

2025

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**TEACH  
FOR AMERICA  
LOUISIANA**

IMPACT REPORT



# Teach for America's Impact on Talent Attraction and Retention

Teach For America (TFA) is a leadership development organization that recruits college graduates to teach in public school classrooms across the country. The individuals Teach For America recruits are primarily young, all hold college degrees, and acceptance is competitive - historically, between 11% and 20% of applicants have been admitted into the program.<sup>1</sup>

The program requires its teachers, or Corps Members, to commit to two years of teaching in their placement school. The subject of TFA Corps Members' impact in public school classrooms has long been of interest to researchers and many studies, including a recent meta-analysis of 23 studies spanning 24 years, have found that TFA teachers are either as effective or more effective than non-TFA teachers when it comes to boosting student academic achievement.<sup>2</sup>

What hasn't garnered as much attention is Teach For America's role in shifting talent across the country. TFA currently places teachers into 44 regions in the United States. Some of these regions, based on their respective economic or cultural assets, are already attracting significant numbers of talented, degree-holding young professionals – think New York, D.C., Atlanta, and the San Francisco Bay Area. Conversely, TFA places other Corps Members in regions that struggle with stagnant or declining

populations. Generally speaking, these places are less attractive destinations for young professionals. These regions, including St. Louis, Memphis, and Appalachia, benefit from TFA's annual injection of young talent into the community.

As teachers, Teach For America Corps Members typically have higher salaries than the average worker in the region,<sup>3</sup> spend disposable income locally, and generate new state and local tax revenue. In communities that struggle with a stagnant or declining population, this influx of human capital plays an outsized role in each community's progress.

While Corps Members are only required to teach for two years, many choose to remain in the classroom beyond this commitment. Those who exit the classroom often go on to serve as leaders and managers in schools, nonprofit organizations, government agencies, and businesses.

## How do we understand Teach for America's economic impact in terms of attracting and retaining talent?



### Current Corps Members

Economic impact, disposable income, tax revenues, savings to districts



### Alumni in Louisiana

Workforce analysis, compensation analysis, systems change leaders

Louisiana is the home of two Teach For America placement regions: Teach For America Greater Baton Rouge (TFA GBR) and Teach For America Greater New Orleans (TFA GNO), collectively referred to in this report as Teach For America Louisiana (TFA Louisiana). Both communities have struggled to attract and retain young professionals in recent years, and both benefit from TFA's annual injection of young talent into the state.

This report examines the impact of TFA Corps Members and Alumni in Greater Baton Rouge and Greater New Orleans. Teach For America has been recruiting Corps Members to serve in Louisiana for over 30 years. This study quantifies the economic impact of both current Corps Members and Alumni in these communities through a comprehensive compensation analysis. Additionally, this report explores the contributions of over 1,300 TFA Alumni currently living in Louisiana, highlighting the roles these professionals play across the state.

# Key Findings

## What are this report's major takeaways?

Louisiana is struggling to attract and retain talent, particularly among key demographic groups such as young professionals and recent college graduates.

### Teach For America Louisiana brings talent to the state and keeps talent here; among its 2023 – 2024 Corps Members:

- 74% moved to Louisiana;
- 76% are younger-than-30;
- 100% have a bachelor's degree.

### The 81 current Corps Members:

- Earn 28% more than the median Louisiana worker;
- Generate \$4.2 million in annual income, including \$3.4 million in annual disposable income;
- Generate more than \$225,000 in income and sales tax revenues for state and local governments.

## There are more than 1,300 Teach For America Alumni living in Louisiana, 84% of whom originated from outside the state.

65% of TFA Louisiana Alumni work in the education sector, 18% work in professional services, 8% work in healthcare, and the remaining are either full-time students or work in other key sectors including government, arts & culture, and finance.

Most Teach For America Louisiana Alumni are employed as teachers or executives/managers in organizations, government agencies, and businesses.

- About 37% are employed in educational instruction and related occupations;
- About 31% are employed in management occupations.

The median annual earnings for a Teach For America Alumni in Louisiana are about \$78,634 per year which is more than \$37,000 *above* the median annual earnings for the typical Louisiana worker.

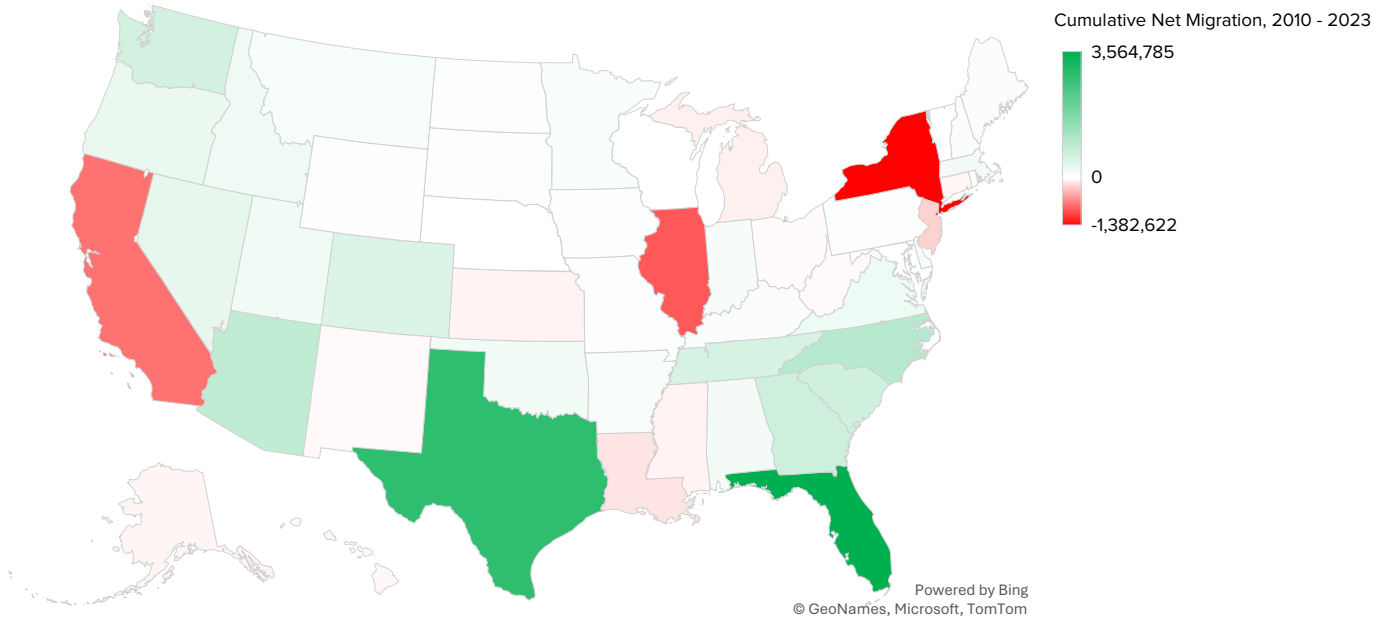
Collectively, the 1,281 Teach For America Alumni working in Louisiana generate \$100.7 million in annual earnings, based on occupational median salaries in regions across the state.

TFA Alumni earn \$47.9 million more each year than what would be expected from a random sample of 1,281 Louisiana workers.

Teach For America Alumni in Louisiana are about four times as likely to drive systems-level change when compared to the average Louisiana worker.

# Louisiana's Struggles Attracting and Retaining Talent

Louisiana has Experienced the Nation's Fifth-Worst Net Migration Since 2010



## NET NEGATIVE MIGRATION

Over the last decade-and-a-half in the United States, 35 of the nation's 50 states have experienced positive net migration, meaning more people have moved into the state than have moved away.<sup>4</sup>

Among the 15 with net negative migration, only two – Louisiana and Mississippi – are located in the US Southeast. Louisiana has experienced the nation's fifth-worst net migration since 2010, bested only by New Jersey, California, Illinois, and New York.

Population growth is an important precursor to economic growth. More people translates to more workers which leads to an increase in the consumption of various goods and services. This process generates greater tax revenues which governments can use to fund more and higher quality public services.<sup>5</sup> This cycle is self-reinforcing: people are attracted to economically vibrant areas, which means a state's growing population today can attract more people in the future.

Net migration represents one piece to the population change puzzle, the other being natural change (births – deaths). Louisiana's natural population change was positive between 2020 and 2023,<sup>6</sup> along with about half the nation's states. But its net negative migration vastly outnumbered its slightly positive natural population change. Without addressing its net negative migration, Louisiana will face difficulties competing economically with its southern peer states in the coming years.

# Louisiana's Struggles Attracting and Retaining Talent

## DIFFICULTY ATTRACTING AND RETAINING YOUNG PROFESSIONALS

Louisiana is also struggling to attract and retain key demographic groups in the state, namely young professionals and college graduates.

Workers are more likely to move to a new city earlier in their career. As they age, moving to a new city becomes less likely as they establish their career, marry their spouse, purchase a home, and have a child.<sup>7</sup> Attracting younger workers before they experience key life events that reduce the likelihood of moving, therefore, is important for Louisiana's future economic growth.

In this analysis, young professionals are classified as those between 20-and-44-years-old. Both Greater Baton Rouge and Greater New Orleans struggle to retain this key demographic group. In 2023 alone, the two regions combined for a net loss of more than 16,000 young professionals.<sup>8</sup>

Thanks to the presence of two four-year public universities and several other higher education institutions, Baton Rouge brings in more 20-to-24-year-olds than New Orleans. But Baton Rouge also loses more 20-to-24-year-olds, likely due to fresh college graduates choosing to leave after crossing the graduation stage.

