

Overview: In accordance with [Bulletin 130](#), personnel evaluation policy is composed of two parts: professional practice and growth in student learning. Professional practice scores are derived from observations. The CLASS® observation rubric is an approved qualitative assessment of teacher performance (professional practice) that must be converted to a 4.0 scale.

CLASS® Instructional Rubric 7-Point Scale Conversion to Louisiana’s Four Levels of Effectiveness

The CLASS® Instructional Rubric utilizes a 7-point rating scale, with a score of 6-7 indicating high-range, a 3-5 indicating mid-range, and a 1-2 indicating low range. The CLASS® rubric includes 3 domains (emotional support, classroom organization, and instructional support) and 10 dimensions comprised of 42 indicators across the 3 domains.

The Compass Teaching Rubric consists of 3 domains and 5 components across those domains. In addition, the state has adopted Standards of Effectiveness ratings that are based on a 4-point rating scale, with a 4 indicating Highly Effective, a 3 indicating Effective: Proficient, a 2 indicating Effective: Emerging, and a 1 indicating Ineffective.

To align the CLASS® rubric with the state’s adopted Standards of Effectiveness, it was necessary to develop a conversion chart. To compute the CLASS® score, average the dimension scores. *Note: Omit negative climate when computing the dimension average.*

Example:

Ms. Penny's classroom

Positive Climate	5.50
Teacher Sensitivity/Educator Sensitivity	5.25
Regard for Student Perspectives/Regard for Child Perspectives	5.25
Behavior Management	5.00
Productivity	4.50
Instructional Learning Formats	4.25
Concept Development	4.25
Quality of Feedback	4.50
Language Modeling	4.50
Total (add all dimension scores, omitting negative climate)	43

Adding up the dimension scores totals 43. When dividing 43 by 9, the average is 4.78. This is rounded to 4.80 and aligns to a Compass score of 2.70 (Effective: Proficient).

Align the CLASS® score to the following chart to compute the Compass score:

CLASS®	Compass	
7.00	4.00	Highly Effective $3.5 \leq x$
6.90	3.95	
6.80	3.90	
6.70	3.85	
6.60	3.80	
6.50	3.75	
6.40	3.70	
6.30	3.65	
6.20	3.60	
6.10	3.55	
6.00	3.50	
5.90	3.44	Effective: Proficient $2.5 \leq x < 3.5$
5.80	3.37	
5.70	3.30	
5.60	3.24	
5.50	3.17	
5.40	3.10	
5.30	3.04	
5.20	2.97	
5.10	2.90	
5.00	2.84	
4.90	2.77	
4.80	2.70	Effective: Emerging $1.5 \leq x < 2.5$
4.70	2.63	
4.60	2.57	
4.50	2.50	
4.40	2.44	
4.30	2.37	
4.20	2.30	
4.10	2.24	
4.00	2.17	
3.90	2.10	
3.80	2.04	
3.70	1.97	
3.60	1.90	
3.50	1.84	
3.40	1.77	
3.30	1.70	
3.20	1.63	
3.10	1.57	

3.00	1.50	
2.90	1.44	
2.80	1.41	
2.70	1.39	
2.60	1.37	
2.50	1.35	
2.40	1.32	
2.30	1.30	
2.20	1.28	
2.10	1.25	
2.00	1.23	Ineffective
1.90	1.21	x < 1.5
1.80	1.18	
1.70	1.16	
1.60	1.14	
1.50	1.12	
1.40	1.09	
1.30	1.07	
1.20	1.05	
1.10	1.02	
1.00	1.00	