

Evaluation Learning Year Frequently Asked Questions

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Overview

During the 2024-2025 school year, systems may join the Evaluation Learning Year. Participating systems will use the new evaluation components and processes to support school-level educators, school-level, and system-level leaders throughout the evaluation process. Feedback will be gathered from participants to inform final adjustments to the evaluation system prior to full implementation in the 2025-2026 school year. Below are answers to frequently asked questions about the Evaluation Learning Year.

Frequently Asked Questions

Rationale and Overview

Why is the Louisiana evaluation system being redesigned?

Louisiana's educator evaluation system is being redesigned to provide more useful, timely, and actionable feedback for improvement. Teachers and leaders told us they wanted better feedback and they wanted opportunities for professional learning and development to support that improvement.

The redesign responds to the state's Teacher Recruitment, Recovery, and Retention Task Force recommendations for improvements in the state evaluation systems for educators. The task force, established by the state legislature, was formed to address current and potential teacher shortages in Louisiana and secure a stronger educator workforce.

Based on analysis of best practices, research on evaluation, and feedback from educators, LDOE identified several potential improvements in the evaluation systems for teachers and school leaders.

These changes are designed to make individual feedback and coaching an integral part of the evaluation process while, at the same time, strengthening the connection between evaluation and professional learning.

How will the new evaluation system benefit teachers and school leaders?

Based on the feedback we received from educators across the state, the new evaluation system is designed to provide stronger feedback and support for improvement. By offering opportunities for professional growth and improvement, the system will support broader efforts to recruit and retain effective educators. The system will:

- Be grounded in evidence-based strategies that enhance teaching and leadership practices.
- Provide a fair and transparent process that includes multiple measures of effectiveness, supports self-reflection, and gives educators a voice.
- Lead to better feedback for improvement and resources to support individual growth.
- Make stronger connections between evaluation and opportunities for professional learning.

How did LDOE design the new educator and leader evaluation systems?

As a result of a Request for Proposals (RFP) process, LDOE partnered with the nonprofit National Institute for Excellence in Teaching (NIET) to design the research-based, comprehensive Louisiana Educator Advancement and Development System (LEADS).

During the 2023-2024 school year, 16 school systems across the state partnered with LDOE and NIET in a year-long pilot of the two evaluation systems. The systems and schools chosen to participate in the pilot are representative of the diversity of school systems across the state in terms of region/location, size,

rural and urban settings, student demographics, and the type of public school. Throughout the pilot year, these systems provide quantitative and qualitative data on the implementation of the evaluation systems for educators and leaders.

Evaluators from all participating systems were trained and certified to use the Louisiana Educator Rubric (LER) (adapted from the NIET Teaching and Learning Standards Rubric) and the Louisiana Leader Rubric (LLR) (adapted from the NIET Principal Standards Rubric). Based on their participation in the pilot, educators shared their experiences and recommendations through focus groups and surveys. Data and feedback from the pilot year have informed adjustments to the evaluation system. Adjustments will also be made based on data and feedback during the Learning Year.

What are the key shifts with the new evaluation system?

The Louisiana Educator Advancement and Development System (LEADS) includes the Louisiana Educator Evaluation System, Louisiana Leader Evaluation System, and Louisiana Counselor Evaluation System.

These systems will:

- Provide high-quality feedback to teachers and leaders that is actionable, detailed, and timely;
- Use research-based teaching and leadership standards that provide clear descriptions of practice across a range of indicators;
- Support the continuous improvement of teaching and learning using materials teachers use every day in classrooms;
- Offer opportunities for teamwork and collaboration that help educators to develop their practice;
- Use multiple, trained evaluators to build more accurate assessments of a teacher’s instructional performance and leaders’ leadership practices (multiple evaluators are optional but encouraged);
- Provide differentiated follow-up coaching and support based on refinement areas; and
- Enable educators to reflect on their practice and share their views as part of the evaluation process.

Details and Requirements

What are the main components and processes of the new evaluation system?

