during 2003-2006, and fully implemented during 2006-2009. Results have been disseminated to the public since 2006-07 and show that some teacher preparation programs have prepared new teachers whose students' learning is comparable to the learning of students taught by average experienced teachers.

The Louisiana Department of Education adapted the Value-Added Teacher Preparation Assessment to create a value-added teacher evaluation model to assess practicing teachers in grades 4-9 in tested content areas.

Since, Louisiana now possesses two value-added models that can be used to examine the effectiveness of teacher preparation programs, a decision has been made by the Louisiana Board of Regents and Louisiana Department of Education to use one consistent model to examine the effectiveness of its teachers and teacher preparation programs. The model to be used is the value-added teacher evaluation model developed for the Louisiana Department of Education.

This document provides a brief description of the value-added teacher evaluation model, the rationale for deciding to use one model instead of two models, issues that will need to be addressed as teacher preparation programs transition to the new model, and the 2009-10 value-added results for teacher preparation programs in Louisiana.

## **Value-added Teacher Evaluation Model**

**Louisiana Department of Education.** The Louisiana Department of Education (LDOE) value-added teacher evaluation model estimates typical achievement of individual students based upon the following predictors adopted by the Board of Elementary and Secondary Education: prior achievement, attendance, gifted classification, free/reduced lunch status, section 504 status, discipline record, and disability status (e.g., emotionally disturbed, mild mental retardation, learning disabilities, other health impaired). Please see Chart 1 for a full listing of the predictors. The value-added results will tell teachers if their students have made more or less academic progress than what would be expected of students with their educational history.

Data are drawn from the standardized tests (iLEAP and LEAP-21), the Louisiana Educational Accountability Data System (LEADS) linking students to teachers, and supplemental databases. A multistage process is used to create longitudinal records that describe students' achievement,

attendance, and demographic factors across years. The student and teacher databases are then linked through LEADS.

Students are included in the assessment if they attend school for a full year, remain enrolled at the same school from the beginning of the school year until test time, take the regular state achievement tests (i.e., LEAP, *i*-LEAP), and were enrolled in grades 4-9. Prior achievement data must exist for students to be included. The teachers are given the opportunity to correct their student rosters. If students are taught by multiple teachers during the same school year, the teachers are assigned a weighted portion of the students' score in proportion to the extent to which they taught the students in that subject.

Individual teachers are provided value-added scores; however, only school-wide value-added scores are reported to the public. Act 54 requires that value-added results be a part of the teachers' evaluation beginning in 2012-13. Teachers and principals will be able to use results to identify instructional strengths and weaknesses. In addition, they will be provided subgroup data (e.g., results for students with high versus low prior achievement) to determine if they are more or less successful in meeting the differentiated needs of their students.

The Louisiana Department of Education's value-added teacher evaluation model was piloted in 24 schools during 2009-10, piloted in 19 districts during 2010-11, and will be fully implemented during 2012-13.

**Louisiana Board of Regents.** Value-added scores of first and second year teachers who have completed their programs will be used to calculate mean scores for universities and private providers that prepare new teachers.

For value-added scores of teacher preparation programs to be reported in each content area, a program must have 25 or more new teachers from a new or redesigned teacher preparation program. To be included in the count, the new teachers must be teaching in the initial area(s) of certification in which they were prepared to teach and must have remained with their students for the full academic year. Teachers are counted as new from a university or private provider only if they began teaching within five years of their program completion date.

Value-added scores of first and second year teachers over a minimum of a three year time period will be used to calculate an overall value-added score for a teacher preparation program.

### **Rationale for Using the Value-Added Teacher Evaluation Model**

The decision to use the Louisiana Department of Education (LDOE) value-added teacher evaluation model instead of the Value-Added Teacher Preparation Assessment model previously implemented by the Louisiana Board of Regents was based upon five important points.