New Orleans struggles more to retain those 30-to-44-years-old. In 2023, almost 15,000 people between these ages moved out of Greater New Orleans while only 9,000 moved in. These workers are typically further along in their careers and are more likely to have a spouse or family. Considering this population is less mobile than those younger-than-30, this shows that Greater New Orleans is facing challenges retaining a group that should be easier to retain.

### More Young Professionals Left New Orleans and Baton Rouge Than Moved in During 2023

New Orleans MSA	Age of People Moving into and out of the Region					
	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	20 to 44 Total
Domestic in-migration	5,709	7,045	4,501	1,859	2,685	21,799
Domestic out-migration	7,554	9,233	6,220	4,811	3,761	31,579
NET	-1,845	-2,188	-1,719	-2,952	-1,076	-9,780

Baton Rouge MSA	Age of People Moving into and out of the Region					
	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	20 to 44 Total
Domestic in-migration	6,397	5,618	4,250	2,284	2,437	20,986
Domestic out-migration	8,642	9,184	3,505	3,288	2,878	27,497
NET	-2,245	-3,566	745	-1,004	-441	-6,511

# Louisiana's Struggles Attracting and Retaining Talent

## COLLEGE GRADUATES EXIT LOUISIANA AT HIGH RATES

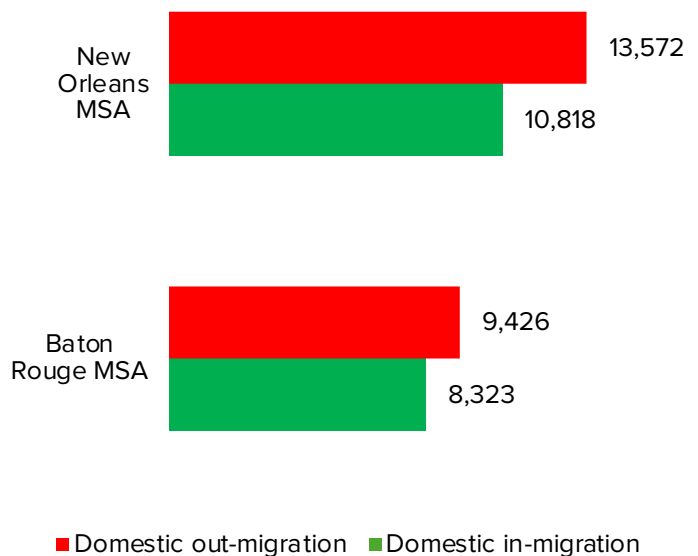
College graduates, or those with at least a bachelor's degree, are also leaving these two regions at higher rates than at which they arrive.

Greater Baton Rouge and Greater New Orleans combined for a net loss of nearly 4,000 college graduates in 2023.<sup>9</sup> Although college graduates make up about one-third of the population in both regions, they earn well above the median worker. In Baton Rouge, college graduates with a bachelor's degree earn 53% more than high school graduates.<sup>10</sup> In New Orleans they earn 77% more. The earnings premium for workers with a graduate or professional degree is even higher.

Beyond the increased earnings potential, college graduates bring other benefits to the communities in which they live. A recent report from the Association of Public & Land-Grant Universities found that college graduates are five times less likely to be incarcerated, twice as likely to volunteer, contribute three-and-a-half times as much to charity, are more likely to be civically engaged, and contribute considerably more towards state and local tax revenues.<sup>11</sup> For these reasons, college graduates are attractive to economic developers and civic leaders alike.

Louisiana's struggles attracting and retaining talent is no secret. Statewide thinks tanks, newspapers, and other outlets have been sounding the alarm on this issue for years. The state's governor, Jeff Landry, sold his recent overhaul of the state's tax structure as an opportunity to better attract and retain workers and, as a result, grow the state's population.<sup>12</sup>

New Orleans, Baton Rouge Netted a Loss of Nearly 4,000 College Graduates in 2023



# Current Louisiana Corps Members

## WHO ARE TFA CORPS MEMBERS AND WHERE DO THEY COME FROM?

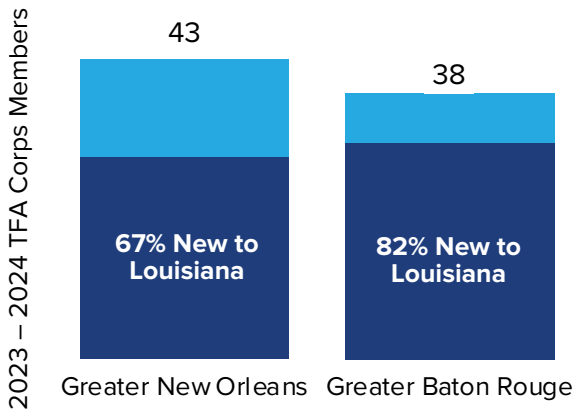
During the 2024 – 2025 school year, TFA Louisiana hosted 81 Corps Members in public school classrooms across the state. 43 of these Corps Members were working in schools across Greater New Orleans; 38 were working in Greater Baton Rouge.

Most current TFA Louisiana Corps Members are not from Louisiana. Of the current 81 Corps Members between the two regions, 60 of them moved to Louisiana to begin their service. All of them arrived in Louisiana with a bachelor’s degree, and 5 of them entered with a graduate degree. While Teach For America Louisiana is one of several organizations that brings talent to the state, those it recruits are skilled young professionals with significant earnings potential.

**TFA Louisiana Corps Members Are Primarily Younger-Than-30, and Nearly Three-Quarters of Them Moved to Louisiana From Outside the State**

Age	From Outside LA	Total Corps Members	%age from Outside LA
18-29	52	62	84%
30-39	7	16	44%
40-49	1	3	33%
<b>Total</b>	<b>60</b>	<b>81</b>	<b>74%</b>

74% of Current Corps Members are New Louisiana Residents



Most of the current corps, about 77%, are younger-than-30. Nearly all Corps Members who moved to Louisiana from out-of-state – about 87% – are younger-than-30. This underscores TFA Louisiana’s ability to attract young professionals to the state.

The majority of the organization’s current corps is between 18 & 29, and a significant share of this group moved to Louisiana from out-of-state. This mirrors national trends: younger people are more likely to move than older people, especially younger people who have at least a bachelor’s degree.<sup>13</sup> While people in their 30s and beyond are less likely to move, a reasonable share of TFA Louisiana’s older-than-30 Corps Members, about 42%, moved to Louisiana from out-of-state.

**100% of TFA Corps Members Who Originated From Out-of-State Entered Louisiana with a Bachelor’s Degree Compared to 29% of People Who Moved to the State in 2023**

	Moved in with Bachelor’s Degree <sup>14</sup>
Teach for America Louisiana	100%
Louisiana (overall)	29%
New Orleans MSA (overall)	42%
Baton Rouge MSA (overall)	37%

# Current Louisiana Corps Members

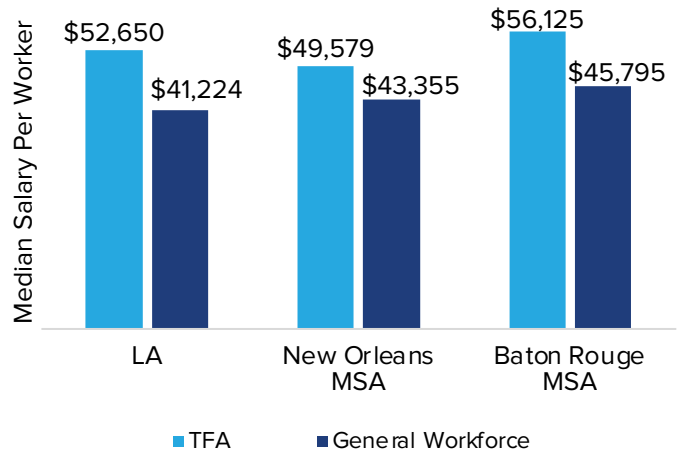
## HOW DOES CORPS MEMBER INCOME COMPARE TO LOUISIANA'S WORKFORCE?

During the 2024 – 2025 school year, 81 TFA Corps Members were employed at traditional public and charter schools across the Greater Baton Rouge and Greater New Orleans regions. While teacher pay has been a hotly debated issue in recent years, first-year teachers typically make well above the median worker in Louisiana.