The following components and processes are being piloted with educators during the 2023-2024 school year. Highlights include:

Louisiana Educator Evaluation System	Louisiana Leader Evaluation System
<ul style="list-style-type: none"> ● Louisiana Educator Rubric (LER): A research-based, 5-point scale rubric that helps build a common language and is correlated with student achievement and learning growth ● Training and Certification: A process that leads to more fair and reliable educator evaluations by certified observers ● Formal Observations: Each observation is followed by a post-conference where teachers are supported in reflecting on the lesson 	<ul style="list-style-type: none"> ● Louisiana Leader Rubric (LLR): A research-based, 5-point scale rubric that provides school leaders with a common language for effective leadership practices ● Training and Certification: A process that leads to more fair and reliable leader evaluations by certified observers ● Beginning-of-Year (BOY) Conference: School leaders receive support with goal-setting, action-planning, and establishing a climate of continuous growth ● Middle-of-Year (MOY) Conference: School

<ul style="list-style-type: none"> ● Professionalism Domain: This domain allows for the assessment and acknowledgment of teacher growth and reflection, community involvement, and school responsibilities ● Self-assessment: A reflection opportunity that leads to greater teacher voice in the evaluation process ● Follow-up coaching and support cycles: High-quality post-observation feedback, with an aligned coaching and support cycle, to enhance teacher growth 	<p>leaders are supported in reflecting on successes and evidence of progress toward goals, revisions to their action plan, and indicator ratings</p> <ul style="list-style-type: none"> ● End-of-Year (EOY) Conference: School leaders are supported in a summative reflection on evidence of goal attainment, strengths, and growth areas, and indicator ratings ● Self-assessment: A reflection opportunity that leads to greater leader voice in the evaluation process ● School Principal Survey: Affords teachers the opportunity to give feedback on principal impact (only school principals)
<p>School Counselors will follow the same framework as school leaders and utilize the new 5-point scale Louisiana Counselor Rubric.</p>	

Who will be observed using each rubric, and who will conduct the observation?

- **Louisiana Educator Rubric (LER)** - The Louisiana Educator Rubric is used to coach and evaluate school-level educators. School-level educators include teachers and those serving in non-traditional teaching roles such as a master teacher, instructional coach, interventionist, special education teacher, alternative school teacher, etc. Evaluators of these individuals are system or school-level leaders. **Additional staff may be appointed as observers. These designated observers may assist evaluators by observing instruction and scoring according to the Louisiana Educator Rubric.** Additional observers are typically master or mentor teachers, instructional coaches, or content leaders.
- **Louisiana Leader Rubric (LLR)** - The Louisiana Leader Rubric is used to coach and evaluate school leaders. School-level leaders include principals, assistant principals, deans, associate principals, and others serving in a school-level leader role. Local job descriptions will determine whether the Louisiana Leader Evaluation or the Louisiana Educator Evaluation is used for school-level employees serving in a non-traditional leadership role, such as master teacher. Evaluators of these individuals are supervisory personnel. Typically, system-level leaders evaluate principals, and principals evaluate other school-level personnel, such as teachers, counselors, other school leaders, etc.
- **Louisiana Counselor Rubric (LCR)** - The Louisiana Counselor Rubric is used to coach and evaluate school counselors. Typically, school-level leaders evaluate counselors.

What is the timeline for implementing the new evaluation system?

Evaluation components will be adjusted based on data and feedback from the 2023-2024 Pilot Year. Following adjustments, a Learning Year will occur during the 2024-2025 school year prior to full statewide implementation beginning in the 2025-2026 school year.

Timeframe	Focus
2023-2024	Pilot Year implementation in sixteen school systems
Spring 2024	Adjustments to the evaluation system based on feedback from the pilot; Bulletin 130 updates approved by BESE
Summer 2024	Evaluation training and certification for the Evaluation Learning Year
2024-2025	Evaluation Learning Year for participating systems
Spring 2025	Final revisions to the evaluation system based on Learning Year feedback
2025-2026	Full implementation for all school systems

Are school systems required to participate in the Evaluation Learning Year? What are the requirements?

During the 2024-2025 school year, systems may opt to participate in the Evaluation Learning Year. See the [2024-2025 Evaluation Learning Year Options Form](#) to submit your choice of evaluation and the [2024-2025 Evaluation Learning Year Options Guidance](#) for more information regarding requirements for each option.