First, the LDOE value-added teacher evaluation model is the model that is being used by educators and school systems in Louisiana. Thus, the value-added scores of teachers will become an integral part of plans to improve student achievement within schools and districts. If one common metric is used for both teachers and teacher preparation programs, support provided

to new teachers by teacher preparation programs will not only help increase student achievement and the value-added scores of individual teachers, but the support will also help improve the overall value-added scores of teacher preparation programs.

Second, one set of results will communicate a clearer message to the public. Having two sets of results that are very similar, but diverge in some instances due to method variance will create confusion. Consistent results will be important to legislators, parents, and the public.

Third, the LDOE value-added teacher evaluation model is more efficient in capturing more extended student test histories and more students and teachers. The teacher evaluation model has added students' discipline histories into the assessment and includes students who were retained the previous year.

Fourth, the LDOE value-added teacher evaluation model was designed to permit subgroup analyses. It is relatively efficient to do these types of analyses within this model. It will provide teacher preparation programs with the same type of data that classroom teachers receive. In contrast, the current Value-Added Teacher Preparation Assessment Model has complex specifications that make these types of analyses somewhat unintuitive due to variable issues and are very cumbersome to run. Teacher preparation programs want these data to identify specific strengths and weaknesses within their programs.

Fifth, aligning the two work streams will be cost efficient. The LDOE value-added teacher evaluation model will be used by the State on an annual basis to calculate value-added scores for teachers to address Act 54. By adopting the LDOE value-added teacher evaluation model, it will no longer be necessary for the Board of Regents to pay to create separate data files and conduct analysis to calculate effect estimates for the Value-Added Teacher Preparation Assessment Model. Instead, time can be repurposed in the short term to support system transition and create new data products that teacher preparation programs can use to examine potential areas of strength and weakness within programs.

### **Transition to the New Model**

Several needs have surfaced as a result of the transition to the value-added teacher evaluation model.

First, value-added scores for the 2010-11 academic year need to be calculated and disseminated to teacher preparation programs and the public using the LDOE value-added teacher evaluation model during fall 2011 even though performance levels have not yet been determined for the scores. To address this need, the scores have been calculated and are reported in this document.

Second, value-added scores need to be calculated using the Value-Added Teacher Preparation Assessment Model for the three programs that are currently in Programmatic Intervention in the specific content areas in which they previously demonstrated weaknesses. The programs need to know if students being taught by the new teachers demonstrated sufficient growth in achievement for their programs to reach a Performance Level 3 to exit Programmatic Intervention based upon the 2010-11 results. To address this need, the value-added scores for

the areas assigned to Programmatic Intervention have been calculated using the original model, and the findings have been reported in this document.

Third, a Value-Added Teacher Preparation Assessment Committee needs to be created to identify policies and procedures to address the following questions:

- How should the LDOE value-added teacher evaluation model results be used to determine performance levels for teacher preparation programs?
- How should value-added results for alternative and undergraduate programs be compared?
- How should Programmatic Intervention be determined when using the LDOE value-added teacher evaluation model results and new definitions for performance levels?

The questions need to be addressed for the following reasons:

- Since different methods were used to calculate scores using the LDOE value-added teacher evaluation model, the process used to previously assign value-added scores to performance levels may no longer be valid. In addition, the current definitions for the five performance levels use comparisons to both new and experienced teachers which have been a source of confusion to teacher preparation programs and the public. Last, the current assignment of scores to performance levels based on Standard Errors of the Mean have resulted in inversions in which programs with higher value-added scores can fall within lower performance levels due to greater precision in their estimates. Although there is an elegant measurement/decision rationale behind this design, it has always been a source of confusion and conflict.
- Data now indicate that alternative programs generally are producing higher effect estimates than undergraduate programs. This may not be surprising since alternate program completers have been teachers of record for 1-3 years before they complete their programs. The impact of full time teaching upon value-added scores needs to be examined when comparing alternate and undergraduate programs.
- The use of the LDOE value-added teacher evaluation model to calculate scores for teacher preparation programs and the creation of new definitions for performance levels will necessitate a reexamination of the existing policy for Programmatic Intervention. Previously, programs entered Programmatic Intervention if they attained a value-added score at a Performance Level 4 or Performance Level 5. Data driven decisions need to be made when identifying criteria for entry into Programmatic Intervention using the new method. The adapted policy should clearly identify a rigorous process for assigning programs to Programmatic Intervention.

