

Louisiana Believes

Evaluations of Charter School Leaders

Agenda

- **Overview of evaluation requirements for leaders**
- Examples of charter evaluation models
- Charter compact

Louisiana believes that every child can achieve.

We believe that **every child** can attain a college degree or pursue a professional career.

To reach this goal **we must raise our expectations** for every student and every teacher.

Compass is a set of professional tools to guide teachers in meeting these expectations and attaining rigorous goals with *all* students.



If we believe in children, we also have to believe in the educators closest to them.

Evaluating Charter Leaders: The Requirements and Flexibilities

Requirement	Flexibility
All charter school leaders must receive an annual evaluation that is based 50% on professional practice and 50% on student growth. (Act 54, Bulletin 130)	
Each leader must have a <i>minimum</i> of two site visits and the site visit tool must align to the <i>Performance Expectations and Indicators for Educational Leaders</i> . (Bulletin 130)	Evaluators have the flexibility to determine the duration and tool for these site visits. (Bulletin 130)
Each leader must have a minimum of two Student Learning Targets (SLTs). An SLT is a measureable goal for student achievement over a given period of time. (Bulletin 130)	
The evaluator is defined as the governing authority of the charter school. (Act 54)	The governing authority can assign a designee to evaluate the leader. (Act 54)
The charter school must report back to the Department on evaluation results for all teachers and leaders. (Bulletin 130) Results are due by July 31, 2014.	
The charter school must terminate employment for any leader that does not meet the standards of effectiveness for three consecutive years. (Bulletin 130)	

What else should you know about Compass?

1. The charter organization is responsible for evaluating all teachers, in addition to all leaders.
2. The charter organization has the option to use the Compass Information System, a free data platform provided by the Department, but can also choose to use their own data platform.
3. Compass ratings are also used to:
 - a) Award salary increases or stipends to teachers and leaders based on the local salary schedule (Act 1)
 - b) Make decisions about reductions in force (Act 1)
 - c) Renew certification (Act 54)
4. In September, the Department released a report about 2012-2013 implementation called the Compass Final Report. The Compass Final Report highlighted lessons learned during the first full year of implementation and illustrated individual districts' and charters' progress implementing Compass. You can find a copy of that report [here](#).
5. The Department regularly shares Compass updates through the weekly Superintendent's newsletter and charter newsletter; you can register for these online or by emailing Compass@la.gov.

The Compass Final Report illustrates 2012-2013 implementation results by district and school.

Parish/District Name	School	Ineffective	Effective: Emerging	Effective: Proficient	Highly Effective	Ineffective	Effective: Emerging	Effective: Proficient	Highly Effective
Orleans Parish	McDonogh #35 College Preparatory School	6%	0.00%	75%	19%	0.00%	6%	89%	6%
Orleans Parish	New Orleans Charter Science and Mathematics	0.00%	0.00%	85%	15%	0.00%	4%	92%	4%
Orleans Parish	Robert Russa Moton Charter School	6%	12%	82%	0.00%	0.00%	0.00%	100%	0.00%
Orleans Parish	Warren Easton Senior High School	0.00%	2%	86%	12%	0.00%	2%	98%	0.00%
RSDNO	A.P. Tureaud Elementary School	0.00%	17%	75%	8%	0.00%	25%	75%	0.00%
RSDNO	Akili Academy of New Orleans	16%	4%	64%	16%	0.00%	16%	72%	12%
RSDNO	Algiers Technology Academy	0.00%	18%	82%	0.00%	0.00%	6%	65%	29%
RSDNO	Andrew H. Wilson Charter School	15%	12%	64%	9%	0.00%	18%	82%	0.00%
RSDNO	Arise Academy	9%	25%	66%	0.00%	6%	63%	28%	3%
RSDNO	Arthur Ashe Charter School	25%	13%	63%	0.00%	0.00%	54%	46%	0.00%
RSDNO	Batiste Cultural Arts Academy at Live Oak Elementary	5%	18%	68%	8%	0.00%	8%	92%	0.00%
RSDNO	Benjamin Banneker Elementary School	3%	10%	76%	10%	0.00%	21%	79%	0.00%
RSDNO	Cohen College Prep	11%	42%	39%	8%	0.00%	39%	58%	3%
RSDNO	Dr. Martin Luther King Charter School for Science and Technology	4%	4%	76%	16%	0.00%	13%	64%	22%

In addition to final evaluation ratings and professional practice scores, the data tables display student outcomes data, student outcomes scores and SLT results. For teachers, value-added results are included.