If a system has opted to continue the legacy system (COMPASS or approved alternate rubric), the evaluation process implemented by the LEA during the 2023-2024 school year will be followed.

- Evaluatees in an LEA implementing a legacy evaluation process shall receive at least one announced and one unannounced observation.

If a system has opted to transition to LEADS, evaluations will be conducted according to the revised evaluation policy in Bulletin 130 which are outlined in this document.

Can alternate rubrics be used following the 2024-2025 Learning Year? Can CLASS® be used for K-2 in 2025-2026?

Systems may annually submit an alternate rubric waiver for approval to use in place of the Louisiana Educator, Leader, or Counselor Rubrics. All other components and processes still apply, and data is still entered directly into the data system by evaluators and evaluatees. (Spreadsheet uploads will not be available.)

Will the new Louisiana Educator Training and Certification take the place of the National Institute for Excellence (NIET) Certification that allows for the mentor credential?

The Louisiana Educator Evaluation Certification and the NIET Certification will both be accepted for the mentor credential.

How will the Evaluation Learning Year affect my evaluation score?

In systems and schools opting to transition to LEADS during the Learning Year (2024-2025), final evaluation scores are on a 5-point scale. If a system chooses to use COMPASS or an alternative rubric during the Learning Year, final evaluation scores are on a 4-point scale.

The five point scale allows for greater differentiation for teachers who are effective. Effective teachers are emerging, proficient, highly effective, or exemplary. This differentiation supports more accurate and detailed feedback on instructional practices.

5 Point Scale		4 Point Scale	
4.50-5.0	Exemplary	3.5 or higher	Highly Effective
3.50-4.49	Highly Effective	2.5 to 3.49	Effective: Proficient
2.50-3.49	Proficient	1.5 to 2.49	Emerging
1.50-2.49	Emerging	Less than 1.5	Ineffective
1.0-1.49	Ineffective		

How many formal observations/conferences are required?

Educators

- Within a teacher’s first three years of teaching, three observations are required per year, one of which must be announced.
 - Best practice is to conduct the announced observation first for new teachers to begin coaching with the pre-conference, followed by two unannounced observations.
- For teachers with three years of experience and beyond, **one unannounced** observation is conducted.
- If the unannounced observation score for an experienced teacher is below 3.5, then an **announced** observation is conducted.
- If the average score of the first two observations is less than 2.5, then an additional **unannounced** observation is conducted.

Does experience out-of-state, in private schools or while uncertified count towards years of experience?

Local systems may decide if previous evaluations conducted out-of-state, in private schools or while uncertified will be used towards years of experience when determining the number of required observations.

Counselors and Non-Principal Leaders

- Evidence and artifacts are collected throughout the year.
- A middle-of-year conference and an end-of-year conference are conducted to review performance.

Principals

- Evidence and artifacts are collected throughout the year.
- A middle-of-year conference and an end-of-year conference are conducted to review performance.
- A **principal** with more than three years of experience in the role and a rating above 3.5 in the previous school year may be exempted from the middle-of-year conference.
 - During the 2024-2025 Evaluation Learning Year, the full cycle which includes both the MOY and EOY is recommended.
 - This waiver may only be applied to principals.

Does experience as an assistant principal count towards the three years of experience for principals with a 3.5 rating the previous year?

Only previous experience as a principal shall count towards the three years of experience.

Who is considered a non-principal leader?

Anyone serving in a leadership role who is evaluated with the leader evaluation, but is not serving as a principal is a non-principal leader. Examples include assistant principals, vice-principals, deans, and instructional coaches.

What support will be provided to school leaders and system leaders during the Learning Year?

- Webinars will be offered during the spring of 2024 for system leaders, school leaders, and teachers to provide an overview of the changes.
- Face-to-face training for evaluators, observers, and school leaders will be provided this summer (2024) in nine regions across the state.
- Teacher training will be available in the Louisiana Professional Learning (PL) Platform; systems will also receive materials to use during teacher collaboration to take deep dives into the Louisiana Educator Rubric.
- Monthly calls will be provided throughout the school year to provide ongoing training and follow-up.
- Weekly office hours will be available for technical support.
- A video library will be available in the Professional Learning (PL) Platform to norm on the Louisiana Educator Rubric and evaluation process.