To address this need, a committee will be formed by the Board of Regents that is composed of the following members:

- One Commissioner of Higher Education Representative
- One State Superintendent Representative

- One Private Provider Representative
- Chief Academic Officer from Each University System
- President of Louisiana Association of Colleges for Teacher Education

Dr. George Noell, Dr. Kristin Gansle, and Dr. Jeanne Burns will provide the committee with technical support and help facilitate its work.

The committee will report answers to the three questions to the Board of Regents and Board of Elementary and Secondary Education at their joint meeting that will be held on December 8, 2011. Based upon recommendations of the committee, performance levels will be assigned to the 2010-11 value-added scores and decisions will be made regarding the placement of programs into Programmatic Intervention during spring 2012.

### **Value-Added Results for Teacher Preparation Programs**

**2010-11 Value Added Results for Teacher Preparation Programs.** Value-added scores using the LDOE value-added teacher evaluation model were calculated for teachers in Louisiana who were teaching grades 4-9 in the following content areas: science, social studies, mathematics, language arts, and reading. *All* new teachers in a given content area who were teaching in their first or second year during the academic years of 2007-08, 2008-09, and 2009-10 were identified. All first and second year teachers were sorted by their universities, and it was determined if they met the inclusion criteria. If 25 or more teachers met the criteria for a specific content area (e.g., mathematics), a mean was calculated using the value-added scores of all first and second year teachers who met the criteria. The means were rounded to the nearest tenth of a point.

Tables 1-6 provide the value-added score means for 14 teacher preparation programs that had 25 or more teachers who met the criteria in a specific content area. Within the tables, all means describe the performance of the group listed in the left column; means, *N*s, and standard errors of the mean appear in the same row for each group.

Value-added score means for all experienced teachers in the State and value-added score means for all new teachers were also calculated for comparison purposes. The Value-Added Teacher Preparation Assessment Committee will meet during fall 2011 to assign performance levels to all value-added mean scores. Information will be disseminated about the performance levels during spring 2012.

The following universities did not have a sufficient number of new teachers for 2010-11 results to be released to the public: Centenary College, Grambling State University, Louisiana State University at Alexandria, Our Lady of Holy Cross College, Southern University at New Orleans, Tulane University, and Xavier University. Also, some of the 14 universities with 2010-11 results offer other alternate or undergraduate teacher preparation programs and not all of their results were listed due to having less than 25 teachers in a content area. Results for all of these universities will be available in the future once the minimum number is reached.

Last, several teacher preparation programs have had value-added scores assigned to their universities on a consistent basis during previous years and no results were listed this year. As

an example, Northwestern State University has received value-added scores during 2007-08, 2008-09, and 2009-10 that were consistently at or above the value-added scores of experienced teachers in science, language arts, and reading for their alternate program. This year only three years of achievement data were available to calculate value-added scores, and Northwestern State University did not have the minimum number of 25 teachers to have a 2010-11 value-added score reported to the public. Next year five years of achievement data will be available, and they will be assigned value-added scores if they have the minimum number of new teachers. All results must be examined with the understanding that programs not listed as part of the 2010-11 results may have means that are at or above the means of experienced teachers, and they are currently not listed because of not reaching the minimum number of 25 new teachers in a content area.

The value-added scores are indicators for teacher preparation programs of the degree to which they are successful in preparing new teachers whose students reach the level of achievement that would be expected based on their educational history in specific content areas. The mean value-added result does not provide information regarding the absolute level of achievement of those students.