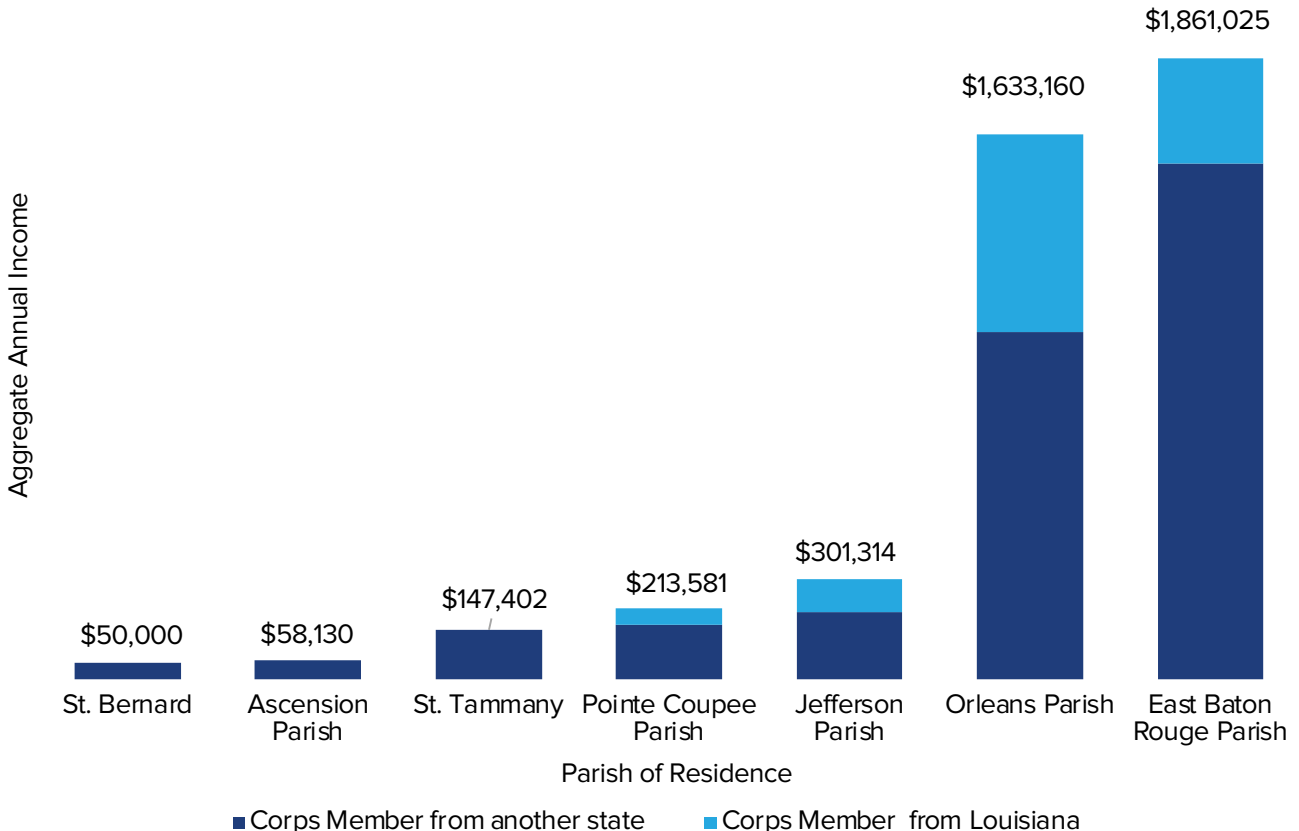
Current TFA Louisiana teachers earn about \$52,650 per year;<sup>15</sup> that's 23% above per capita annual income in Baton Rouge and 14% above New Orleans.<sup>16</sup> This does not include stipends given by either the school, district, or state, nor does it include potential part-time employment during the summer months. Therefore, these are conservative estimates.

Collectively, current TFA Louisiana Corps Members generate at least \$4.2 million in annual income. About \$1.9 million of this is generated by Corps Members who live in East Baton Rouge Parish, and \$1.6 million by those living in Orleans Parish.

Current TFA Louisiana Corps Members Earn 28% More than the Typical Louisiana Worker



Current Corps Members Generate at Least \$4.2 Million in Annual Income; 75% Is Generated by New Louisiana Residents



# Current Louisiana Corps Members

## HOW MUCH DISPOSABLE INCOME IS GENERATED BY CURRENT CORPS MEMBERS?

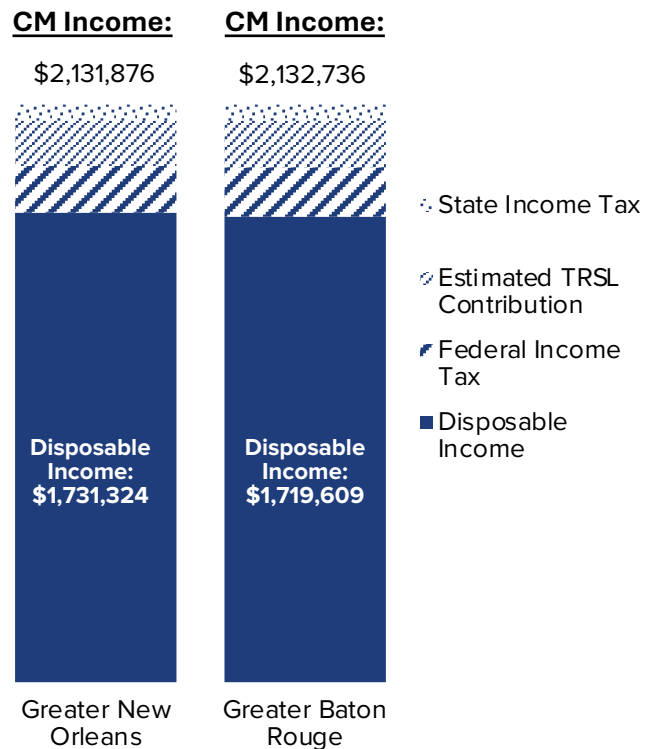
The current TFA Louisiana Corps Members generate at least \$3.4 million in aggregate disposable income annually, split about evenly between Greater New Orleans and Greater Baton Rouge.<sup>17</sup> Much of this is spent locally at restaurants, grocery stores, and on necessities like rent and mortgage payments.

In total, TFA Louisiana Corps Members generate about \$4.2 million in earnings each year. This includes disposable income as well as each teacher's 8% annual contribution to the Teachers Retirement System of Louisiana, and the more than \$120,000 in annual state income tax paid by the current corps.

About 75% of income generated by TFA Louisiana Corps Members represents new income, meaning it's paid to the 60 current TFA Louisiana Corps Members who did not previously live in the state. This includes about \$1.4 million in new income generated by Corps Members in Greater Baton Rouge and \$1.2 million in Greater New Orleans.

New income, as it's discussed in this report, does not include any income generated by the 21 Corps Members who were previously living in Louisiana. However, it's possible that some of these 21 Corps Members may have decided to leave the state had they not joined TFA Louisiana, particularly the 10 younger-than-30-year-olds who are from Louisiana. Therefore, this report's measure of new income in Louisiana is a conservative estimate.

Current Corps Generates \$3.4 Million in Disposable Income Each Year



### The Vast Majority – about 75% – of Income Generated by Current Corps Members is Generated by Corps Members who are New Louisiana Residents

Metro of Residence	Total Income		Disposable Income		%age of Income Generated by New Louisiana Residents
	Generated by Current Corps Members	Generated by Current Corps Members who are New to Louisiana	Generated by Current Corps Members	Generated by Current Corps Members who are New to Louisiana	
New Orleans	\$2,131,876	\$1,440,957	\$1,731,324	\$1,170,229	68%
Baton Rouge	\$2,132,736	\$1,764,229	\$1,719,609	\$1,422,433	83%
Total	\$4,264,612	\$3,205,186	\$3,450,933	\$2,592,662	75%

# Current Louisiana Corps Members

## WHAT'S THE ECONOMIC IMPACT OF CURRENT TFA CORPS MEMBERS IN LOUISIANA?

Based on average disposable income expenditures for households in Greater Baton Rouge and Greater New Orleans, TFA Louisiana Corps Members spend about \$911,000 on shelter (rent and mortgage payments); \$261,000 on groceries; \$141,000 on entertainment and recreation; and \$138,000 at restaurants, among other spending categories.<sup>18</sup>

In addition to supporting private businesses, the current TFA Louisiana Corps Members support state and local coffers through tax revenues.

Current Corps Members living in Greater Baton Rouge pay more than \$61,000 in state income taxes and \$54,000 in sales taxes, both state and local. The figures in Greater New Orleans are similar: Corps Members pay \$59,000 in state income taxes and \$51,000 in sales taxes each year. As is the case with disposable income, most of this tax revenue is new revenue for the state. Without Teach For America recruiting 60 workers to the state and retaining the remaining 21, much of this economic activity would not be occurring.

Budget Category	New Orleans	Baton Rouge	Total Annual Spend
Housing - Shelter	\$463,995	\$447,098	\$911,093
Transportation	\$200,834	\$202,914	\$403,747
Health Care	\$135,043	\$137,569	\$272,612
Food at Home	\$131,581	\$128,971	\$260,551
Housing - Other Expenses	\$107,342	\$110,055	\$217,397
Entertainment & Recreation	\$70,984	\$70,504	\$141,488
Food Away from Home	\$69,253	\$68,784	\$138,037
Charitable Contributions	\$58,865	\$63,626	\$122,491
Apparel & Services	\$43,283	\$41,271	\$84,554
Education	\$29,433	\$27,514	\$56,946
Personal Care Products & Services	\$17,313	\$17,196	\$34,509

### The 81 Current TFA Corps Members Contribute...

#### Annual Disposable Income

**\$3.4M**

Including \$1.7 Million in Both GBR and GNO

#### State Income Tax

**\$120,000**

Including \$61K from GBR, \$59K from GNO

#### State & Local Sales Tax

**\$105,000**

Including \$54K from GBR, \$51K from GNO

# Current Louisiana Corps Members

## DO CORPS MEMBERS SAVE SCHOOLS AND DISTRICTS MONEY?

Schools and districts spend tens of thousands of dollars to replace a teacher. The costs associated with recruitment and hiring of teachers represents a large share of the total cost of replacement.<sup>20</sup> One study found that the costs associated with recruitment and hiring for schools can range from about \$1,800 to more than \$3,500 per newly hired teacher.<sup>21</sup>

