

Teaching and Learning: Educator Talent and Workforce Development

2024-2025 Evaluation Learning Year Options Guidance

Overview

During the 2024-2025 school year, systems may opt to participate in the Evaluation Learning Year. Participating systems will use the new evaluation components and processes to support school-level educators and school-level leaders through the evaluation process. The Evaluation Learning Year will provide the most extensive options for training and support through the summer and the school year. Feedback will be gathered from participants to inform final adjustments to the evaluation system and policy prior to full implementation in 2025-2026.

Systems may choose from the options below for evaluation during the 2024-2025 school year. All systems must submit the Louisiana Department of Education (LDOE) [2024-2025 Evaluation Learning Year Options Form](#) by March 30, 2024.

Option 1

In the 2024-2025 Evaluation Learning Year, your system will transition all school sites to the Louisiana Educator, Leader, and Counselor Rubrics.

If you choose this option,

- [Register](#) system-level leaders and school leaders for a two-day Louisiana Leader Evaluation Training.
 - Evaluators of school leaders will complete the Louisiana Leader Evaluation Certification Assessment following training and must pass before beginning to evaluate leaders using the Louisiana Leader Rubric.
- [Register](#) system-level leaders, school-level leaders, and designated observers for a three-day Louisiana Educator Evaluation Training. *Note: If your system is using the NIET Teaching and Learning Standards Rubric as an alternate rubric, your currently certified evaluators may qualify for a one-day Louisiana Educator Evaluation Training. Please see the guidance below.
 - Evaluators and designated observers of educators will complete the Louisiana Educator Evaluation Certification Assessment following training and must pass before beginning to evaluate leaders using the Louisiana Educator Rubric.
- Complete observations and conferences as required by Louisiana policy, [Bulletin 130](#), and enter scores **directly** into the state data system.
 - Ratings will now utilize a 5.0 scale.
- Follow the approved Student Learning Target (SLT) Process and enter ratings **directly** into the state data system.

- Ratings will now utilize a 5.0 scale.
- Attend a webinar on the LDOE data management system that will store evaluation data.
 - Moving forward, data will be entered directly into the data system. Spreadsheet uploads will not be available.

Option 2

In the 2024-2025 Evaluation Learning Year, your system will transition selected school sites to the Louisiana Educator, Leader, and Counselor Rubrics.

If you choose this option,

- [Register](#) system-level leaders and school leaders (located at the transitioning sites) for a two-day Louisiana Leader Evaluation Training.
 - Evaluators of school leaders will complete the Louisiana Leader Evaluation Certification Assessment following training and must pass before beginning to evaluate leaders using the Louisiana Leader Rubric.
- [Register](#) system-level leaders, school-level leaders, and designated observers (located at the transitioning sites) for a three-day Louisiana Educator Evaluation Training. *Note: If your system is using the NIET Teaching and Learning Standards Rubric as an alternate rubric, your currently certified evaluators may qualify for a one-day Louisiana Educator Evaluation Training. Please see the guidance below.
 - Evaluators and designated observers of educators will complete the Louisiana Educator Evaluation Certification Assessment following training and must pass before beginning to evaluate leaders using the Louisiana Educator Rubric.
- Complete observations and conferences as required by Louisiana policy, [Bulletin 130](#), and enter scores **directly** into the new state data system. Ratings will now utilize a 5.0 scale at transitioning sites.
 - Ratings will continue on a 4.0 scale at sites that continue to use COMPASS or approved alternate rubrics.
- Follow the approved Student Learning Target (SLT) Process and enter ratings **directly** into the new state data system.
 - Ratings will now utilize a 5.0 scale at transitioning sites.
 - Ratings will continue on a 4.0 scale at sites that continue to use COMPASS or approved alternate rubrics (or convert to a 4.0 scale with approved conversions, i.e. CLASS, NIET TLSR).
- Attend a webinar on the LDOE data management system that will store evaluation data.
 - Moving forward, data will be entered directly into the data system. Spreadsheet uploads will not be available.
- Non-transitioning sites will participate in the Louisiana Educator Evaluation Trainings in the summer of 2025 to fully implement the new Louisiana evaluation components and process in the 2025-2026 school year. These training sessions will take place in Baton Rouge.

Option 3

In the 2024-2025 Evaluation Learning Year, your system will continue using COMPASS rubrics or previously approved alternate rubrics for all educators and counselors. ONLY school leaders will transition to the Louisiana Leader Evaluation.