Early Childhood

Can systems use the CLASS[®] Tool for Early Childhood/PreK teachers? Can we use the Louisiana Educator Rubric to observe PreK teachers?

The Louisiana Educator Rubric is not required for Early Childhood teachers. The CLASS[®] tool will be used for observations in place of the Louisiana Educator Rubric. Per [Bulletin 140](#), early childhood is required to use the CLASS[®] tool to conduct observations for accountability. **Two observations are required each academic year for accountability; however, for evaluation purposes, observation requirements for early childhood teachers will follow [Bulletin 130](#).** All other components of evaluation do apply to early childhood teachers.

Will observation scores need to be entered into the Louisiana Evaluation System (LES) for evaluation and in the Early Childhood portal for accountability?

For the 2024-2025 school year, observation scores will need to be entered into both systems. The LDOE is looking into a simpler solution following the 2024-2025 school year.

Will a conversion be created for CLASS[®] to be entered into the data management system?

Systems and schools opting to transition to LEADS during the Learning Year (2024-2025) will utilize a CLASS[®] [conversion to a 5-point scale](#) to align with the Louisiana Educator Rubric. If a system chooses to use COMPASS or an alternative rubric during the Learning Year, CLASS[®] scores will be converted using the [4-point conversion](#).

Will Early Childhood Teachers enter self-assessment scores?

For the 2024-2025 school year, Early Childhood Teachers will not enter self-assessment scores. The converted observation scores will account for the full qualitative portion of the evaluation. The data system will be enhanced to include all components, including self-assessment and PGP/Coaching Plans following the 2024-2025 school year.

Can CLASS® be used for K-2 as an alternate rubric in 2024-2025? Can CLASS® be used for K-2 in 2025-2026?

Systems and schools may opt into LEADS or continue with their legacy rubric for 2024-2025, meaning, if a system was using CLASS® in K-2 in 2023-2024, they may continue to use CLASS® for these grade levels. After the Learning Year, systems will need to apply annually to use CLASS® as an alternate rubric for K-2.

If I only evaluate *early childhood teachers* and my system is transitioning to the Louisiana Educator Evaluation, do I have to attend the Louisiana Educator Evaluation Training?

We recommend that all evaluators of teachers attend the Louisiana Educator Evaluation Training. The training will provide information on evidence collection as well as other processes of evaluation including post-conferencing and coaching plans. The training will also provide an overview of evaluation calculations which includes student learning targets (SLTs). In addition, all evaluators must pass a certification assessment prior to evaluating teachers. Systems may reach out to leads@la.gov for additional information.

Evaluation Training for the Learning Year

Who is required to attend the Louisiana Educator Evaluation Training and the Louisiana Leader Evaluation Training?

Louisiana Educator Evaluation Training	Louisiana Leader Evaluation Training
<p>Required for evaluators or designated observers of teachers in systems participating in the Learning Year: All individuals who will serve as evaluators or designated observers of school-level educators (teachers and those serving in non-traditional teaching roles such as master teacher, interventionist, alternative school teacher, special education teacher, librarian, etc.) in systems using the Louisiana Educator Rubric are required to attend the Louisiana Educator Evaluation Training. Following training, evaluators and observers must pass an online certification test prior to evaluating personnel.</p> <p>School-level educators (teachers, interventionists, etc.) who are not serving as observers do not attend this training. Training options for teachers will be available in August on the Professional Learning (PL) Platform.</p>	<p>Required for school-level leaders and their evaluators and evaluators of counselors in systems participating in the Learning Year: All individuals who will serve as evaluators of school-level leaders and counselors in systems using the Louisiana Leader Rubric are required to attend the Louisiana Leader Evaluation Training. School-level leaders are also required to attend this training. For example, an assistant principal may not evaluate other leaders; however, those who will be evaluated via the Louisiana Leader Evaluation System are still required to attend this training. Following training, evaluators must pass an online certification test prior to evaluating personnel.</p> <p>Training options for counselors will be available during the 2024-2025 school year on the Professional Learning (PL) Platform.</p> <p>Those currently certified on the NIET Principal Standards Rubric (PSR) will be required to participate in the two-day Louisiana Leader Rubric Training.</p>

When will evaluation training occur?

