

LEADS Implementation On-Site Extensions

LEADS On-Site Extensions are school-based professional learning opportunities designed to strengthen local implementation of the Louisiana Educator Advancement and Development System (LEADS). These sessions provide system and school leaders with hands-on support in authentic school settings to deepen their understanding of the educator evaluation process, strengthen evaluator reliability, and build coaching capacity.

Through guided practice and real-time application, participants refine key evaluation skills including evidence collection, calibration, feedback, and coaching so they can confidently replicate these practices within their own schools and systems, ultimately supporting continuous improvement in teaching, leadership, and student outcomes.

REQUESTING AN EXTENSION OPTION

Systems should complete the [LEADS On-Site Extension Request](#) form to request a local session.

ATTENDEES

System and school leaders, as well as instructional coaches, are encouraged to attend sessions held within the system (or, for smaller systems, in the local region). These sessions are designed to assist systems in supporting school leaders and to refine evaluator and coaching skills.

COST INFORMATION

A total of 48 LEADS On-Site Extensions will be funded by the LDOE. System requests will be honored based on the application submission date and the availability of the requested session dates. Travel costs will not be covered.

PARTICIPANT REGISTRATION

Registration links will be provided upon confirmation of local sessions.

LOGISTICS

Each session will consist of a full day, including a 30-minute lunch break. Participants are encouraged to bring lunch. Start times will vary from approximately 7:30-8:30, and end times will vary from 2:30-3:30, depending on the school start time.

EXTENSION OPTIONS

Option 1: High-Quality Evidence and Calibration: Participants will engage in a hands-on learning experience that will enhance their knowledge and skills as observers, as well as their understanding of the LER indicators and descriptors. Participants will practice observing and scripting a classroom lesson. Following the real-time lesson observation, participants will practice gathering high-quality evidence and calibrating ratings for targeted indicators. Participants will identify a reinforcement and refinement area based on scored indicators and develop a post-conference plan. The school leader/observer will then conduct a post-conference with the observed teacher, followed by a debrief and coaching opportunity.

Throughout the extension opportunity, connections will be made to indicators on the LLR, ILT best practices, and HQIM implementation.

Option 2: Post-Conference and Coaching Plan Development: Effective feedback is an essential component of the teacher observation process. High-quality, focused post-conference plans are key to supporting teachers' professional growth. This support opportunity will help participants to strengthen their post-conference planning by engaging in a step-by-step process to develop the reinforcement and refinement components after a classroom observation. Participants will extend their learning on creating a comprehensive coaching plan that caters to the unique needs of each teacher and contributes to their continuous professional learning and growth. The school leader/observer will then conduct a post-conference and coaching plan conversation with the observed teacher, followed by a debrief and coaching opportunity.

Throughout the extension opportunity, connections will be made to indicators on the LLR, ILT best practices, and HQIM implementation.

Please contact leads@la.gov with questions.