If you choose this option,

- [Register](#) system-level leaders and school leaders for a two-day Louisiana Leader Evaluation Training.
 - Evaluators of school leaders will complete the Louisiana Leader Evaluation Certification Assessment following training and must pass before beginning to evaluate leaders using the Louisiana Leader Rubric.
- Complete observations and conferences as required by Louisiana policy, [Bulletin 130](#), and enter scores **directly** into the new state data system.
 - COMPASS and alternate rubric ratings for educators and counselors will continue on a 4.0 scale (or convert to a 4.0 scale with approved conversions, i.e. CLASS, NIET TLSR).
 - Leader ratings will now utilize a 5.0 scale.
- Follow the approved Student Learning Target (SLT) Process and enter ratings **directly** into the new state data system.
 - Ratings for educators and counselors will continue on a 4.0 scale.
 - Leader ratings will now utilize a 5.0 scale.
- Attend a webinar on the LDOE data management system that will store evaluation data.
 - Moving forward, data will be entered directly into the data system. Spreadsheet uploads will not be available.
- Participate in the Louisiana Educator Evaluation Trainings in the summer of 2025 to fully implement the new Louisiana evaluation components and process in the 2025-2026 school year. These training sessions will take place in Baton Rouge.

Option 4

In the 2024-2025 Evaluation Learning Year, your system will continue to use COMPASS rubrics or previously approved alternate rubrics for all educators, counselors, and school leaders.

If you choose this option,

- Complete observations and conferences as required by Louisiana policy, [Bulletin 130](#), and enter ratings **directly** into the new state data system. Spreadsheet uploads will not be available.
 - Ratings will continue on a 4.0 scale (or convert to a 4.0 scale with approved conversions, i.e. CLASS, NIET TLSR).
- Follow the approved Student Learning Target (SLT) Process and enter ratings **directly** into the state data system.
 - Ratings will continue on a 4.0 scale.
- Attend a webinar on the LDOE data management system that will store evaluation data.
 - Moving forward, data will be entered directly into the new data system. Spreadsheet uploads will not be available.
- Participate in the Louisiana Leader and Louisiana Educator Evaluation Trainings in the summer of 2025 to fully implement the new Louisiana evaluation components and process in the 2025-2026 school year. These training sessions will take place in Baton Rouge.

*Note: If your system is using the NIET Teaching and Learning Standards Rubric as an alternate rubric, your currently certified evaluators may qualify for a one-day Louisiana Educator Evaluation Training.

- Certified *NIET Teaching and Learning Standards Rubric* (TLSR) evaluators and designated observers in your system who are currently in good standing or have been in the last three years will qualify

for a one-day training to prepare for the certification. Certified TLSR evaluators and designated observers are welcome to attend the full three-day course or choose this one-day option.

- In order to assess the standing of TLSR evaluators and designated observers in your school system, an analysis of your EE PASS Teacher Evaluator Certification Records for the school years 2021-2022, 2022-2023, and 2023-2024 must be completed. These records can be accessed by logging in to EE PASS and clicking on Menu, Reports, and School Level Administrator Reports. Please see the linked [instructional guide](#) for step-by-step directions to access these reports.
 - Notify qualifying evaluators and observers to register for the one-day Louisiana Educator Training. (Individuals should first cancel previously registered three-day training sessions.)
 - Notify evaluators and designated observers who are new, need additional training, or are not in good standing to register for the three-day Louisiana Educator Training.

Frequently Asked Questions

What is the difference between the three-day and the one-day training?

During the three-day training, participants will take a deep dive into two lessons from Louisiana classrooms, with one lesson featuring an educator utilizing high-quality instructional materials. Evaluators will practice scoring, developing a post-conference, and learn how to build a differentiated coaching plan/PGP. Participants will have multiple opportunities to engage with materials and network with fellow participants to develop a deeper understanding of each component of the evaluation process and how to leverage the process to support growth.

The one-day training will be a condensed version of the new components of the evaluation system. This will include updates to the rubrics, the process for the coaching plan/PGP, and an overview of the full evaluation process.

What qualifies someone for the one-day training?

Those who are NIET TLSR certified within the last three years and are deemed by their system as being in good standing are eligible for the one-day training. Participants for this training must have permission from their system to register.

Can a system just adopt the Educator rubric and not the others?

No. If a system chooses to adopt the Educator Rubric, they must also adopt the Leader and Counselor Rubrics as well.

Can a system adopt just the Leader rubric?

Yes. The system may choose to adopt only the Leader Rubric for the Learning Year.

Do all schools in a system have to participate, or can the system select how many will participate?

Systems may allow some or all schools to opt in for the Evaluation Learning Year.

Will there be a different training for those currently certified on the NIET Principal Standards Rubric (PSR)?

No. All systems will participate in the two-day Louisiana Leader Rubric Training.