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Evaluation Example: Single Site Charter

	Description
Evaluator	The governing board of this charter school has created an Academic Excellence Committee. This committee consists of three board members, some of whom have prior education experience. This committee evaluates the school leader.
Site Visits	The Academic Excellence Committee conducts school leader site visits using the Compass leader rubric. Each visit is approximately two hours in duration in which the evaluator observes the school leader observing and providing feedback to teachers and reviews student achievement goals and data with her.
Student Learning Targets	The Committee also reviews the leader's SLTs and rates her based on her results. This rating comprises 50% of the leader's evaluation.
Final Evaluation	A member of the Committee enters the ratings of the observations and SLTs directly into the Compass Information System to complete the leader's final evaluation.

Evaluation Example: Small Charter Management Organization

	Description
Evaluator	Chief Executive Officer of the CMO conducts the evaluation of all school leaders.
Site Visits	Principals are evaluated through site visits using the charter's evaluation rubric. The CEO conducts a feedback conversation with the CEO following each site visit.
Student Learning Targets	Each principals sets yearly SLTs by Sept. 1 st of each year. SLTs are then reviewed and rated by the entire governing board.
Final Evaluation	Final evaluation data are entered in the Compass Information System by the CEO at the end of the school year.

Evaluation Example: Large Charter Management Organization

	Description
Evaluator	The board uses its Chief Academic Officer (CAO) to evaluate school leaders.
Site Visits	School leaders are evaluated by the CAO monthly through site visits using the CMO's site visit rubric.
Student Learning Targets	The CAO works with each school leader to set rigorous SLTs that are then reviewed by the Board but rated by the CAO at the end of the school year.
Final Evaluations	The SLT and observation ratings are presented to the Board for final review before the CAO enters them into the Compass Information System.

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Charter School Performance Compact Self-Assessment

What?

The CSPC Self-Assessment is a tool boards can use to **rate a school on key performance indicators**, like enrollment, discipline, governance, etc.

Why?

The CSPC Self-Assessment **empowers boards to independently assess and improve the organizational performance** of their schools

How?

Download the assessment:

www.TinyURL.com/CSPCSelfAssessment

Download the instructional video:

www.TinyURL.com/CSPCSelfAssessmentVideo

Charter School Performance Compact Self-Assessment

1.

★ **VIDEO**
 Click here to watch a quick video on how to complete this self-assessment

FINANCIAL PERFORMANCE
Click here to determine your projected Financial Performance score

ENROLLMENT
Click here to determine your projected Enrollment score

FACILITIES
You will receive a Facilities score after your site visit. Click here to see the components of the Facilities review.

DISCIPLINE
Click here to see your projected Discipline score

SPED
Observed during your site visit or Student Programs Monitoring. Click here to see the components of the SPED review.

HEALTH & SAFETY
Click here to determine your projected Health & Safety score

GOVERNANCE
Click here to determine your projected Governance score

SUMMARY
Click here to see a summary of your Organizational Performance score

Upon opening the tool, you can choose to **watch a how-to video** or click on one of the **performance indicators** to get started.

2.

Organizational Performance Score				
Governance				
	Indicator	Question:	Answer:	Points earned:
i.	Board structure meets Bulletin 126 requirements	Does the board meet the requirements listed in the one-pager on the left?	Yes	4
ii.	Board adheres to Louisiana Code of Governmental Ethics	Did the board receive any Notices of Concern or Notices of Breach regarding the Code of Governmental Ethics listed on the left?	<div style="border: 1px solid black; padding: 2px; display: flex; align-items: center;"> <input style="width: 100%; height: 15px;" type="text"/> </div> <div style="border: 1px solid black; padding: 2px; font-size: 8px;"> No--no notices of concern or breach Yes--at least one notice of concern </div>	4

Answer the questions for each indicator using the drop-down menus. A **score automatically updates** with each new entry.

**Total Facilities Score
(20 pts possible)**

4

Resources

Topic	Resource
Evaluation Requirements in Law and Policy	<ul style="list-style-type: none">• Act 54• Bulletin 130
Site Visit Tools and Guidance	<ul style="list-style-type: none">• Compass Leader Rubric• Compass library resources
SLT Resources	<ul style="list-style-type: none">• Compass library SLT resources
CIS	<ul style="list-style-type: none">• Link to CIS overview• Link to user guide
Miscellaneous Compass Resources	<ul style="list-style-type: none">• Link to Compass Final Report 12-13• Compass library resources• Link to Newsletter page

Questions?