**2010-11 Value-Added Results for Programmatic Intervention.** Value-added scores using the Value-Added Teacher Preparation Assessment were calculated in content areas for programs that had previously generated scores at Performance Level 4 or Performance Level 5 and resulted in programs entering Programmatic intervention. The 2010-11 results indicated that the following programs attained scores at a Performance Level 3 and no longer require Programmatic Intervention.

- Louisiana Resource Center for Educators: Alternate Program – Reading
- McNeese State University: Undergraduate Program – Social Studies
- University of Louisiana at Lafayette: Alternate Program – Language Arts

The University of Louisiana at Lafayette did not attain a Performance Level 3 for the following programs: Undergraduate – Language Arts, Undergraduate - Science, and Alternate – Social Studies. They will continue to be in Programmatic Intervention for these three areas.

### **Next Steps**

The Louisiana Board of Regents will provide each campus with breakdown data for their value-added results. The breakdown data will provide results by grade span (e.g., Grades 1-5, 4-8, 6-12, and Special Education) and subgroup achievement levels (e.g., low, mid, and high). In addition, campuses will be provided additional data that do not include identifiable teacher data. Teacher Preparation programs will be provided the data during fall 2011.

Campuses that would like to have identifiable teacher data will need to use forms developed by the Louisiana Department of Education to obtain permission from teachers in order for the State to release identifiable teacher data to the universities and private providers.

## **Additional Information**

Please go to the following web sites for additional information about the following topics:

Louisiana Department of Education Value-Added Teacher Evaluation Model:

[http://www.doe.state.la.us/topics/value\\_added.html](http://www.doe.state.la.us/topics/value_added.html)

Louisiana Board of Regents Value-Added Teacher Preparation Assessment technical reports for 2003-04, 2004-05, 2005-06, 2006-07, 2007-08, 2008-09, and 2009-10 and a copy of this report:

<http://regents.louisiana.gov/index.cfm?md=pagebuilder&tmp=home&pid=113>

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**Chart 1: Basic Elements of Value-Added Assessment of Teacher Preparation Programs**

<b>Element</b>	<b>Description</b>
<b>Student Level Variables Used for Predictions</b>	Emotionally Disturbed; Speech and Language Disability; Mild Mental Retardation; Specific Learning Disability; Other Health Impaired; Special Education – Other; Gifted; Section 504; Free Lunch; Reduced Price Lunch; Limited English Proficiency; Student Absences; Suspensions (Prior Year); Expulsions (Prior Year); Prior Mathematics Test (1-3 years based on path); Prior Reading Test (1-3 years based on path); Prior Science Test (1-3 years based on path); Prior Social Studies Test (1-3 years based on path); and Prior English-Language Arts Test (1-3 years based on path).
<b>Teacher Preparation Program Data</b>	Title II and state data for teacher preparation program completers from 14 public universities, 5 private universities, and 2 private providers were used in the data analysis.
<b>Content Achievement Areas</b>	Data from the <i>i-LEAP</i> and <i>LEAP-21</i> for student achievement in mathematics, science, social studies, reading, and language arts.
<b>Pathways to Certification</b>	Data for new teachers completing undergraduate teacher preparation programs and three separate alternative certification programs for initial certification as a teacher.
<b>Pre-Redesign Programs &amp; Post-Redesign Programs</b>	Pre-redesign programs are teacher preparation programs that admitted students prior to July 1, 2003. Post-redesign programs are all state approved new or state approved redesigned programs that have been implemented since July 1, 2003. This report only includes data for post-redesign programs.