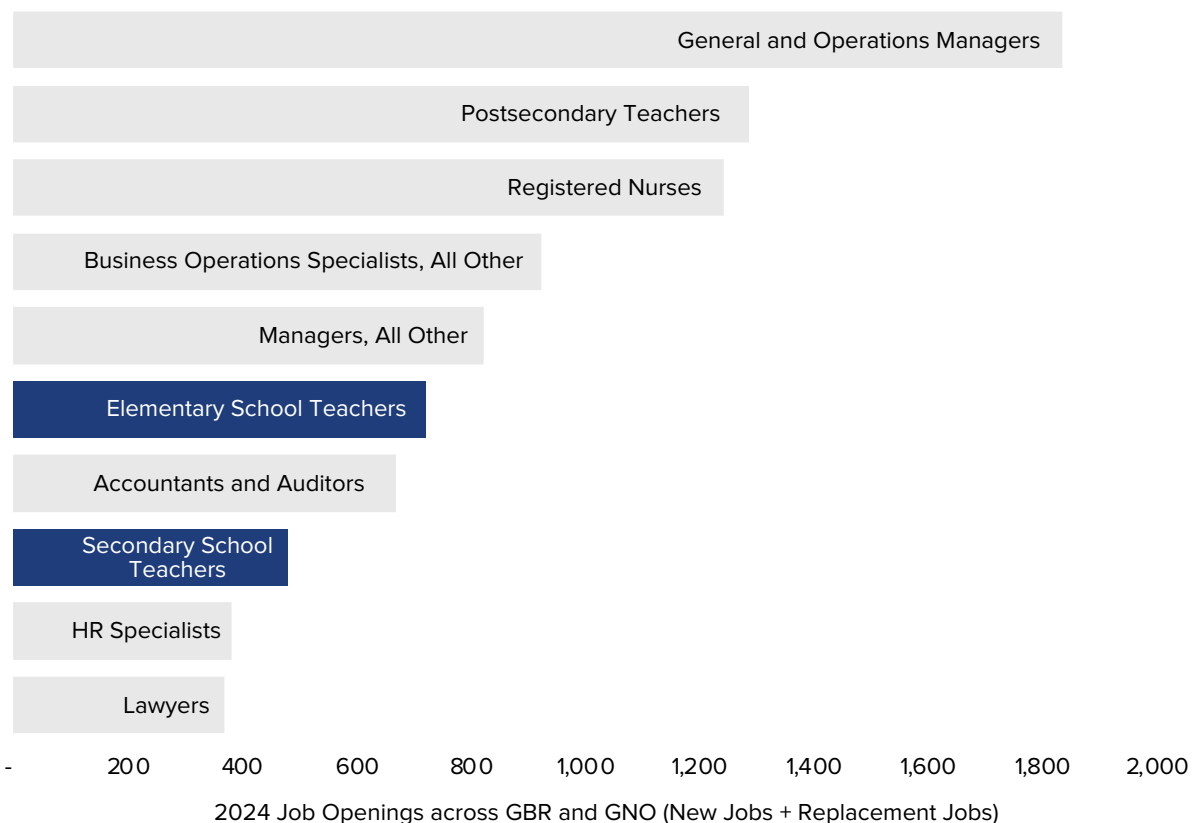
While schools pay a flat fee to Teach For America per Corps Member placed in their school, the organization provides a one-stop-shop for school administrators interested in hiring TFA Corps Members. This reduces the amount of time principals and other staff must spend posting jobs, reviewing resumes, conducting reference and background checks, and interviewing applicants.

Principals are not under any obligation to hire a Teach For America Corps Member; they do so because they want to. And the vast majority are satisfied with the TFA Corps Member at their school – 89% said as much according to data released this year.<sup>22</sup> Satisfaction rates are even higher in Louisiana where 94% of principals said they were satisfied with the TFA Corps Members at their school.

Critically, these Corps Members are filling teacher positions that are of great need in Louisiana. Greater New Orleans, for example, had 374 elementary school teacher openings, 257 high school teacher openings, and 111 middle school teacher openings in 2024.<sup>19</sup>

In Greater Baton Rouge, demand was similarly high with 348 elementary school teacher openings, 222 high school teacher openings, and 133 middle school teacher openings.

Among Jobs that Require a Bachelor's Degree, Elementary and Secondary School Teachers were Two of the Ten Most In-Demand across Greater New Orleans and Greater Baton Rouge in 2024



# Current Louisiana Corps Members

## WHAT'S THE RETURN-ON-INVESTMENT OF CURRENT CORPS MEMBERS?

Teach for America Louisiana spent, on average, \$7,446 to recruit and select each Corps Member in FY 2024. This reflects the dollars spent on extensive marketing; on- and off-campus events; 1:1 relationship building; application processing; and support staff to interview applicants throughout the year.<sup>23</sup> Total recruitment costs spent on behalf of TFA Louisiana for the current group of 81 Corps Members were \$603,146.

Louisiana state and local governments spend \$13,122 per capita on government-provided services;<sup>24</sup> this includes everything from highway maintenance to social services to parks and recreation. The total cost of government services for the current group of Corps Members is \$1,062,882. However, the amount spent on government services for TFA Corps Member is likely much lower because Pre-K – 12 education represents one of the largest components of government spending, and most TFA Louisiana Corps Members do not have children that need to be educated by the state.

The most significant financial benefit brought to Louisiana by current Corps Members is their disposable income. Each Corps Member, thanks to their \$52,650 average annual salary, has an average of \$42,604 in disposable income each year. For the current 81 Corps Members, total annual disposable income is \$3,450,924. These dollars are spent locally on rent/mortgage payments, retail, food, and more.



Corps Members also financially benefit Louisiana and its communities by paying sales and income taxes, although the amount contributed per Corps Member is less than each Corps Member's disposable income.

Of course, bringing Corps Members to Louisiana is not free, and it costs the state and its municipalities to provide services to these residents. But adding up the costs associated with recruiting each Corps Member (\$7,446) and providing services for them while they are Louisiana residents (\$13,122) is still less than half of each Corps Member's disposable income.

Overall, the economic benefits brought to Louisiana by TFA and its Corps Members outweigh the costs associated with Corps Member recruitment and retention. Take the hypothetical example of a Corps Member who was recruited to Louisiana from out-of-state, remains for two years, then leaves Louisiana after completing their service. It costs TFA Louisiana \$7,446 to bring that Corps Member to Louisiana, and it then costs the state and its municipalities \$33,690 over two years to provide that Corps Member with services. However, that Corps Member would have generated more than \$85,000 in disposable income and contributed more than \$5,500 in tax revenues during their two years in Louisiana.

# Current Louisiana Corps Members

## SUMMARIZING THE ECONOMIC IMPACT OF CURRENT CORPS MEMBERS

Among the current 81 TFA Louisiana Corps Members...

- 74% moved to Louisiana from another state;
- 76% of them are younger-than-30, and all of them have at least a bachelor's degree;
- By nature of them being teachers, they have annual incomes that are 28% above per capita earnings for the median Louisiana worker;
- More than \$4.2 million in annual income is generated, with \$3.2 million of this being new income in Louisiana;
- More than \$225,000 in income and sales tax revenues are generated for state and local governments.

In short, TFA Louisiana teachers overwhelmingly come from out-of-state, generate significant tax revenues and disposable income, and fill teacher positions that are of great need.

After completing their two-year teaching commitment, some Corps Members choose to remain in the classroom while other Alumni go on to assume managerial and senior executive roles in public, private, and nonprofit organizations.

# Teach For America Alumni in Louisiana

## OVERVIEW OF TFA ALUMNI LIVING AND WORKING IN LOUISIANA

There are more than 1,330 Teach For America Alumni living and working in Louisiana. About 1,100 are located in the Greater New Orleans region; another 190 are located in Greater Baton Rouge, and the remaining Alumni live in Lake Charles, Lafayette, Shreveport, Alexandria, and other communities across the state.

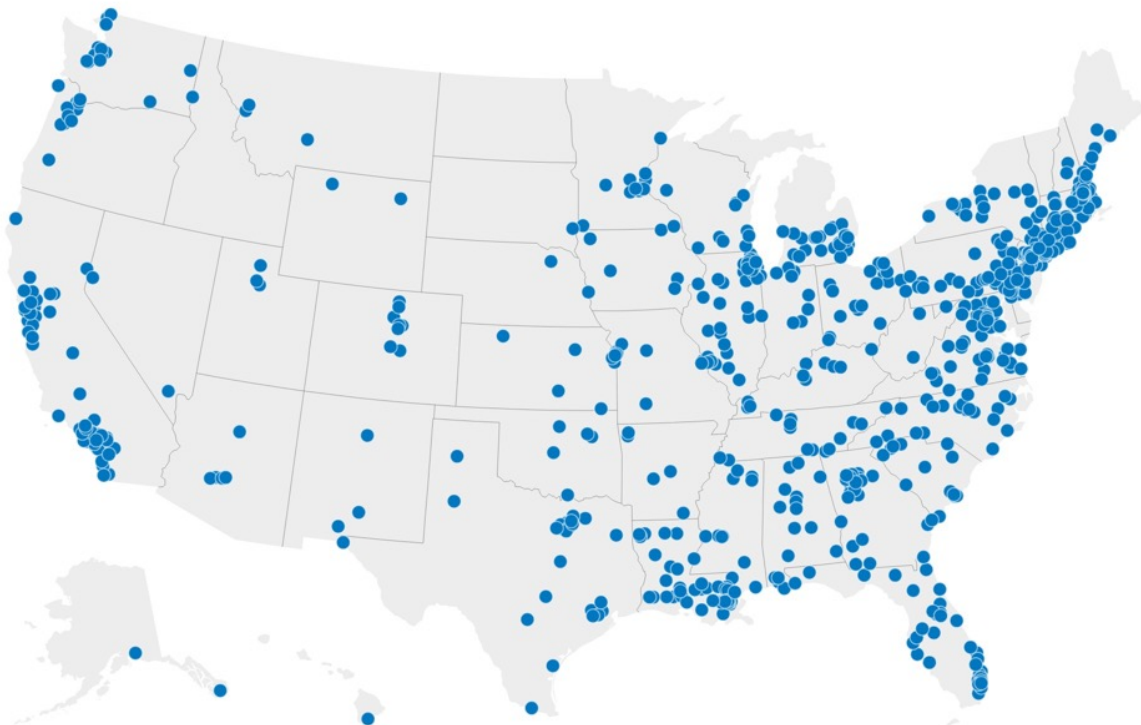
Teach For America currently operates two Alumni networks in the state: New Orleans and Baton Rouge. All Alumni who don't live in either Greater New Orleans or Greater Baton Rouge are considered to be a part of the Greater Baton Rouge Alumni network.

