

Teaching and Learning

Louisiana Leader and Educator Rubric and Evaluation Training Guidance

Updated February 2024

Background

Following the Request for Proposal (RFP) process, the Louisiana Department of Education (LDOE) contracted with the National Institute for Excellence in Teaching (NIET) to assist with adjusting the evaluation system based on research and best practice along with developing resources to support professional learning. The new Louisiana Educator Advancement and Development System (LEADS) evaluation system will include a structure of professional learning opportunities connected to evaluation and will foster growth to support the recruitment and retention of effective educators. The system will:

- include multiple measures that are fair, valid, and reliable;
- be connected to professional learning;
- be based on proven strategies that enhance teaching practices;
- provide multiple opportunities for feedback and reflection; and
- take into account individual systems, schools, and educator needs.

Evaluation components and processes are currently being piloted during the 2023-2024 school year, and changes will be made prior to the Learning Year.

2024-2025 Learning Year

During the Learning Year, school systems are encouraged to transition to the improved evaluation system, LEADS, to support school-level educators and school-level leaders through the evaluation process. Systems will receive support during the Learning Year and will have the opportunity to provide feedback prior to full implementation. All schools will use the new evaluation system beginning in 2025-2026.

Details and Requirements

- School systems may participate in a Learning Year during the 2024-2025 school year prior to full implementation beginning in the 2025-2026 school year.
- Training on the new evaluation system will be offered this June, July, August, and September across the state.
- There will be two different trainings provided: the Louisiana Educator Evaluation Training and the Louisiana Leader Evaluation Training.
- The Louisiana Leader Rubric and Evaluation Training is mandatory for both individuals who will be serving as evaluators of school-level leaders and school-level leaders who will be evaluated on the rubric.
- The Louisiana Educator Rubric and Evaluation Training is mandatory for individuals who will be serving as evaluators or designated observers of school-level educators.

Louisiana Leader Rubric and Evaluation Training

The Louisiana Leader Rubric is a measure 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.

Required Training Participants

For participating systems, all individuals who will serve as evaluators of school-level leaders 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 are still required to attend this training. Following training, evaluators must pass an online certification test prior to evaluating personnel.

Louisiana Educator Rubric and Evaluation Training

The Louisiana Educator Rubric is a measure 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 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. **Multiple observers are encouraged.**

Required Training Participants

For participating systems, all individuals who will serve as evaluators or designated observers of school-level educators are required to attend the Louisiana Educator Evaluation Training. Following training, evaluators and observers must pass an online certification test prior to evaluating personnel.

School-level educators (teachers, counselors, etc.) who are not serving as observers do not attend this training. Training options for teachers will be available in August in the Professional Learning (PL) Platform.

Training

Registration for the Learning Year training is now open. Training logistics and additional information about registration are provided in the [registration portal](#). The Louisiana Educator Rubric (LER) training will be three days. (Previously certified NIET TLSR evaluators and designated observers may qualify for a one-day training.) The Louisiana Leader Rubric (LLR) training will be two days.

Training options for teachers will be available in August in the Professional Learning (PL) Platform.

Learning Year Support

- Webinars will be offered this spring to system leaders, school leaders, and teachers to provide an overview of the improved evaluation system.
- Face-to-face training for evaluators, observers, and school leaders will be provided this summer in nine regions across the state.

- Teacher training will be available in the Louisiana PL Platform; systems will also receive materials to use during teacher collaboration (TC) to take deep dives into the Louisiana Educator Rubric and evaluation process.
- Monthly calls will be provided throughout the school year to provide ongoing information and to receive feedback relative to the Learning Year.
- Weekly office hours will be offered to provide technical support.
- A video library will be available in the Professional Learning (PL) Platform to norm on the Louisiana Educator Rubric and evaluation process.

Please contact compass@la.gov with questions.