Face-to-face training on the new evaluation system will be offered in June, July, August, and September of 2024 in nine regions across the state. Registration opened in January. Training logistics and information are provided in the [registration portal](#). The Louisiana Educator Rubric (LER) training will be three days, and the Louisiana Leader Rubric (LLR) training will be two days.

Who should evaluate school counselors?

It is recommended that school-level leaders evaluate counselors.

If my system has been using the NIET Teaching and Learning Standards Rubric (TLSR), are evaluators/designated observers required to attend the Louisiana Educator Evaluation 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. This one-day training will prepare them for annual recertification. Certified evaluators who qualify for the one-day training can attend the full 3-day training if they prefer. Evaluators/designated observers should contact their system administrator for approval to attend a one-day training.

Where will evaluation training take place?

Training for evaluators will be offered in each of the nine regions across the state. Please see the [registration portal](#) for specific dates and locations.

What is included in the Louisiana Educator Evaluation Training?

Three-Day Louisiana Educator Evaluation Training	One-Day Louisiana Educator Evaluation Training
<ul style="list-style-type: none">• Opportunities to develop a deep-level understanding of the Louisiana Educator Rubric (LER) and a process for using the LER as a tool for coaching, support, and evaluation.• A deep dive into two lessons from Louisiana classrooms, with one lesson featuring an educator utilizing high-quality instructional materials.• Opportunities to practice collecting evidence and scoring, plan a post-conference, and learn how to build a differentiated coaching plan/PGP.• 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.	<ul style="list-style-type: none">• 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.• 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.

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| <ul style="list-style-type: none">• Prepares participants to complete the initial LER evaluator certification assessment. | |
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What is included in the Louisiana Leader Evaluation Training?

The two-day leader evaluation training will:

- include opportunities to develop a conceptual understanding of the Louisiana Leader Rubric (LLR) and a process for using the LLR as a tool for coaching, support, and evaluation;
- feature an authentic example of a school leader’s year-long evaluation and professional growth experience;
- provide opportunities to practice identifying effective school leadership practices that support school success;
- prepare participants to complete the initial LLR certification assessment;
- be required for school leaders and their evaluators using the LLR; and
- provide an introduction to the Louisiana Counselor Rubric and evaluation process.

Training Registration

How do individuals register for training?

Registration for the training went live on January 31 and can be accessed on the [registration portal](#).

Evaluators of school leaders, school leaders, and evaluators of educators who will be using the LER and/or LLR during the Learning Year must register for training. Registration is on a first-come, first-served basis. Individuals will be responsible for registering on their own.

What if an individual is unable to attend training in their region?

Individuals who are unable to attend any of the training sessions offered in their region can attend a training offered in another region.

What happens when an individual is unable to register for training because it is full?

Evaluation training will require a minimum of 20 participants and will accept up to 90 or 100 participants. If a session you wish to register for is full, one option is to identify an alternative training session to register for and attend. Individuals will also have the option to join a waitlist. Individuals on a waitlist are notified of an open registration slot in the order in which they joined the waitlist. Once an individual receives an email notification of an open registration slot, they will have two days to register before the next person on the waitlist is notified of the opening. Joining a waitlist does not guarantee an individual will be able to register for and attend training.

What happens if a training is canceled because the minimum number of participants is not met?

If you sign up for a training session that has fewer than 20 participants registered to attend, you will be notified at least *four weeks* prior to the training date and will need to identify an alternative session to attend.

Will I be able to change my registration to an alternative date if something comes up that prevents me from attending the training date I originally registered for?

If you need to change your registration to an alternative date, you will need to cancel your existing registration and register for another training. To cancel your existing registration, retrieve your original registration confirmation email (from niettraining@niet.org) and click "manage your registration." You will be prompted to enter your confirmation number, and your Registration Summary will be generated on the screen. Scroll down and click on the orange "Cancel Registration" button. Enter the requested information and click "Submit" to cancel your registration. Return to the [registration portal](#) to register for an alternative training date.

