

Office of Assessments, Accountability, and Analytics

CLASS® Conflict of Interest Requirements

Bulletin 140 §503.C states, “No observer shall conduct an observation in which the observer is an immediate family member of a teacher in the classroom being observed or an immediate family member of an individual who supervises or provides training or technical assistance to a teacher in the classroom being observed or has a direct financial interest in the site where the classroom is being observed.” Immediate family member refers to children, the spouses of children, brothers and their spouses, sisters and their spouses, parents, spouse, and the parents of spouse. The following examples illustrate the requirements for local observers to remain in compliance with this policy.

For questions on specific situations, please reach out to accountability@la.gov.

A CLASS® reliable observer **cannot** conduct an observation if the observer is an immediate family member of the teacher in the classroom.

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| <ul style="list-style-type: none"> • If a toddler classroom taught by Christine Brown was observed by her mother, the director of the child care center, this <i>would</i> be a conflict of interest. • If the same classroom was observed by Stuart Brown, her brother who does not work at the center, this <i>would</i> be a conflict of interest because he is an immediate family member. | <ul style="list-style-type: none"> • If an infant classroom taught by Marquita Dunham was observed by Blaire Winston, the director of the child care center, this <i>would not</i> be a conflict of interest if she verifies that she is not an immediate family member of Dunham or anyone who has a direct financial interest in the site. |
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A CLASS® reliable observer **cannot** conduct an observation if the observer is an immediate family member of the person who supervises or provides training to any teacher in that classroom.

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| <ul style="list-style-type: none"> • If a pre-K classroom taught by Kynisha Munson was observed by her instructional coach, this <i>would</i> be a conflict of interest. • If the same classroom was observed by Marvin Jones, the instructional coach’s son, that <i>would</i> be a conflict of interest because Jones is an immediate family member of the teacher’s instructional coach | <ul style="list-style-type: none"> • If a family child care provider coached by Jessica George was observed by Neveah Jennings, a local observer contracted through the same resource referral agency, this <i>would not</i> be a conflict of interest if she verifies that she is not an immediate family member of the provider, Jennings or anyone who has a direct financial interest in the site. |
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A CLASS® reliable observer **cannot** conduct an observation if the observer has a direct financial interest in the site.

Because owners of child care centers are eligible for the school readiness tax credit, they are not eligible to conduct observations of teachers in their centers.

- If an infant classroom taught by Andrea King was observed by Gloria Fernandez, the owner of the child care center, this *would* be a conflict of interest.
- If this same classroom was observed by Joseph Fernandez, the husband of Mrs. Fernandez, this *would* be a conflict of interest.

- If an infant classroom taught by Lisa Green was observed by Brooke Rogers, the center director who is unrelated to Green or anyone who provides her coaching, this *would not* be a conflict of interest.