About two-thirds of Teach For America Alumni in Louisiana were placed in the state as a Corps

Member and taught in one of Louisiana's public schools. The remaining one-third completed their service as a Corps Member in other regions across the country before transitioning to Louisiana as an Alumnus.

The vast majority of TFA Alumni currently living in Louisiana are not natives of the state. Of the 1,334 TFA Alumni in Louisiana, approximately 84% of them moved to Louisiana from elsewhere. These Alumni come from over 700 cities across 48 states and earned their bachelor's degrees from more than 370 different institutions across the country including Harvard, Yale, Stanford, Spelman, MIT, and more of the nation's top-rated schools.

TFA Alumni in Louisiana Grew Up in More Than 700 Different Cities Across the Country



Each point in the map represents a city from which a TFA Alumnus in Louisiana considers their hometown; city coordinates were generated by Datawrapper

# Teach For America Alumni in Louisiana

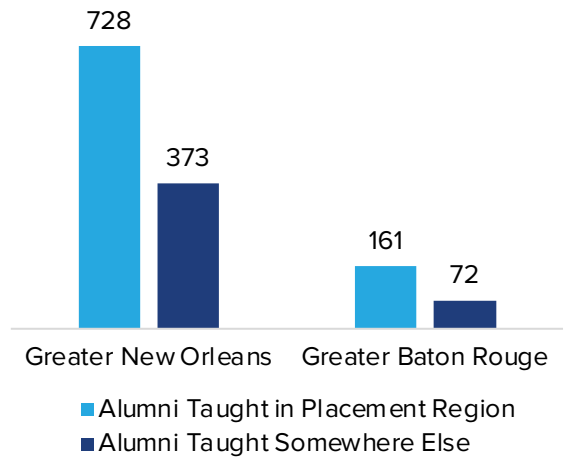
## INDUSTRIES EMPLOYING TFA ALUMNI

Nearly two-thirds of Teach For America Alumni living in Louisiana remain in education well beyond their two-year commitment in the classroom. This group encompasses everyone from teachers and principals to education consultants and district administrators. Included in this collection of education professionals are numerous charter school executives including the CEOs of Collegiate Academies,<sup>25</sup> Firstline Schools,<sup>26</sup> Renew Schools,<sup>27</sup> Crescent City Schools,<sup>28</sup> and Benjamin Franklin High School,<sup>29</sup> the fifth-highest rated public school in Louisiana in 2024.<sup>30</sup>

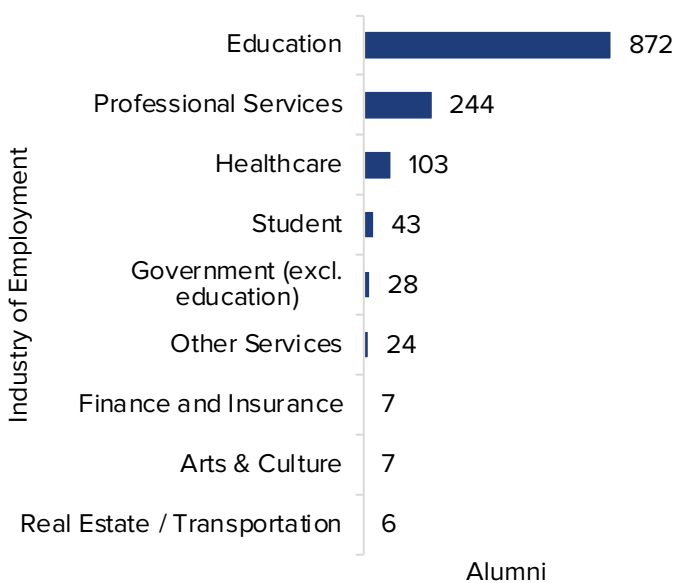
Several of the largest organizations dedicated to expanding the number of quality public education seats in New Orleans and beyond are led by Alumni of Teach For America, including the head of New Schools for Louisiana;<sup>31</sup> other organizations, including New Schools for New Orleans and New Schools for Baton Rouge, were founded and formerly led by Teach For America Alumni.<sup>32</sup>

Teach For America Alumni also serve as executive directors and chief executives of foundations and impactful nonprofits across the state. This list includes the leaders of the Baton Rouge Area Foundation,<sup>33</sup> William C. Schumacher Foundation,<sup>34</sup> Youth Empowerment Project,<sup>35</sup> Youthforce NOLA,<sup>36</sup> and the Baton Rouge Youth Coalition.<sup>37</sup>

Two-Thirds of TFA GNO and GBR Alumni were Placed in that Region to Teach



The Education and Professional Services Industries Employ Most TFA Alumni in Louisiana



About one in five TFA Alumni in Louisiana work in professional services, which includes professionals ranging from startup founders and attorneys to data scientists and fashion designers. While this category is broad, Alumni in this field occupy leadership roles as chief executives and senior managers just like their Alumni counterparts working in education.

# Teach For America Alumni in Louisiana

## HIGHLIGHTED ALUMNI IN GREATER NEW ORLEANS<sup>38</sup>

### **Kate Mehok**

**Chief Executive Officer**  
Crescent City Schools  
Baltimore '97 Corps Member

Kate Mehok is the CEO of Crescent City Schools, a nonprofit, charter management organization that serves nearly 2,600 students in New Orleans.

### **Melissa Sawyer**

**Co-Founder and Executive Director**  
Youth Empowerment Project  
Greater New Orleans '98 Corps Member

Melissa Sawyer is the Executive Director of Youth Empowerment Project, a nonprofit that provides out-of-school enrichment, mentorship, adult education, and work-based learning opportunities.

### **Catherine Swinburn**

**President**  
YouthForce NOLA  
Rio Grand Valley '00 Corps Member

Catherine Swinburn is the President of YouthForce NOLA, a nonprofit that prepares New Orleans public school students for the successful pursuit of high-wage, high-demand careers.

### **Jacob Landry**

**Founder and Chief Executive Officer**  
Urban South Brewery  
Hawaii '06 Corps Member

Jacob Landry is the CEO of Urban South Brewery, a New Orleans-based award-winning brewery distributing its beverages across the Gulf South.

### **Jerel Bryant**

**Chief Executive Officer**  
Collegiate Academies  
Greater New Orleans '07 Corps Member

Jerel Bryant is the CEO of Collegiate Academies, a charter school network operating five high schools and two post-high school programs across South Louisiana.

### **Courtney Stuckwisch Wong**

**Deputy Director of Economic Development**  
City of New Orleans  
Greater New Orleans '07 Corps Member

Courtney Stuckwisch Wong is the Deputy Director of Economic Development for the City of New Orleans; this government agency is responsible for fostering inclusive economic growth and economic mobility.

### **Alex Jarrell**

**Chief Executive Officer**  
Benjamin Franklin High School  
Greater New Orleans '09 Corps Member

Alex Jarrell is the CEO of Benjamin Franklin High School, the fifth highest-rated public school in Louisiana.

### **Aaron Rubens**

**Co-Founder and Chief Executive Officer**  
Kudoboard  
Kansas City '09 Corps Member

Kudoboard, founded in 2015, is a group e-card tool that allows users to create custom birthday, thank you, and other types of cards and online messages.

### **Michael Trummel**

**Assistant United States Attorney**  
United States Department of Justice  
Greater New Orleans '10 Corps Member

As an Assistant United States Attorney with the Department of Justice, Michael Trummel prosecutes criminal and civil cases brought by the Federal government and defends the United States in civil cases.

# Teach For America Alumni in Louisiana

## HIGHLIGHTED ALUMNI IN BATON ROUGE<sup>39</sup>

### **Carlee Alm-LaBar**

#### **Executive Director**

William C. Schumacher Family Foundation  
Greater Baton Rouge '98 Corps Member

Carlee Alm-LaBar is the Executive Director of the William C. Schumacher Family Foundation, a philanthropic organization that focuses on enhancing healthcare, crisis response, education, and quality of life in Louisiana.

### **Chris Meyer**

#### **Executive Director**

Baton Rouge Area Foundation  
Greater New Orleans '04 Corps Member

Chris Meyer is the CEO of Baton Rouge Area Foundation, a community foundation with more than \$300 million in assets that granted nearly \$40 million in FY 2024 to organizations and nonprofits across South Louisiana.