What reasonable accommodations (auxiliary aids and services) will be provided at the training?

Facility accessibility and closed captioning accommodations will be provided at all trainings. Accommodations such as preferential seating and large print materials will be provided upon request. Qualified ASL interpreters will be provided for select training dates and locations. Accommodation requests can be made when registering for training.

Will expenses incurred from training be covered by the state?

School systems are responsible for all travel expenses associated with attending evaluation training. The LDOE will not reimburse participants or their school systems for the cost of mileage, rental cars, hotels, or food. Food will not be provided at evaluation training. To reduce travel costs, multiple training sessions will be hosted in each region across the state.

Evaluator/Observer Certification

What must an individual do in order to be eligible to take the certification test?

In systems transitioning to LEADS, all evaluators and designated observers must complete the full, required LER (three-day or one-day depending on eligibility) or LLR training (two-day). After completing training, the individual's account role in the Professional Learning Platform will be created or updated to observer/evaluator.

What does the *educator* evaluator certification test entail?

The Louisiana Educator Evaluator Certification Assessment will consist of two parts:

- Assessment Part 1: Lesson Observation & Ratings:
 - 75% or 9 out of your assigned 12 Instructional Domain indicator ratings should be within +/-1 of National Raters.
 - Your summative rating average for all 12 instructional indicators must be within +/-1 of National Raters (if the National rater average is 2.6, then your overall summative average needs to fall within 1.6-3.6).
- Assessment Part 2: Multiple-Choice Questions on the Evaluation System
 - You must achieve a passing rate of 75% or higher on a multiple-choice test, with questions focused on the pre-conference process, post conference process, coaching process, knowledge of rubric indicators and descriptors, SLTs and VAM, as well as knowledge of the evaluation calculations.

What does the *leader* evaluator certification test entail?

Individuals who will support and evaluate school leaders using the Louisiana Leader Rubric are required to pass the Louisiana Leader Evaluator Certification Assessment successfully. This assessment measures knowledge and understanding of the rubric and evaluation process through a multiple choice test (some items include artifact or video review).

Where will the online certification test be housed?

The online certification tests will be housed in Louisiana’s Professional Learning Platform.

How often is an evaluator/ designated observer required to take the certification test?

Evaluators/designated observers are required to take and pass the certification test once per year.

What happens if an evaluator/observer does not pass the certification exam?

Evaluators will have three attempts to pass the online certification exam. In order to prepare for retaking the exam, we recommend an evaluator study the material in their evaluator handbook and review additional training materials. There is a one-week waiting period between failed attempts.

If an educator does not pass the certification exam within three attempts, the evaluator will need to contact their system administrator. The system administrator will contact leads@la.gov to determine the next steps.

What is the window of time when observers need to take the certification test? When is the deadline? The system should establish the timeline for the completion of the certification assessment. Those who are hired later in the year may take the certification assessment after successful completion of evaluator training. Certification is valid for the school year in which the assessment is taken.

Evaluation Calculations

What are the weights of the four domains of the Louisiana Educator Rubric?

The teacher observation rating, which makes up 90% of a teacher’s qualitative assessment score, is composed of four domains:

Domain	Weights
Planning	15%
Environment	5%
Instruction	75%
Professionalism	5%

How are an educator’s self-assessments factored into an educator’s evaluation rating?

The self-assessment includes the weighted domains and must be completed in entirety. The teacher self-assessment rating makes up 10% of an educator’s qualitative assessment score, while the remaining 90% is determined by the teacher observation rating. An educator’s qualitative score is worth 50% of the overall evaluation score, and the Student Growth Measure is worth 50% of the overall score.

How is student growth measured in the Louisiana Educator Evaluation System?

