

Alternate Rubric Waiver Request

Updated May 2025

School systems and charter schools/organizations choosing to use alternate rubrics* for the qualitative portion of evaluation must **annually** submit this completed form and a copy of the rubric(s) to leads@la.gov by **June 30** to request approval. Please refer to the [Alternate Rubric Waiver Guidance](#) for additional information.

Contact Information	
LEA/Organization:	
Superintendent/Charter School Leader:	
Address:	
Phone Number:	
Louisiana Evaluation System (LES) Data Contact Name:	
Louisiana Evaluation System (LES) Data Contact Email:	
Academic Year Requested:	

- ☐ Our LEA/Charter Organization/School is requesting a waiver to use an alternate observation rubric for **all of our teachers**.
- ☐ Our LEA/Charter Organization/School is requesting a waiver to use an alternate performance rubric for **all of our school leaders**.
- ☐ Our LEA/Charter Organization/School is requesting a waiver to use an alternate rubric for **all of our public school educators in the position(s) listed below**.

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- ☐ Our LEA/Charter Organization/School is requesting a waiver to use an alternate rubric for **some of our teachers and/or leaders listed below**.

School(s):	
Grade(s):	
Position(s):	

Justification

Provide justification of how the modified rubric indicators support specific performance goals related to educator and student outcomes.

Reliability and Validity

Explain how the LEA will provide training to evaluators/designated observers on the approved rubric.

Explain how the LEA will ensure the reliability and validity of the alternate observation tool.

- ☐ Our LEA/Charter Organization/School understands that an approval for the use of an alternate rubric does not waive additional components of evaluation, including PGP/coaching plans, self-assessments, student learning targets (SLTs), VAM, and principal survey.
- ☐ Our LEA/Charter Organization/School understands that all evaluators and designated observers must complete an LDOE training on the LEADS evaluation components and processes and take an annual certification assessment in the Professional Learning Platform/Canopy.
- ☐ Our LEA/Charter Organization/School ensures that all evaluators and designated observers will be trained on approved rubric(s).

Signature

Superintendent's/Executive Director's Signature:

Date:

*Per [Bulletin 130](#), LEAs may request a waiver to use observation/performance rubrics other than the model tool developed or identified by LDOE. A copy of each alternate rubric should be submitted along with this form. Alternate rubrics must align to the Louisiana Components of Effectiveness and provide an overall score between 1.0 and 5.0.