**Table 1: 2010-2011 Value-Added Results for Teacher Preparation Programs – SCIENCE**

<b>ALL TEACHERS</b>			
<b>Teachers</b>	<b>N</b>	<b>Mean Effect</b>	<b>SEM</b>
<b>Experienced Certified Teachers</b>	12850	0.1	0.1
<b>New Teachers</b>	1121	-0.2	0.2
<b>ALTERNATE PROGRAMS</b>			
<b>Teacher Preparation Programs</b>	<b>N</b>	<b>Mean Effect</b>	<b>SEM</b>
Southeastern Louisiana University Master's Alternate Certification TPP	26	2.3	1.6
Louisiana College Practitioner TPP	39	1.4	1.1
The New Teacher Project Practitioner TPP	71	1.4	1.0
University of Louisiana - Monroe Master's Alternate Certification TPP	29	0.2	2.4
Louisiana Resource Center for Educators Practitioner TPP	49	-1.4	0.8
University of Louisiana - Lafayette NM/CO TPP	53	-2.5	1.0
<b>UNDERGRADUATE PROGRAMS</b>			
<b>Teacher Preparation Programs</b>	<b>N</b>	<b>Mean Effect</b>	<b>SEM</b>
Southeastern Louisiana University Undergraduate TPP	40	2.2	1.0
Louisiana State University Undergraduate TPP	70	0.4	0.7
Nicholls State University Undergraduate TPP	27	0.1	1.2
McNeese State University Undergraduate TPP	33	-0.4	1.2
University of Louisiana - Lafayette Undergraduate TPP	118	-1.1	0.6

**Table 2: 2010-2011 Value-Added Results for Teacher Preparation Programs – SOCIAL STUDIES**

<b>ALL TEACHERS</b>			
<b>Teachers</b>	<b>N</b>	<b>Mean Effect</b>	<b>SEM</b>
Experienced Certified Teachers	13994	0.1	0.1
New Teachers	1242	-0.4	0.3
<b>ALTERNATE PROGRAMS</b>			
<b>Teacher Preparation Programs</b>	<b>N</b>	<b>Mean Effect</b>	<b>SEM</b>
Louisiana College Practitioner TPP	40	2.3	1.7
Southeastern Louisiana University Master's Alternate Certification TPP	35	1.2	1.8
University of Louisiana - Monroe Master's Alternate Certification TPP	29	0.7	2.1
Louisiana Resource Center for Educators Practitioner TPP	44	0.1	1.3
The New Teacher Project Practitioner TPP	45	-0.4	1.7
University of Louisiana - Lafayette NM/CO TPP	54	-1.1	1.2
<b>UNDERGRADUATE PROGRAMS</b>			
<b>Teacher Preparation Programs</b>	<b>N</b>	<b>Mean Effect</b>	<b>SEM</b>
Nicholls State University Undergraduate TPP	31	1.4	1.6
Louisiana State University Undergraduate TPP	90	1.3	1.0
University of New Orleans Undergraduate TPP	26	0.5	1.6
Southeastern Louisiana University Undergraduate TPP	44	-0.2	1.3
Louisiana State University - Shreveport Undergraduate TPP	38	-0.9	1.2
Northwestern State University of Louisiana Undergraduate TPP	31	-1.7	2.1
McNeese State University Undergraduate TPP	43	-1.8	1.1
Louisiana Tech University Undergraduate TPP	33	-2.9	1.5
University of Louisiana - Lafayette Undergraduate TPP	123	-3.0	0.7