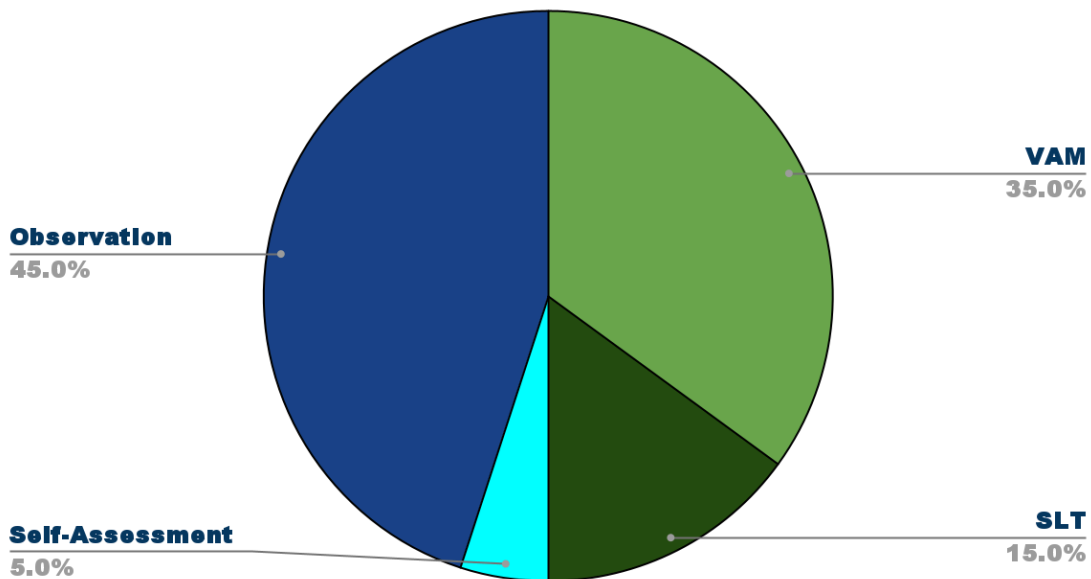
The Student Growth Measure is worth 50% of the overall evaluation score, and the Professional Practice Score is worth 50% of the overall score. The Student Growth Measure consists of two components:

- Value-added Model (VAM)
- Student Learning Targets (SLTs)

Note: Student Learning Targets (SLTs) account for the full 50% of the Student Growth Measure for non-VAM educators.

How is an educator’s final effectiveness rating calculated?

Evaluation Component Weights



The final evaluation score for educators contains a Qualitative Assessment Score, which accounts for 50% of an educator’s rating, and a Student Growth Measure (Quantitative), which accounts for the remaining 50%. The two scores are averaged to calculate the final evaluation score.

Qualitative Assessment Score (50% of final)	Weighting
Observation Ratings	90%
Self-Assessment	10%
Student Growth Measure (50% of final)	Weighting
Student Learning Targets (SLTs)	30%, 100% non-VAM educators
Value-added Model (VAM)	70%

How is a school principal’s final effectiveness rating calculated?

The final evaluation score for principals contains a Qualitative Assessment Score, which accounts for 50% of an educator’s rating, and a Student Growth Measure (Quantitative), which accounts for the remaining 50%. The two scores are averaged to calculate the final evaluation score.

Qualitative Assessment Score (50% of final)	Weighting
Leader Rubric <ul style="list-style-type: none"> • Middle-of-Year (MOY) Conference 1 = 25% • End-of-Year (EOY) Conference 2 = 50% Note: If the principal qualifies for a waiver of the MOY conference, the EOY conference is 75%	75%
Principal Survey <i>(completed by teachers at the end of the year)</i>	15%
Self-Assessment	10%
Student Growth Component (50% of final)	Weighting
Student Learning Targets (SLTs)	100%

What percentage of teachers must complete the principal survey?

At least 50% of teachers must complete the principal survey prior to the score being included in the final evaluation score.

What are the weights of the six domains of the Louisiana Leader Rubric?

Domain	Weights
School Mission, Vision, and Strategic Goal Setting	20%
Instructional Leadership	20%
Capacity Building	20%
School & Community Environment	15%
Professionalism & Integrity	15%
School Operations/Management	10%

How is a Counselor’s or Non-Principal School Leader’s final effectiveness rating calculated?

The final evaluation score for counselors and non-principal leaders contains a Qualitative Assessment Score, which accounts for 50% of an educator’s rating, and a Student Growth Measure (Quantitative),

which accounts for the remaining 50%. The two scores are averaged to calculate the final evaluation score.

