

# Alternate Rubric Waiver Guidance

Submission Requirements

Released May 2025

## Overview

Per [Bulletin 130](#) - *Regulations for the Evaluation and Assessment of School Personnel*, §307 Observation Tools, each year, school systems must submit a [waiver](#) to utilize an alternate rubric to evaluate their teachers, leaders, or both. Approval is for the rubric only; all other evaluation components must be followed as stated in policy.

## Minimum Requirements

1. The tool for teacher evaluation shall align to the *Louisiana Components of Effective Teaching*. The tool for administrator evaluation shall align to the *Performance Expectations and Indicators for Educational Leaders*, contained within *Bulletin 146 - Standards for Educational Leaders in Louisiana*.

### Louisiana Components of Effective Teaching

Instruction	Planning	Environment	Professionalism
<ol style="list-style-type: none"><li>1. Standards and Objectives</li><li>2. Motivating Students</li><li>3. Presenting Instructional Content</li><li>4. Lesson Structure and Pacing</li><li>5. Activities and Materials</li><li>6. Questioning</li><li>7. Academic Feedback</li><li>8. Grouping Students</li><li>9. Teacher Content Knowledge</li><li>10. Teacher Knowledge of Students</li><li>11. Thinking</li><li>12. Problem-Solving</li></ol>	<ol style="list-style-type: none"><li>1. Instructional Plans</li><li>2. Student Work</li><li>3. Assessment</li></ol>	<ol style="list-style-type: none"><li>1. Expectations</li><li>2. Engaging Students and Managing Behavior</li><li>3. Environment</li><li>4. Respectful Conditions</li></ol>	<ol style="list-style-type: none"><li>1. Growing and Developing Professionally</li><li>2. Reflecting on Teaching</li><li>3. School Involvement</li><li>4. School Responsibilities</li></ol>

## Performance Expectations and Indicators for Educational Leaders

SCHOOL MISSION, VISION, & STRATEGIC GOAL SETTING	INSTRUCTIONAL LEADERSHIP	CAPACITY BUILDING
<ol style="list-style-type: none"><li>1. Goal-Setting and Monitoring</li><li>2. Communication of Mission, Vision, and Goals</li><li>3. Expectations</li></ol>	<ol style="list-style-type: none"><li>1. Curriculum and Assessment</li><li>2. Teacher Effectiveness</li><li>3. Meeting Student Needs</li><li>4. Instructional Focus</li></ol>	<ol style="list-style-type: none"><li>1. Reflective Practices</li><li>2. Leadership Development</li><li>3. Collaborative Practices</li><li>4. Continuous Improvement</li></ol>
SCHOOL & COMMUNITY ENVIRONMENT	PROFESSIONALISM & INTEGRITY	SCHOOL OPERATIONS/MANAGEMENT
<ol style="list-style-type: none"><li>1. School Atmosphere</li><li>2. Community Engagement</li><li>3. Discipline</li><li>4. Access to High-Quality Education</li><li>5. Responsiveness to Stakeholders</li></ol>	<ol style="list-style-type: none"><li>1. Professional Norms</li><li>2. Professional Behavior</li><li>3. Policy</li></ol>	<ol style="list-style-type: none"><li>1. Administrative Operations</li><li>2. Fiscal and Physical Management</li></ol>

2. Observation tools shall provide an overall score between 1.00 and 5.00. Total scores on observation tools may include hundredths of points, indicated with a decimal point.

## Additional Guidance

The [Louisiana Educator Rubric \(LER\)](#) and the [Louisiana Leader Rubric \(LLR\)](#) should be used as models, as they include all necessary effectiveness standards. The [LA Educator Rubric and Evaluation Handbook](#) and the [LA Leader Evaluation Handbook](#) provide definitions and examples of the effectiveness standards. Systems should keep in mind that an observation rubric is meant to provide a common language and to promote growth. A score of 3 is proficient, while a score of 5 is exemplary.

## Submission

Beginning with the 2025-2026 school year, all alternate rubric requests must be submitted yearly, no later than **June 30**. The LDOE will approve or deny the request by August 1 using the [teacher](#) and [leader](#) criteria.

Yearly submission to [LEADS@la.gov](mailto:LEADS@la.gov) must include:

- [Alternate Rubric Waiver Request](#)
- Copy of alternate rubric(s)