**Table 3: 2010-2011 Value-Added Results for Teacher Preparation Programs – MATHEMATICS**

<b>ALL TEACHERS</b>			
<b>Teachers</b>	<b>N</b>	<b>Mean Effect</b>	<b>SEM</b>
<b>Experienced Certified Teachers</b>	17166	0.1	0.1
<b>New Teachers</b>	1441	-0.9	0.2
<b>ALTERNATE PROGRAMS</b>			
<b>Teacher Preparation Programs</b>	<b>N</b>	<b>Mean Effect</b>	<b>SEM</b>
The New Teacher Project Practitioner TPP	108	5.0	0.9
Louisiana State University - Shreveport NM/CO TPP	27	2.0	1.4
Southeastern Louisiana University Master's Alternate Certification TPP	31	1.6	2.4
Louisiana Resource Center for Educators Practitioner TPP	65	0.6	0.9
University of Louisiana - Lafayette NM/CO TPP	82	-1.1	0.9
Louisiana Tech University NM/CO TPP	27	-2.2	2.1
Louisiana College Practitioner TPP	46	-2.4	1.7
University of Louisiana - Monroe Master's Alternate Certification TPP	33	-2.7	2.5
<b>UNDERGRADUATE PROGRAMS</b>			
<b>Teacher Preparation Programs</b>	<b>N</b>	<b>Mean Effect</b>	<b>SEM</b>
University of New Orleans Undergraduate TPP	32	2.1	1.2
Louisiana State University Undergraduate TPP	97	0.3	0.7
Southeastern Louisiana University Undergraduate TPP	45	0.0	1.4
Louisiana State University - Shreveport Undergraduate TPP	31	-2.3	1.2
Nicholls State University Undergraduate TPP	27	-2.7	1.3
Northwestern State University of Louisiana Undergraduate TPP	26	-3.4	1.7
McNeese State University Undergraduate TPP	38	-3.8	1.4
Louisiana Tech University Undergraduate TPP	35	-4.1	1.1
University of Louisiana - Lafayette Undergraduate TPP	119	-4.1	0.8

**Table 4: 2010-2011 Value-Added Results for Teacher Preparation Programs – ENGLISH-LANGUAGE ARTS**

<b>ALL TEACHERS</b>			
<b>Teachers</b>	<b>N</b>	<b>Mean Effect</b>	<b>SEM</b>
Experienced Certified Teachers	18080	0.3	0.1
New Teachers	1545	-1.2	0.2
<b>ALTERNATE PROGRAMS</b>			
<b>Teacher Preparation Programs</b>	<b>N</b>	<b>Mean Effect</b>	<b>SEM</b>
The New Teacher Project Practitioner TPP	84	1.5	0.8
Louisiana State University - Shreveport NM/CO TPP	33	1.3	1.5
Southeastern Louisiana University Master's Alternate Certification TPP	45	1.1	1.4
Louisiana College Practitioner TPP	41	0.7	1.5
McNeese State University Master's Alternate Certification TPP	28	-0.2	1.2
Louisiana Resource Center for Educators Practitioner TPP	60	-0.2	1.0
University of Louisiana - Monroe Master's Alternate Certification TPP	38	-0.6	2.0
University of Louisiana - Lafayette NM/CO TPP	79	-1.5	1.0
Louisiana Tech University Master's Alternate Certification TPP	26	-2.0	1.5
<b>UNDERGRADUATE PROGRAMS</b>			
<b>Teacher Preparation Programs</b>	<b>N</b>	<b>Mean Effect</b>	<b>SEM</b>
Louisiana State University Undergraduate TPP	117	0.0	0.6
Southern University and A & M College Undergraduate TPP	35	-0.1	1.2
McNeese State University Undergraduate TPP	54	-2.1	0.9
Southeastern Louisiana University Undergraduate TPP	68	-2.1	0.8
Louisiana Tech University Undergraduate TPP	31	-2.4	1.3
Louisiana State University - Shreveport Undergraduate TPP	47	-2.8	0.9
Northwestern State University of Louisiana Undergraduate TPP	37	-2.9	1.3
University of Louisiana - Lafayette Undergraduate TPP	142	-3.9	0.6
Nicholls State University Undergraduate TPP	27	-4.1	1.2