Qualitative Assessment Score (50% of final)	Weighting
Counselor or Leader Rubric <ul style="list-style-type: none"> • Middle-of-Year (MOY) Conference 1 = 30% • End-of-Year (EOY) Conference 2 = 60% 	90%
Self-Assessment	10%
Student Growth Component (50% of final)	Weighting
Student Learning Targets (SLTs)	100%

What are the domains and weights included on the Louisiana Counselor Rubric?

The Louisiana Counselor Rubric is currently being finalized based on feedback from the field. The rubric and domains will be released soon.

Do school leaders or counselors ever receive a VAM score?

There are unique instances where a leader or counselor may serve dual roles. In these cases, if the leader or counselor teaches a grade/course that requires a state assessment, the individual may qualify for a VAM score.

Professional Learning (PL) Platform

What is the intent of the Professional Learning (PL) Platform?

The Professional Learning (PL) Platform, also known as Canopy, houses professional learning materials and resources for educators. This platform will support the implementation of the new evaluation system. The evaluator certification assessment and evaluation resources as well as training sessions, will be located in the Louisiana Professional Learning (PL) Platform.

How do educators create an account in order to access the Professional Learning (PL) Platform?

All educators can begin registering this spring to obtain access to the platform, Canopy. There are three Canopy permission types: Learner, Instructor, and Admin. We recommend that all system and school leaders request the access levels of Learner, Instructor, and Admin. Educators will need Learner access to the platform.

To access Canopy, new users must create a [MyLa](#) account. Existing eSER and EdLink 360 users will use their current EdLink Security credentials for access. Step-by-step instructions can be found in the [Creating your EdLink Security Account](#) guide. Users will receive a confirmation email that must be confirmed to finalize activating the account.

Individuals may contact local data managers for assistance with this process.

Data Management Platform

What is the intent of the data management platform?

The data management platform, Louisiana Evaluation System (LES), will replace the Compass Information System (CIS). This data platform serves to assist with evaluation implementation and recording by keeping a record of all components of the full evaluation system, both scored and unscored. Data will be entered directly into the data system throughout the year (no spreadsheet uploads) by both the evaluatee and the evaluator. This will allow for monitoring of data entry and completion throughout the year. Evaluatees have access to historical data as well as current data. Reports will be available to assist with planning for professional learning.

How is the new data management platform different from Compass Information System (CIS)?

The Louisiana Evaluation System will have enhanced features and reporting.

Will data from previous years be available in the Louisiana Evaluation System?

All previous evaluation data, will be transferred to the Louisiana Evaluation System (LES) and will be visible to evaluatees. System-Level Administrators will be able to view any evaluation data previously entered by the system.

Will 2023-2024 evaluations be closed out in CIS?

All 2023-2024 evaluations will be finalized in CIS. The final data will be moved over to LES at the end of January 2025.

Will training be provided for users of the data platform?

Webinars will take place this spring to provide an overview and demonstration of the platform. These webinars will be recorded. Video clips, a user guide, and quick guides will also be provided. Office Hours will also be available for technical support.

Can systems currently using EE PASS continue to enter data in this NIET platform?

Systems may continue to enter data in EE PASS; however, this will require data entry in two systems as the data will not transfer. Timely data entry throughout the year is required in the Louisiana Evaluation System (LES). Spreadsheet uploads will not be available. LES will provide reports and will calculate scores. It will not be necessary to enter data into EE PASS.

Can systems continue to upload evaluation data via a spreadsheet at the end of the year?

Evaluators and evaluatees will be required to enter data throughout the year directly into LES. The evaluation system will require the entry of additional data such as self-assessment scores, professional growth plans, and principal surveys. Spreadsheet uploads will no longer be available.

If our system opted to continue the legacy evaluation system (COMPASS or approved alternate rubric) will data be placed in CIS?

Beginning in 2024-2025, all evaluation data will be placed in the new data platform, Louisiana Evaluation System (LES), regardless of the evaluation rubric being utilized.

How will this change in the data system affect TAP or performance-based payouts?

All performance-based payouts are and shall be a local decision. Systems should revisit their policies prior to the start of the school year to ensure they are aligned with the new evaluation system. It is important to consider the shift to a 5-point scale, where a score of three is considered proficient.