### **Michael Tipton**

#### **Chief Executive Officer**

Blue Cross Blue Shield of Louisiana Foundation  
New York City '05 Corps Member

Michael Tipton is the CEO of Blue Cross Blue Shield of Louisiana Foundation, the philanthropic arm of Louisiana Blue that makes grants to promote the health and wellness of Louisiana residents.

### **Kara Maggiore**

#### **Executive Director**

New Schools For Louisiana  
Greater New Orleans '08 Corps Member

Kara Maggiore is the Executive Director of New Schools for Louisiana, a strategic advisor and broker for high-quality charter school operators in Louisiana.

### **Lucas Spielfogel**

#### **Executive Director**

Baton Rouge Youth Coalition  
Greater Baton Rouge '10 Corps Member

Lucas Spielfogel is the Executive Director of Baton Rouge Youth Coalition, a college and career access program serving low-income high school students.

### **Tamiara Wade**

#### **Director of Juvenile Services**

East Baton Rouge City-Parish  
Greater Baton Rouge '13 Corps Member

Tamiara Wade is the Director of the East Baton Rouge Department of Juvenile Services, the agency that operates the parish's Juvenile Detention Center and provides supervision, probation, and family services to youth and families.

### **Kristen Smith**

#### **Founder and Chief Executive Officer**

Tre's Street Kitchen  
Greater Baton Rouge '14 Corps Member

Kristen Smith is the CEO of Tre's Street Kitchen, a restaurant with three location based in Baton Rouge.

### **Nathan Hite**

#### **Principal**

Westdale Heights Academic Magnet  
Greater Baton Rouge '17 Corps Member

Nathan Hite is the Principal of Westdale Heights Academic Magnet, the seventh highest-rated public elementary/middle school in Louisiana.

### **Kristopher Lewis**

#### **Executive Director**

Rebuilding Together Baton Rouge  
Greater Baton Rouge '18 Corps Member

Kristopher Lewis is the Executive Director of Rebuilding Together Baton Rouge, a nonprofit that repairs homes and make social service referrals for elderly homeowners, veterans, and individuals with disabilities.

# Teach For America Alumni in Louisiana

## OCCUPATIONS EMPLOYING TFA ALUMNI

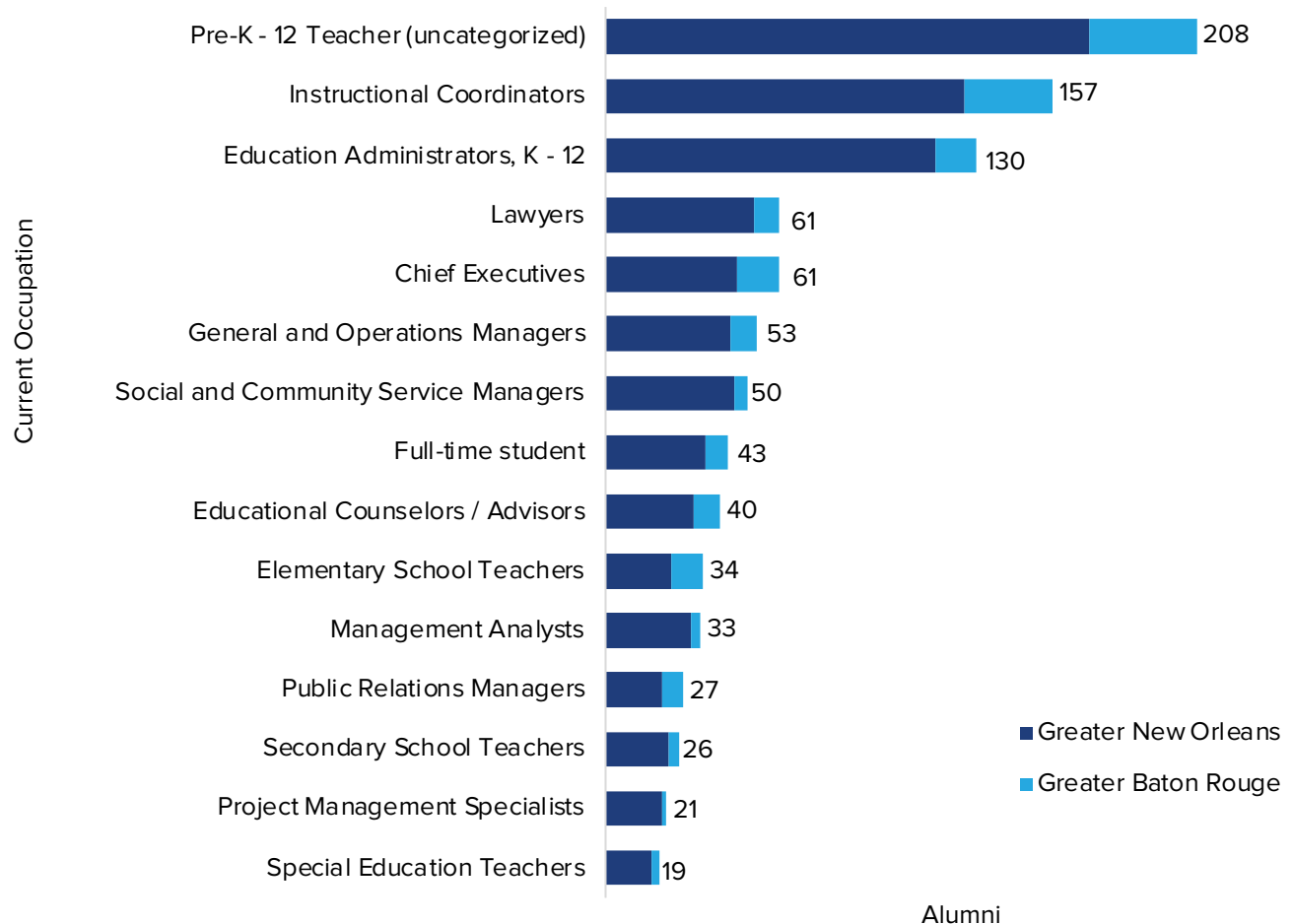
Of the 1,334 TFA Alumni currently living in Louisiana, at least one-third are still serving in a Pre-K – 12 school:

- 305 (23%) are serving in a classroom as a Pre-K – 12 or special education teacher;
- 130 (10%) are serving as principals, assistant principals, deans of students, or other education administration-type roles.

About 157 are classified as instructional coordinators, which include both in-school coaching roles like master teachers and out-of-school positions like educational consultants. Dozens more are in schools as guidance counselors, academic advisors, and career and technical education teachers.

Beyond these education-based positions, TFA Alumni overwhelmingly occupy senior executive and management positions. At least 61 TFA Alumni in Louisiana are chief executives, meaning they lead large organizations and often manage senior subordinate managers.<sup>40</sup> More than a hundred TFA Alumni are classified as either general and operations managers or social and community service managers. These Alumni oversee multiple departments, formulate policies, and manage daily operations in public, private, or nonprofit sector organizations.

Most Teach For America Alumni in Louisiana are Teachers, Executives, or Managers



# Teach For America Alumni in Louisiana

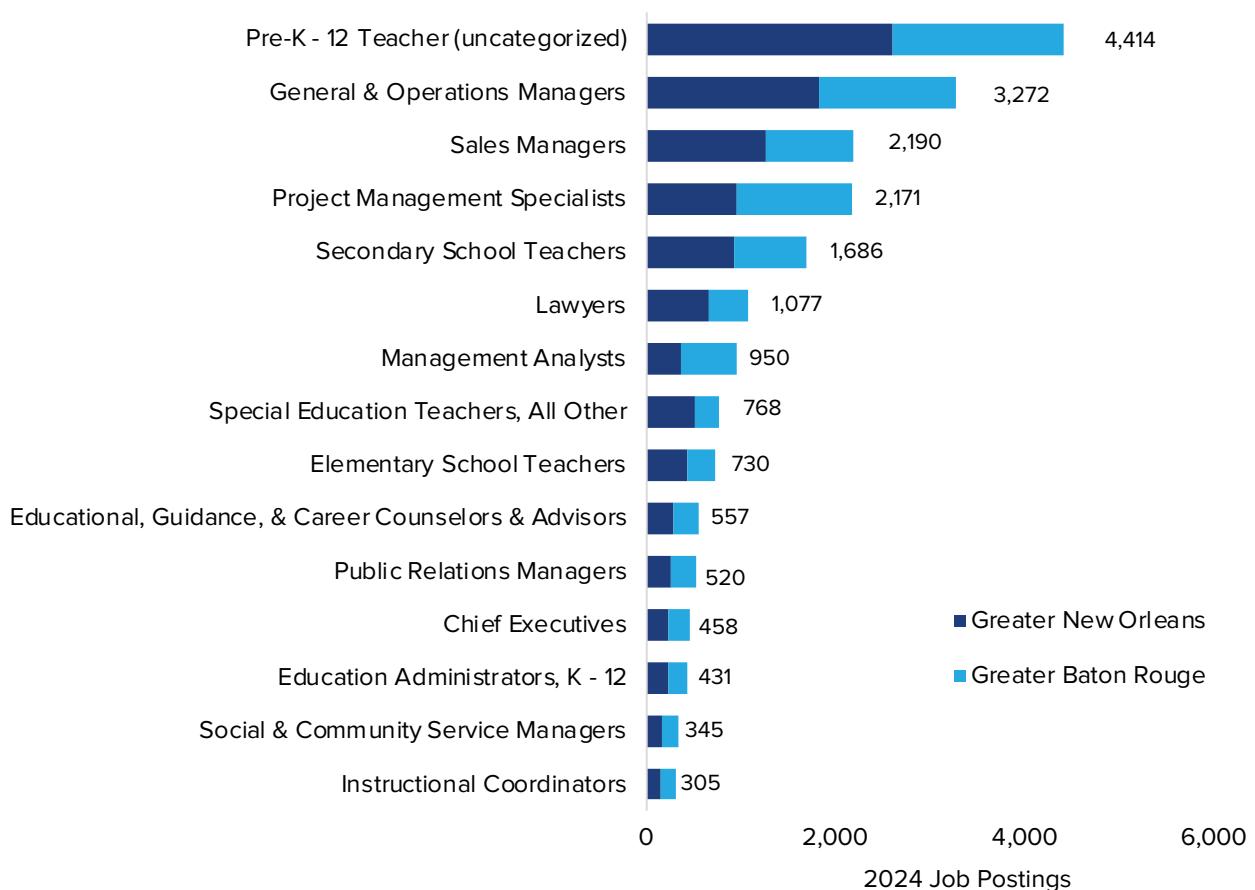
## ARE TFA ALUMNI WORKING JOBS THAT ARE IN-DEMAND?