**Table 5: 2010-2011 Value-Added Results for Teacher Preparation Programs – READING**

<b>ALL TEACHERS</b>			
<b>Teachers</b>	<b>N</b>	<b>Mean Effect</b>	<b>SEM</b>
<b>Experienced Certified Teachers</b>	14515	0.1	0.1
<b>New Teachers</b>	1006	-1.2	0.2
<b>ALTERNATE PROGRAMS</b>			
<b>Teacher Preparation Programs</b>	<b>N</b>	<b>Mean Effect</b>	<b>SEM</b>
Louisiana Resource Center for Educators Practitioner TPP	26	0.4	1.0
Louisiana College Practitioner TPP	36	0.0	0.9
University of Louisiana - Monroe Master's Alternate Certification TPP	27	-0.2	2.0
Southeastern Louisiana University Master's Alternate Certification TPP	28	-0.7	1.0
The New Teacher Project Practitioner TPP	36	-0.7	0.9
University of Louisiana - Lafayette NM/CO TPP	54	-2.1	1.0
<b>UNDERGRADUATE PROGRAMS</b>			
<b>Teacher Preparation Programs</b>	<b>N</b>	<b>Mean Effect</b>	<b>SEM</b>
Louisiana State University Undergraduate TPP	67	0.1	0.6
Southern University and A & M College Undergraduate TPP	25	-0.6	1.1
Louisiana State University - Shreveport Undergraduate TPP	30	-1.0	1.0
Southeastern Louisiana University Undergraduate TPP	25	-2.3	1.3
McNeese State University Undergraduate TPP	31	-2.9	1.1
University of Louisiana - Lafayette Undergraduate TPP	102	-3.4	0.5

**Table 6: 2010-2011 Value-Added Scores for Teacher Preparation Programs**

<b>Teacher Preparation Programs</b>	<b>Science Mean Effect</b>	<b>Social Studies Mean Effect</b>	<b>Mathematics Mean Effect</b>	<b>Language Arts Mean Effect</b>	<b>Reading Mean Effect</b>
All Experienced Teachers	.01	0.1	0.1	0.3	0.1
All New Teachers	-.02	-0.4	-0.9	-1.2	-1.2
<b>ALTERNATE PROGRAMS</b>					
Centenary College					
Grambling State University					
Louisiana College	1.4	2.3	-2.4	0.7	0.0
Louisiana Resource Center for Educators	-1.4	0.1	0.6	-0.2	0.4
LSU - Alexandria					
LSU Baton Rouge					
LSU – Shreveport			2.0	1.3	
LA Tech University			-2.2	-2.0	
McNeese State University				-0.2	
Nicholls State University					
Northwestern State University					
Our Lady of Holy Cross College					
Southeastern LA University	2.3	1.2	1.6	1.1	-0.7
Southern University – Baton Rouge					
Southern University – New Orleans					
The New Teacher Project	1.4	-0.4	5.0	1.5	-0.7
Tulane University					
University of Louisiana – Lafayette	-2.5	-1.1	-1.1	-1.5	-2.1
University of Louisiana – Monroe	0.2	0.7	-2.7	-0.6	-0.2
University of New Orleans					
Xavier University					
<b>UNDERGRADUATE PROGRAMS</b>					
Centenary College					
Grambling State University					
Louisiana College					
LSU – Alexandria					
LSU – Baton Rouge	0.4	1.3	0.3	0.0	0.1
LSU – Shreveport		-0.9	-2.3	-2.8	-1.0
LA Tech University		-2.9	-4.1	-2.4	
McNeese State University	-0.4	-1.8	-3.8	-2.1	-2.9
Nicholls State University	0.1	1.4	-2.7	-4.1	
Northwestern State University		-1.7	-3.4	-2.9	
Our Lady of Holy Cross College					
Southeastern LA University	2.2	-0.2	0.0	-2.1	-2.3
Southern University – Baton Rouge				-0.1	-0.6
Southern University – New Orleans					
University of Louisiana – Lafayette	-1.1	-3.0	-4.1	-3.9	-3.4
University of Louisiana – Monroe					
University of New Orleans		0.5	2.1		
Xavier University					

**Note:**  Programs did not have the minimum number of new teachers in a content area to release the results.