Job postings can be interpreted as a proxy for an occupation’s demand in a region’s labor market: the more job postings for an occupation, the greater the demand for workers to fill that type of position.<sup>41</sup> There were more unique jobs posted online in 2024 for general managers, chief executives, and education administrators than there are TFA Louisiana Alumni working in these positions. For example, there are 61 TFA Louisiana Alumni working as chief executives while there were more than 450 chief executive jobs advertised online in 2024 in New Orleans and Baton Rouge.

TFA Alumni are working jobs that are in-demand in Louisiana, according to job postings data. This makes it unlikely that TFA Alumni in Louisiana are “taking jobs away” from non-TFA Alumni. Despite occupying leadership and management roles at higher rates than the general workforce, TFA Louisiana Alumni still make up a very small share of the state’s working population.

Occupation	Job Postings in Greater New Orleans	Job Postings in Greater Baton Rouge	Total
General & Operations Managers	1,820	1,452	3,272
Sales Managers	1,256	934	2,190
Public Relations Managers	263	257	520
Chief Executives	226	232	458
Education Administrators, K - 12	227	204	431

Some of the Most Common Jobs Worked by TFA Louisiana Alumni Saw Thousands of Local Job Postings in 2024



# Teach For America Alumni in Louisiana

## HOW DO AGGREGATE EARNINGS COMPARE BETWEEN TFA ALUMNI AND LOUISIANA'S WORKFORCE?

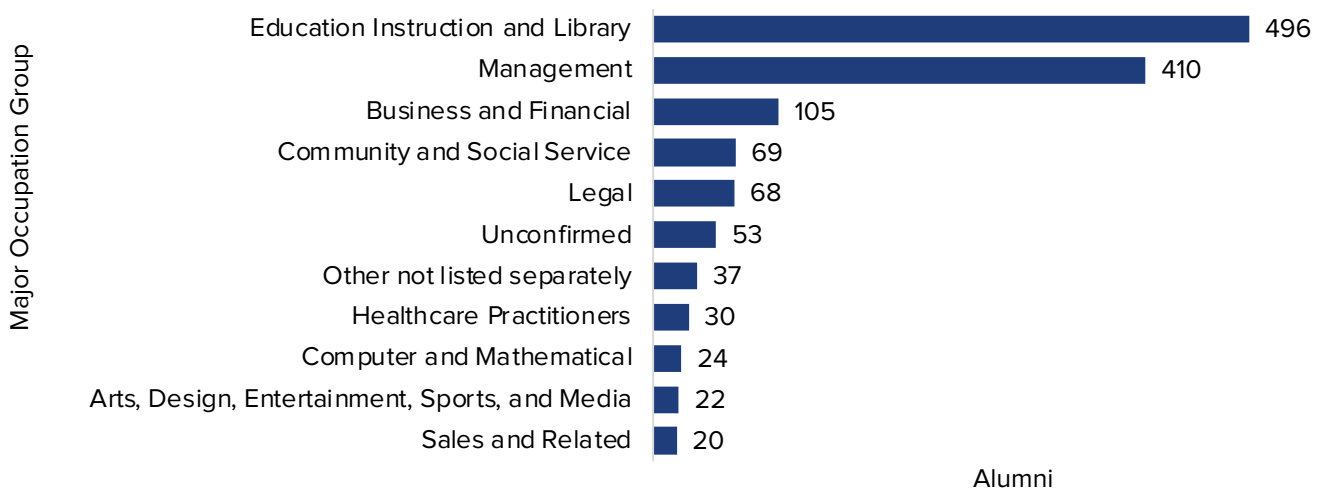
The roles that TFA Alumni occupy also come with higher-than-average salaries. Based on median earnings by occupation for workers in Greater New Orleans, Greater Baton Rouge, and other metropolitan areas across the state, TFA Alumni earn about \$78,634 per year.<sup>42</sup> That's more than \$37,000 above current median earnings of \$41,224 across all workers in Louisiana.

Not considering Alumni who are full-time students, homemakers, or working in an otherwise unclassifiable position, aggregate annual earnings for these 1,281 Alumni are about \$100,730,154. A cross-section of 1,281 workers in Louisiana, represented by the state's median income, would bring in an aggregate \$52,807,944 each year. This means that TFA workers are bringing in nearly \$48 million more than what would be expected from a random selection of 1,281 working professionals in Louisiana.

As mentioned in this report's first section, workers with higher earnings generate additional economic activity by way of greater demand for goods and services and, subsequently, greater contributions to state and local governments by way of tax revenues.

Total Alumni Living in Louisiana	1,334
Full-Time Students, Homemakers, Other Unclassifiable Positions	53
Alumni Currently Working	1,281
Median Earnings Per Worker (TFA LA Alumni)	\$ 78,634
Median Earnings Per Worker (Louisiana Overall)	\$ 41,224
<b>TFA Earnings Premium Per Worker</b>	<b>\$ 37,410</b>
Aggregate Earnings (TFA LA Alumni)	\$ 100,730,154
Aggregate Earnings (Median Louisiana Worker)	\$ 52,807,944
<b>TFA Earnings Premium in Louisiana</b>	<b>\$ 47,922,210</b>

### Two-Thirds of TFA Alumni in Louisiana are Employed in Educational Instruction or Management Occupations



# Teach For America Alumni in Louisiana

## WHO ARE SYSTEM CHANGE LEADERS, AND ARE THEY MORE COMMON AMONG TFA ALUMNI?

Many Alumni of Teach For America continue to create positive change in their communities after completing their corps service. Teach For America’s categorization for this group of professionals, “systems change leaders,” includes individuals who are leveraging their experiences and influence to drive transformational change in education and beyond.<sup>44</sup> The organization has a classification system used to determine whether an Alumni is considered a systems change leader. According to this classification system, about 23% of Teach For America Alumni in Louisiana are systems change leaders.

Occupation	Number of Systems Change Leader Alumni in Louisiana
Education Administrators, K - 12	101
Chief Executives	55
Instructional Coordinators	49
General and Operations Managers	21
Social and Community Service Managers	17

Education administrators, which mostly includes school-based leaders such as principals and deans, make up about one-third of TFA’s systems change leaders in Louisiana. Most of the Alumni in the state who are chief executives are considered systems change leaders, and other managerial-type roles are classified as such as well. While a worker is more likely to be classified as a systems change leader if they’re working in education, professionals outside of education can be classified as such if they are working to “dismantle inequities, foster collaboration, and create sustainable solutions that address root causes” of issues.

Because it’s not possible to categorize each of the state’s workers by whether they meet the qualifications of a systems change leader, Riverbend extrapolated the ratios among TFA Alumni to Louisiana’s workforce in order to compare the two. For example, about 55% of TFA Alumni classified under “management occupations” (which includes education administrators) are considered systems change leaders. Projecting this ratio onto all management occupations in Louisiana would mean there are about 80,500 systems change leaders among managers in Louisiana.

From another perspective, none of the TFA Alumni working as chefs, bartenders, and servers across the state were classified as systems change leaders. Extrapolating this out means Riverbend estimates that none of the state’s 188,000 workers in “food preparation and serving related occupations” are systems change leaders.

With this methodology, Riverbend estimates that just 6% of the state’s workforce are systems change leaders, about one-fourth the rate among TFA Alumni in the state (23%). This reflects the findings previously discussed: TFA Alumni are more likely to work in education and lead organizations. Conversely, they’re considerably less likely to work as cashiers, retail salespersons, and construction laborers. While these three occupations are some of the most common among the state’s workforce, they’re very unlikely to be considered systems change leaders, and it’s unlikely to find a TFA Alumni working in one of these positions.

# Teach For America Alumni in Louisiana

## SUMMARIZING THE ECONOMIC IMPACT OF TFA LOUISIANA ALUMNI

Among the current 1,334 TFA Louisiana Alumni...

- 84% of TFA Alumni in Louisiana originated from outside the state.
- 65% of TFA Louisiana Alumni work in the education sector, 18% work in professional services, 8% work in healthcare, and the remaining are either full-time students or work in other key sectors including government, arts & culture, and finance.
- Most Teach For America Louisiana Alumni are employed as teachers or executives/managers in organizations, government agencies, and businesses.
- The median annual earnings for a Teach For America Alumni in Louisiana are about \$78,634 per year which is more than \$37,000 above the median annual earnings for the typical Louisiana worker.
- Collectively, the 1,281 Teach For America Alumni working in Louisiana generate \$100.7 million in annual earnings, based on occupational median salaries in regions across the state.
- TFA Alumni earn \$47.9 million more each year than what would be expected from a random sample of 1,281 Louisiana workers.
- Teach For America Alumni in Louisiana are about four times as likely to drive systems-level change when compared to the average Louisiana worker.

Although they represent a very small share of Louisiana's workforce, TFA Louisiana Alumni fill important roles across the state. Hundreds of them remain in schools as teachers, counselors, and administrators. Those who have left the field of education largely work as managers and executives at nonprofits, government agencies, and businesses across the state. What's perhaps most significant about Teach For America's influence in Louisiana is the organization's ability to bring talent to the state: 84% of Alumni in Louisiana came from out-of-state.

It's impossible to determine how many Alumni in Louisiana would not currently be in the state without the influence of Teach For America. What this analysis does show is the Alumni who live and work in the state have higher-than-average earnings, work in positions that have seen significant numbers of job postings, and are about four times as likely to drive systems change compared to the typical Louisiana worker. For these reasons, South Louisiana's two most populous regions, New Orleans and Baton Rouge, benefit from having TFA Alumni among their residents.

# Methodology

## HOW DID RIVERBEND RESEARCH CREATE THIS REPORT?

Most of the data used in this analysis was provided by Teach For America. TFA manages its data internally, including information on current Corps Members and Alumni.

TFA provided Riverbend with information on the current 81 Corps Members as well as the 1,334 Alumni current living in Louisiana. For current Corps Members, this information included each person's placement region, placement school, current mailing address, year of corps completion (projected for current members), undergraduate and graduate (if applicable) university, hometown city/state/country, and age range. In addition to this information, Alumni data included each person's most recent job title, profession category (as defined by TFA), and most recent employer.

### Current Corps Members

Using the published salary schedules for each Corps Member's placement school, Riverbend estimated each Corps Members' salary based on teaching tenure and level of education.

Household budget expenditures were estimated for each Corps Member using ESRI's household budget breakdown, a tool that draws from the US Bureau of Labor Statistics' Consumer Spending Data. Riverbend estimated contributions to state and federal income taxes, state and local sales taxes, and the Teachers Retirement System of Louisiana using prevailing rates. Income comparisons are made using data from Lightcast.

### Alumni

Using the data provided by Teach For America, Riverbend classified each Alumni into one of the Bureau of Labor Statistics' 867 detailed, five-digit occupations, referred to as "SOC codes" for Standard Occupational Classification. Of the 1,334 Alumni living in Louisiana, there were 53 who Riverbend could not classify. 43 were full-time students, 7 were classified by TFA as homemakers, and 3 were otherwise unclassifiable based on the information provided by TFA. Additionally, 208 Alumni were classified as "Pre-K – 12 teachers (uncategorized)" The job titles for these Alumni were not specific enough to classify at the most detailed level, so Riverbend classified them at the more general 3-digit SOC code, "Preschool, Elementary, Middle, Secondary, and Special Education Teachers."

The process of assigning each Alumni a SOC code is a blend of art and science. Some Alumni were easier to classify based on their job title. These job titles included "Accountant," "High School English Teacher," and "Attorney." Other job titles were less straightforward, including "Director of Data," "Business Owner," and "Partner Success Manager." For all Alumni, especially those with unclear job titles, Riverbend exercised discretion when assigning a SOC code and used tools including LinkedIn and company websites to help in the classification process. Riverbend also used the occupation descriptions provided by the Bureau of Labor Statistics and O\*NET.

Riverbend used Lightcast labor analytics data to estimate each Alumni's salary. For each Alumni, Riverbend assigned them a median annual earnings figure based on the occupation assigned to that Alumni and the metropolitan statistical area in which the Alumni is currently located. For example, the median annual earnings for an instructional coordinator in Shreveport are \$68,465, while in Baton Rouge they're \$62,381 and in New Orleans they're \$68,126.

# References

1. Teach For America, What is your admittance rate?
2. American Institutes for Research, A Meta-analysis of Teach For America Teacher Impacts (2024)
3. According to Lightcast's Occupation Snapshot analysis, the median salary in New Orleans is \$43,355; in Baton Rouge, it's \$45,795. Riverbend's compensation analysis found TFA Corps Members earn more in both Greater New Orleans and Greater Baton Rouge.
4. US Census Bureau Population Estimates Program. Data covers 2010 – 2023, excluding July 2019 to April 2020
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7. Pew Research Center, Americans are moving at historically low rates, in part because Millennials are staying put (2017)
8. US Census Bureau's American Community Survey 2023 1-year estimates
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11. Association of Public & Land-Grant Universities, How do college graduates benefit society at large?
12. Shreveport Times, Louisiana would lower income tax rates for all under plan from Governor Jeff Landry (October 1, 2024)
13. Pew Research Center, Who Moves? Who Stays Put? Where's Home? (2008)
14. US Census Bureau's American Community Survey 2023 1-year estimates; includes domestic migration only
15. Salary schedules for traditional and charter districts as well as schedules for individual schools were used to determine annual salary for each current Corps Member
16. Median earnings data for Greater New Orleans and Greater Baton Rouge come from Lightcast
17. Disposable income represents after-tax income. Riverbend calculated disposable income by taking each Corps Member's estimated salary and subtracting federal and state income taxes and contributions to the Teachers Retirement System of Louisiana.
18. Percentage of household income spent in various budget categories come from ESRI Site To Do Business forecasts for 2024 derived from the 2021 and 2022 Consumer Expenditure Surveys and the Bureau of Labor Statistics
19. Job openings data comes from Lightcast
20. The Learning Policy Institute, 2024 Update: What's the Cost of Teacher Turnover?
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  27. Renew Schools, Our Leadership webpage, <https://www.renewschools.org/our-leadership>
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  33. Baton Rouge Area Foundation, Staff webpage, <https://www.braf.org/staff/>
  34. William C. Schumacher Family Foundation, About webpage, <https://schumacherfoundation.com/team/carlee-alm-labar/>
  35. Youth Empowerment Project, The YWEP Team webpage, <https://www.youthempowermentproject.org/yepteam>
  36. YouthForce NOLA, Our People webpage, <https://www.youthforcenola.org/ourstaff>
  37. Baton Rouge Youth Coalition, Meet Our Team webpage, <https://thebryc.org/team-board/>
  38. Sources available in Appendix
  39. Sources available in Appendix
  40. Occupation descriptions come from O\*NET Online
  41. Lightcast Data Overview
  42. Median earnings for occupations come from Lightcast.
  43. Bureau of Labor Statistics QCEW Location Quotient Details
  44. Teach For America's definition of a systems change leader is as follows: *Individuals leveraging their experiences and influence to drive transformational change in education and beyond. They work to dismantle inequities, foster collaboration, and create sustainable solutions that address root causes and reimagine systems to ensure all children have access to opportunity and success.*
- \* The occupation group "Pre-K – 12 Teacher (uncategorized)" includes all teachers not separately classified in Teach For America's database. This group corresponds with the three-digit SOC code "25-2000" for "Preschool, Elementary, Middle, Secondary, and Special Education Teachers." This report does not include separately classified elementary and secondary school teachers into this classification. Therefore, the location quotient for this occupation, 5.4, is an underestimate.

# Appendix

## SOURCES FOR HIGHLIGHTED ALUMNI

### Carlee Alm-LaBar

<https://schumacherfoundation.com/>

### Jerel Bryant

Collegiate Academies and Affiliate Combined Financial Statements, June 30, 2024 and 2023, available at:

<https://resources.finalsite.net/images/v1736177450/collegiateacademiesorg/ndwihrklipirgna07ha2/CollegiateAcademiesFinancialAuditReport2024.pdf>

### Nathan Hite

<https://westdaleheights.weebly.com/>

<https://doe.louisiana.gov/data-and-reports>

### Alex Jarrell

<https://www.bfhsla.org/https://doe.louisiana.gov/data-and-reports>

### Jacob Landry

<https://urbansouth.com/>

### Kristopher Lewis

<https://rtbr.org/>

### Kara Maggiore

<https://www.newschoolslouisiana.org/>

### Kate Mehok

<https://crescentcityschools.org/>

### Chris Meyer

<https://www.braf.org/https://projects.propublica.org/nonprofits/organizations/726030391>

### Aaron Rubens

<https://www.kudoboard.com/>

### Melissa Sawyer

<https://www.youthempowermentproject.org>

### Kristen Smith

<https://www.tresstreetkitchen.com/>

### Lucas Spielfogel

[thebryc.org](http://thebryc.org)

<https://yieldgiving.com/>

### Catherine Swinburn

<https://www.youthforcenola.org/>

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<https://bcbslafoundation.org/>

### Michael Trummel

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<https://www.justice.gov/legal-careers/job/assistant-united-states-attorney-1718#:~:text=Assistant%20United%20States%20Attorneys%20prosecute,United%20States%20in%20civil%20cases.>

### Tamiara Wade

<https://www.brla.gov/directory.aspx>

<https://www.brla.gov/367/Juvenile-Services>

### Courtney Stuckwisch Wong

<https://nola.gov/next/economic-development/home/>